

**BOARD OF REGENTS
MINUTES OF THE MEETING
December 6-8, 2016**

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**BOARD OF REGENTS
MINUTES OF THE MEETING
December 6-8, 2016**

The South Dakota Board of Regents met on December 6-8, 2016 at the University of South Dakota in Vermillion, 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; Guilherme Costa, Board of Regents General Counsel; Paul Turman, System Vice President for Academic Affairs; Nathan Lukkes, Assistant Vice President for Research and Economic Development; Michele Anderson, Internal Auditor; Kayla Bastian, Director of Human Resources; Monte Kramer, System Vice President of Finance and Administration; Dave Hansen, System Chief Information Officer; Molly Hall-Martin, 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, Accounting Manager; Leah Ahartz, System Budget Manager; Scott Van Den Hemel, System Financial Compliance Officer; Barry Dunn, SDSU President; José-Marie Griffiths, DSU President; Tom Jackson Jr., BHSU President; Heather Wilson, SDSM&T President; Tim Downs, NSU President; James Abbott, USD President; Kim Grieve, Deborah Dodge, John Howe, Andrew Koch, Allie Logan, Kim Albracht, Sheila Gestring, Scott Pohlson, Laura McNaughton, USD; Michaela Willis, Dean Kattelmann, Wes Tschetter, Allyson Helms, Lane Speirs, Teigen Albrecht, Kirby Krogstad, Alley Farber, Tyler Ascherson, Danielle Ring, SDSU; Kathy Johnson, Randy Culver, Rob Houdek, Chris Crawford, BHSU; Checka Leinwall, Veronica Paulson, NSU; Steve Malott, Heather Forney, SDSM&T; Claudean Hluchy, SDSBVI/SDSD; Marcus Garstecki, Stacy Krusemark, DSU; Robert McLean, Student Federation; and other members of the regental system and public and media.

TUESDAY, DECEMBER 6, 2016

Regents' President Randy Schaefer declared a quorum present and called the meeting to order at 4:12 p.m.

REGENTS' WORKSHOP

Report of Key Institutional Financial Indicators

Dr. Monte Kramer, System Vice President of Finance and Administration, explained that the purpose of the Regents Workshop is to address key financial indicators identified by Dr. Rush, himself and the Business Affairs Council. This provides the Board of Regents an opportunity to understand the nuances of postsecondary education finance as well as to understand the financial status of each university. He explained that each university's Chief Financial Officer will present his or her university's financial information.

Kathy Johnson, BHSU Vice President for Finance and Administration, provided information on Black Hills State University's FY16 revenues and FY16 operating expenses by program. She also provided information about BHSU and its peer institutions, FY14 degrees awarded, FY14 expenditures per student, and FY14 expenditures per degree. She noted that the information provided draws upon IPEDS data. Additionally, she provided an overview of the institution's cash balances and total cash statement. She referenced BHSU's Higher Learning Commission ratios, showing a composite financial indicator of 2.7, which indicates a good financial condition. Lastly she provided information on new freshmen, retention rates, degrees awarded, efforts by the BHSU Foundation, and new scholarships.

Regent Johnson requested that each institution email out their presentation slides following the Board meeting.

Stacy Krusemark, DSU Vice President of Business and Administrative Services, provided information on Dakota State University's FY16 revenues and FY16 expenditures. He provided comparison data with institutional peers and gave rationale for why DSU's core expenditures per graduate are higher than peer institutions. He also addressed cash balances and pointed out the growth in unrestricted funds due to enrollment growth and employment vacancies. He said cash balances in the plant funds category had grown considerably. He noted that these funds have been designated to pay for current building projects on campus. He showed the Higher Learning Commission ratios for DSU and noted that the indicators for the institution are very strong. The composite financial indicator was 3.9. He provided data showing that on-campus students are also taking courses online. Lastly, he showed the restricted non-appropriated current fund expenditures from state, federal, and private grants and contracts.

In response to a question, President Jose-Griffiths explained DSU's newly awarded Title III grant that focuses on advising student success. She said this will allow the institution to hire professional advisors and fund the reading/writing center. She noted that if DSU is awarded all five years of the grant, the total grant amount would be roughly \$2.2-2.3 million.

In response to another question, Stacy Krusemark noted that the DSU Foundation has recently hired two new developers and they are working to clean-up their alumni database with comprehensive and up-to-date information.

Veronica Paulson, NSU Vice President of Finance and Administration, provided information on Northern State University's FY16 revenues and FY16 expenditures. She provided comparison data with institutional peers, which showed that the institution's core expenditures are high in comparison to peer institutions. She said that NSU is in year four of a Title III grant which has allowed the institution to hire professional advisors, which has helped them in their retention efforts. When presenting information about total cash, she described efficiency efforts including sustained employment vacancies. When looking at uncommitted cash balances, she described an increase in the reserve percentages. She also explained that fee revenue has decreased since 2012. Additional information provided showed revenue, expenditures and changes in net position. She showed NSU's Higher Learning Commission ratios with a composite financial indicator of 3.4 in FY16. She addressed fluctuations in ratios over the last several years. She showed the on-campus and off-campus credits hours generated over the last 10 years, demonstrating the increase in off-campus credit hour production. Lastly, she presented information on student FTE for both on-campus and off-campus students as well as restricted non-appropriate expenditures.

SDSM&T President Heather Wilson introduced the topic by providing some key points and describing the financial goal of paying back BOR funds previously borrowed by the South Dakota School of Mines & Technology. She reported that SDSM&T is ahead of its scheduled payback. Steve Malott, SDSM&T Vice President for Finance and Administration, showed Higher Learning Commission ratios for the past several years and pointed out the positive dramatic turnaround since 2013. The composite financial indicator for 2016 was 4.3. He said there has been 20% enrollment growth since 2010, which includes mostly traditional, on-campus students. President Wilson also indicated that the number of Ph.D. students has dramatically increased over the last 10 years.

Regents' President Schaefer commended the leadership at SDSM&T for its hard work and determination in achieving financial stability for the institution.

In response to a question, President Wilson addressed the space utilization chart provided in the presentation slides. She commented on the tight laboratory space at the institution and described the considerations they must take into account when scheduling classroom and laboratory space at the university.

Wes Tschetter, SDSU Vice President of Finance and Business, provided an overview of FY16 revenues. After the institution described the shifting cost burden from state to students for postsecondary education, Regent Jewett noted that the inclusion of auxiliary costs in the calculation would show a more accurate description of the cost burden on students. Wes Tschetter described FY16 expenditures at South Dakota State University. He provided peer comparison data. Additionally, he showed the subtotal of unrestricted funds over the last several years, demonstrating marked increases since 2013. He showed the uncommitted cash balances, which included committed university funds for purposes such as bond payments. Regent Jewett clarified that the uncommitted cash balances can be used at the discretion of the institution. Wes Tschetter said there is a caveat for committed funds within this pool of money and the need for cash flow to maintain Higher Learning Commission ratios. He noted that the institution's FY16

HLC ratios composite score was 2.3. Lastly, he provided an overview of grants and contracts awarded to the institution, and he discussed the institution's strategies to grow research.

Sheila Gestring, USD Vice President of Finance, provided an overview of FY16 revenues and pointed out that the Medical School receives significant state appropriation/general funds support. She provided information about the University of South Dakota's FY16 expenditures as well as peer comparison information. She addressed the subtotal of unrestricted funds in the total cash statement and said these numbers have grown as expenditures have grown. She showed the unrestricted cash on hand at the end of the fiscal year and key data points on the financial statement regarding the state-support, self-support and total fees for the last five years. USD's Higher Learning Commission ratios composite score for FY16 was 3.5. Regarding enrollment, she provided detail on numbers of on-campus and off-campus students as well as the resident and non-resident students, noting the importance of continuing to monitor and address the change in dynamics. Additionally, she provided information about federal grants and contracts and the five-year trend in award dollars and expenditures.

At the conclusion of the campus presentations, Regents' President Randy Schaefer called the meeting to recess until the following day.

WEDNESDAY, DECEMBER 6, 2016

IT WAS MOVED by Regent Schieffer, seconded by Regent Bastian, that the Board of Regents convene and dissolve into Executive Session at 8:00 a.m. on Wednesday, December 7 to discuss personnel matters, pending and prospective litigation, contractual matters, and to consult with legal counsel; and that it rise to resume the regular order of business at 12:30 p.m. and report its deliberations while in Executive Session during the portion of the regular order of business that begins at 1 p.m. Motion Passed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Bastian to amend the Executive Session Motion that was approved at 8 a.m. on Wednesday, December 7, 2016 to add the following: During the Executive Session on Wednesday, December 7, 2016, the Board of Regents will also discuss marketing or pricing strategies by a board or commission of a business owned by the state or any of its political subdivisions, when public discussion may be harmful to the competitive position of the business. Motion Passed.

Regents' President Randy Schaefer declared a quorum present and called the meeting to order at 1:05 p.m.

BOARD WORK

3-A Approval of the Agenda

The Board approved the agenda with the addition of item 7-BB SDSU Performing Arts Center Phase II Funding Change.

3-B Declaration of Conflicts

No declaration of conflicts.

3-C Approval of the Minutes – Meeting on October 4-6, 2016

The Board approved the minutes of the meeting on October 4-6, 2016. Motion Passed.

3-D Rolling Calendar

The Board approved next year's Board of Regents meeting to be held on December 5-7, 2017 in Sioux Falls at the South Dakota School for the Deaf. The Board also approved revising the March 2017 meeting dates to March 28-30.

A copy of the Rolling Calendar can be found on pages **4910** to **4914** of the official minutes.

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 Sutton, seconded by Regent Morgan, to approve items 4-A through 4-J. Motion Passed, Regent Sutton abstained.

Academic and Student Affairs – Consent Agenda

4-A Graduation Lists

Approve the Winter 2016 graduation lists for Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, and the University of South Dakota, effective at the conclusion of the Board of Regents meeting on December 8, 2016 and contingent upon the students' completion of all degree requirement.

A copy the Graduation Lists can be found on pages **4915** to **4946** or the official minutes.

4-B Inactive Status and Termination Requests

Approve Northern State University's request to inactivate the Sociology – Gerontology Specialization (B.A.); Sociology – Gerontology Minor; Sociology – Gerontology (Applied) Associates Degree; and the Sociology Gerontology (Applied) Certificate Programs; and approve USD's request to terminate the Adapted Physical Education Minor; Drafting Entertainment Industry; and Music Education Minor programs.

A copy of the Inactive Status and Termination Requests can be found on pages **4947** to **4954** of the official minutes

4-C(1) – Agreements on Academic Cooperation – SD School of Mines and Technology

Approve the Agreement on Academic Cooperation between South Dakota School of Mines and Technology and Guru Nanak Dev University (GNDU), Amritsar, India.

A copy of SDSM&T's Agreement on Academic Cooperation can be found on pages **4955** to **4957** of the official minutes

4-C(2) Agreements on Academic Cooperation – South Dakota State University

Approve the Agreement on Academic Cooperation between South Dakota State University and the Indian Institute of Technology.

A copy of SDSU's Agreements on Academic Cooperation can be found on pages **4958** to **4962** of the official minutes.

4-C(3) Agreements on Academic Cooperation – University of South Dakota

Approve the renewal of the agreement on academic cooperation between the University of South Dakota and Ostfalia University of Applied Sciences; and the renewal agreement with the University of South Dakota and University of Oldenburg.

A copy of USD's Agreements of Academic Cooperation can be found on pages **4963** to **4974** of the official minutes.

4-D(1) Program Modifications – Northern State University

Approve Northern State University's program modifications for its Minor in Biology; MSED in Sport Performance and Leadership; Minor in Health; Human Performance and Fitness; and Masters of Music Education programs.

A copy of NSU's Program Modifications can be found on pages **4975** to **4989** of the official minutes.

4-D(2) Program Modifications – University of South Dakota

Approve the University of South Dakota's program modification for its MA in Kinesiology and Sport Management programs.

A copy of USD's Program Modifications can be found on pages **4990** to **4992** of the official minutes.

4-E(1) New Certificate Requests – USD – Ceramics, Drawing, Painting, Printmaking and Sculpture

Approve University of South Dakota's certificates in Ceramics, Drawing, Painting, Printmaking, and Sculpture as described in Attachments I-V.

A copy of USD's New Certificate Requests can be found on pages 4993 to 4998 of the official minutes.

4-E(2) New Certificate Requests – DSU – Health Information Clerk Certificate

Approve Dakota State University's Health Information Clerk Certificate as described in Attachment I.

A copy of DSU's New Certificate Requests can be found on pages 4999 to 5002 of the official minutes.

4-E(3) New Certificate Requests – NSU – Graduate STEM Certificate

Approve Northern State University's Graduate STEM Certificate as described in Attachment I.

A copy of NSU's New Certificate Requests can be found on pages 5003 to 5007 of the official minutes.

4-F(1) University Center-Sioux Falls Program Requests – New Certificate Request, USD – Web Design Certificate

Approve the University of South Dakota's undergraduate Web Design Certificate as described in Attachment I.

A copy of University Center-Sioux Fall's New Certificate Requests can be found on pages 5008 to 5010 of the official minutes.

4-F(2) University Center-Sioux Falls Program Requests – New Site Request – USD – Graphic Design Certificate

Approve the University of South Dakota's request to offer an undergraduate certificate in Graphic Design at the University Center-Sioux Falls as described in Attachment I.

A copy of the University Center-Sioux Falls New Site Request can be found on pages 5011 to 5015 of the official minutes.

4-G Request to Seek Accreditation – SDSU

Approve South Dakota State University's request to seek accreditation from the Council of Education for Public Health (CEPH) for its Master of Public Health program.

A copy of SDSU's Request to Seek Accreditation can be found on pages 5016 to 5018 of the official minutes.

Budget and Finance – Consent Agenda

4-H NSU Naming Request

Approve Northern State University's request to name the residence hall currently under construction on the northwest corner of campus the "Wolves Memorial Suites."

A copy of NSU's Naming Request can be found on pages **5019** to **5021** of the official minutes.

4-I FY18 HEFF M&R Projects

Approve the institutional maintenance and repair projects for SDSM&T and SDSU as described in item 4-I.

A copy of FY18 HEFF M&R Projects List can be found on pages **5022** to **5024** of the official minutes.

4-J Auxiliary System M&R Projects

Approve the institutional maintenance and repair projects for SDSM&T as described in Item 4-J.

A copy of the Auxiliary System M&R Projects can be found on page **5025** of the official minutes.

PLANNING AND RESOURCE DEVELOPMENT

5-A Welcome and Presentation by USD President James Abbott

President James Abbott welcomed the Board and audience to the University of South Dakota. He provided logistical details about the evening's reception and then introduced USD's Vice President of Research Mary Berry who briefly spoke about undergraduate research. Undergraduate research students Jade Fostvedt (Goldwater Scholar), John Slunecka (Goldwater Scholar), and Austin Fritz (American Chemical Society, Sioux Valley Section, First Place Poster Presentation) were highlighted.

5-B Student Organization Awards – USD

The Student Organization Awards were presented by Kim Grieve, Vice President of Student Affairs & Dean of Students. The award for Academic Excellence for 2015 was presented to Kappa Alpha Theta. The Award for Community Service for 2015 was presented to Colleges Against Cancer. The Award for Organizational Leadership for 2015 was presented to USD's AWOL Alternative Breaks Program.

A copy of the Student Organization Awards can be found on page **5026** of the official minutes.

5-C Reports on Individual Regent Activities

Regent Morgan said he recently had the opportunity to attend a Complete College America conference that focused on developing strategies to improve the college completion rate. Of the strategies included, one he mentioned was the “Fifteen to Finish” effort. He suggested that a presentation on the Complete College America strategies be included at the August retreat.

Regents’ President Schaefer also noted that he and several regents attended NSU President Tim Downs’s inauguration in October. He officially welcomed Dr. Downs to the Regental system.

Regent Sutton said he recently presented to a group called the Jack Rabbit Caucus, educating them about university funding strategies. He thanked Dr. Monte Kramer, System Vice President for Finance & Administration, for his assistance in this presentation.

5-D Report and Actions of Executive Session

Upon convening at 8:00 a.m. on Wednesday, December 7, 2016, the Board dissolved into executive session in order to discuss personnel matters, pending and prospective litigation, contractual matters, and to consult with legal counsel. The Board approved a motion to amend the motion that was approved at 8:00 a.m. to also discuss marketing or pricing strategies by a board or commission of a business owned by the state or any of its political subdivisions, when public discussion may be harmful to the competitive position of the business. It rose from executive session at 12:30 p.m.

Regent Schieffer reported that while in executive session, the Board considered personnel and administrative actions, pending and prospective litigation, contractual matters, marketing or pricing strategies by a board or commission of a business owned by the state or any of its political subdivisions; when public discussion may be harmful to the competitive position of the business, 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 Roberts, that the Board approve directions given to the executive director and the general counsel with respect to matters discussed in executive session, and that it:

1. Deny BHSU Faculty Grievance No. 2016-01.
2. Deny BHSU Faculty Grievance No. 2016-02.
2. Accept the appointment of Mr. Lamont Sellers as USD associate vice president for diversity, effective September 22, 2016, with an annualized salary of \$95,000.
3. Award an honorary Doctorate of Public service to Ms. Amity Shlaes (SDSM&T).
4. Award the title of Professor Emeritus of Business and Information Systems for Dr. Lynette Molstad Gorder (DSU) found on page **4702**
5. Approve the request to grant tenure to Dr. Annaleena Parhankangas (SDSU).
6. Approve awarding one (1) year of prior service credit toward tenure and one (1) year of prior service credit toward promotion for Ahmet Can, Assistant Professor (NSU); and one (1) year of prior service credit toward tenure and one (1) year of prior service credit toward promotion for Brian Wallace, Assistant Professor (NSU).

7. 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 ____ to ____ of the official minutes.

Motion Passed.

5-E Report of the Executive Director

Dr. Mike Rush, Board of Regents Executive Director, explained that he participated in the Student Federation meeting the evening before. He recognized the work of the Student Federation and the many projects that each Student Association addresses each year.

Dr. Rush said that this fall there have been presentations to the legislature on how the University Centers are funded. He explained that he is in the process of actively rethinking the Capitol University Center (CUC) in Pierre, noting that there have already been subsequent actions taken on behalf of the other University Centers. To this effort, a consultant has been hired to work with the stakeholders of the CUC to think about how it could restructure to become self-sustaining. He said a preliminary report shows there are some interesting suggestions, and the aim is to get a new operational structure in place by the end of the next fiscal year.

He reported that the Governor's Budget Address took place the previous day. He said the Governor's primary message is that the state's fiscal realities are behind projections. Because of that, his budget proposal was very conservative. That said, the Governor recommended that a series of Board of Regents projects be funded, including utilities, special school teacher salary increases, and School of Law assistance.

Contrary to past information, Dr. Rush explained that a recent report shows that high school enrollment is projected to increase by 19% in 2016-2032. Surprisingly, this numerical growth includes a 9% increase in Caucasian students.

Lastly, he explained that the updated Economic Impact of the South Dakota University System Report was just released. He gave a few highlights about the report, explaining that the Regental system has a huge impact on the state. He said the Regental system adds \$2.66 billion in added economic benefit to South Dakota. This marks an increase of 35% since the last time the study was conducted. He said the cumulative effect of postsecondary education is as important as the immediate effect. He noted the number of South Dakota jobs that are directly and indirectly affected by the universities as well as the sales tax generated per year.

A copy of the Interim Actions can be found on pages **5027** to **5032** of the official minutes.

5-F USD Foundation Report

Mr. Steve Brown, USD Foundation President and Chief Executive Director, provided information about the USD endowment, which supports all aspects of the university. He said the current campaign, Onward, is a \$250 million campaign that began January 2012. Campaign efforts have generated \$221 million to date, and they are just completing the fifth year of a seven-year campaign. He reported that the alumni association programming and activities came under the leadership of the USD Foundation as of July 1, 2016.

A copy of the USD Foundation Report can be found on pages **5033** to **5036** of the official minutes.

5-G Civil Service Advisory Council Update

Kayla Bastian, System Director of Human Resources, said the purpose of the Regental Civil Service Advisory Council (RCSAC) is to promote communication between the Board of Regents, Office of the Executive Director, Council of Presidents and Superintendents, and Civil Service employees. Per BOR Policy 1:7:5, a report is to be taken to the Board after each RCSAC meeting. The RCSAC meets in October and April.

She said that at is October 7, 2016 meeting in Pierre, the RCSAC received an update from each of the councils. She said the next meeting is scheduled for April 20-21, 2017 in Pierre, SD.

A copy of the Civil Service Advisory Council Update can be found on page **5037** of the official minutes.

5-H Student Alcohol Policy Discussion

Regent Jewett provided an overview of the Alcohol Motion he set forth in a letter to the Board of Regents members, which is also attached to the Board item prepared for this discussion.

Guilherme Costa, Board of Regents General Counsel, addressed each point of the motion. He indicated that points 1 and 2 would result in non-compliance with the Drug-Free Schools and Communities Act because they would effectively take suspension and expulsion of the list of possible sanctions for alcohol violations. In order to comply with federal regulations, expulsion must be a viable sanction.

Regent Morgan said a recent information request from the institutions shows that there have been no expulsions for alcohol violations in the last five years. This data suggests that a problem does not exist as it relates to the institutions sanctioning alcohol violations with expulsion.

In response to Regent Johnson's question, Guilherme Costa provided an overview of the changes to the Student Code related to sanctions, noting that previously conduct sanctions were mandated at a minimum. Now they are left to the discretion of the Student Conduct Officer.

It was clarified that just because parameters would be put around the sanctioning of one violation, they would not be required for other sanctions.

Kim Grieve, USD Vice President of Student Affairs and Dean of Students, described the regular sanctions in place at USD for alcohol violations.

Michaela Willis, SDSU Vice President of Student Affairs, said SDSU's conduct process includes alcohol violations that are a result of some type of disturbance or safety concern. Anything that happens off campus, particularly with alcohol, typically does not go to the conduct process. These alcohol violations are typically paired with another issue such as a Human Rights violation.

Regent Schieffer asked if someone reported an alcohol violation off-campus whether or not the Student Code would require it to be addressed. Michaela Willis said they would need to investigate but they trust the Student Conduct Officers to educate first, impose punitive sanctions second. She noted that the educational process seems to be working since last year's first offense alcohol violations were over 400 and the second offense only 26.

Regent Jewett expressed concern that the policy limits university presidents' ability to overturn a Student Conduct Officer's decision in a conduct hearing. In response, Guilherme Costa explained the appeals process in BOR Policy 3:4 and described the four bases for appeals.

Regent Bastian asked the Board to focus on the pending motion. He summarized the motion by saying that Points 1 and 2 indicate that no student will be suspended or expelled due to an alcohol offense, and legal counsel indicated that this would be inconsistent with federal law. Points 3 and 4 deal with student organizations and alcohol violations. Point 5 indicates that the Student Code be limited in jurisdiction for certain offenses. Point 6 has to do with conduct records and student records and how long they ought to be retained.

Guilherme Costa described the State of South Dakota Retention and Destruction Schedule, which goes contrary to the proposed alcohol motion. Additionally, he provided a hypothetical situation that would address the effect of Points 3, 4, and 5 if enacted. He described a scenario in which a student attended an off-campus, unofficial student organization party and died of alcohol poisoning. If you take away the ability to hold student organizations accountable off-campus you can severely limit your ability to act.

Kim Grieve described the records retention policy at the university, and Guilherme Costa further described the FERPA laws that govern information sharing regarding student records.

Dr. Rush said he has faith in the work of the Student Conduct Officers, especially since this piece of Student Code has been in implementation for several years and has been proven to work. He said he does have concern about changes to the student organizations. He provided more examples of when the proposed policy revisions would have handicapped institutions. He said if the institutions did not have a policy to address the problems, it would have been devastating.

IT WAS MOVED by Regent Jewett, seconded by Regent Adam, to approve the motion as set forth in the Attachment I (pages 6-7). Motion Failed.

A copy of the Student Alcohol Policy Discussion can be found on pages **5038** to **5052** of the official minutes.

ACADEMIC AND STUDENT AFFAIRS

6-A Student Federation Report

Robert McLean, Executive Director of the Student Federation, said the Student Federation met the evening before. He said the meeting started with a presentation by Dr. Rush and later the Federation voted to change a part of its constitution to reflect that each institution will pay the

same fixed rate fees capped at \$800. The fixed rate fees are included in their FY18 budget. He noted that the group will vote on its FY18 budget at the March meeting.

In response to a question by Regent Johnson, Robert McLean said that the final constitution and bylaws will be posted to the Board's website shortly.

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 **5053** to **5119** of the official minutes.

6-C Comprehensive Plan for Special Education – SDSBVI

SDSBVI Superintendent Marjorie Kaiser explained that each local school district and accredited school is required to submit a Comprehensive Plan for Special Education to the South Dakota Department of Education that details how the school will implement federal and state laws and special education regulations. She provided a brief overview of the plan and noted where the responsibility of SDSBVI differs from that of local education agencies. She said that much of the information in the Comprehensive Plan is documented in the SDSBVI school policy handbooks.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve the SDSBVI Comprehensive Plan for Special Education as presented to be provided to the South Dakota Department of Education. Motion Passed.

A copy of the Comprehensive Plan for Special Education can be found on pages **5120** to **5164** of the official minutes.

6-D(1) New Program Requests – DSU – AS in Web Development

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, said Dakota State University requests authorization to offer an Associate of Science (AS) in Web Development. He said the program will be offered both online and at the University Center-Sioux Falls. Graduates of this program would learn how to develop and maintain various software applications or specialized software. The program allows students who complete the 60 credits of coursework to seek immediate employment in the field or to use the degree towards completion of the baccalaureate degree in Computer Information Systems.

He said there are no new resources being requested for this program. However, he asked the Board to consider an exception from the established Memorandum of Understanding (MOU) at the University Center – Sioux Falls, which says associates degree programs will be offered at a reduced rate of \$270 per credit hour. The MOU makes exception to the established tuition rate for higher cost programs. Therefore, with the approval of the Board, the standard self-support rate of \$330 per credit hour would be applied to this higher cost program.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve DSU's AS in Web Development as described in Attachment I. Motion Passed.

A copy of DSU's New Program Request for AS in Web Development can be found on pages **5165** to **5175** of the official minutes.

6-D(2) New Program Requests – USD – AS in Integrated Science

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, said the University of South Dakota requests authorization to offer an Associate of Science (AS) in Integrated Science. This program would be offered at the University Center- Sioux Falls as well. He said the program blends instruction in the fields of chemistry, biology, and physics, and includes specialized understanding of regulatory affairs and biomedical technologies that will aid the growing biotech sector in Sioux Falls. This degree will stack into USD's bachelor's degree in Biomedical Engineering and offer preparation for the bachelor's degree in Medical Laboratory Science and Biology.

IT WAS MOVED by Regent Morgan, seconded by Regents Adam, to approve USD's AS in Integrated Science as described in Attachment I. Motion Passed.

A copy of USD's New Program Request for AS in Integrated Science can be found on pages **5176** to **5191** of the official minutes.

6-E(1) General Education – Assessment Guidelines

Dr. Paul Turman, System Vice President for Academic Affairs, provided an informational update regarding the development of the new process for assessing general education in the Regental system. He explained the projected schedule that outlines next steps in the process of formalizing the final set of guidelines, and collecting student works during the Fall 2017 and Spring 2018 terms. Faculty would begin to evaluate these student works in Summer 2018.

A copy of the General Education Assessment Guidelines can be found on pages **5192** to **5197** of the official minutes.

6-E(2) General Education – BOR Policy 2:28 Proficiency Examination (First Reading)

Regent Morgan introduced this item, saying that it is his intention to move this policy change along as an emergency implementation.

Dr. Paul Turman, System Vice President for Academic Affairs, explained that included in the work to refine the System General Education Requirements is the need to replace the CAAP exam with an objective assessment structure. In light of the framework for assessment of the approved General Education coursework detailed in item 6-E (1), he asked the Board to consider repeal of BOR Policy 2:28 – Proficiency Examination and end system-wide testing using CAAP. He said the new approach would create alignment between student learning outcomes and evolving assessment strategies. Additionally, he said the new model would better align with the Higher Learning Commission accreditation requirements and the system's growing distance student populations.

He provided rationale for an emergency implementation; namely that authority is being sought to place Spring 2017 testing on hold but emergency implementation is necessary given the requirement that policy changes go through two readings before being implemented, which would not otherwise occur until the March/April 2017 meeting.

Regent Morgan felt that emergency implementation was reasonable considering the purpose of the two-reading policy is to make sure actions are thoughtful. He said the Board is very familiar with this since it has heard updates on the planning for nearly two years. Secondly, he said that without emergency implementation, there would be some unnecessary administrative confusion regarding the status of the CAAP exam between this first reading and the second reading.

Regent Johnson noted that the CAAP is comprehensive in that it addresses four areas. She asked if there will be a gap where the students will not be assessed due to a phase-in of the new assessment model. Dr. Turman said the assessment is more about the outcomes of the curriculum rather than students' test scores that align to the curriculum.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve with emergency implementation the repeal of BOR Policy 2:28 Proficiency Examination as presented. Motion Passed.

A copy of the BOR Policy 2:28 Proficiency Examination and changes can be found on pages **5198** to **5203** of the official minutes.

6-F BOR Policy 2:23 Revision – Program and Curriculum Approval (First Reading)

Dr. Paul Turman, System Vice President for Academic Affairs, introduced this policy revision by explaining that after Board conversations at the August meeting about streamlining the approval process of degree programs, it became clear that there was no formal policy governing the Board approval process of degree programs (outside of certificate programs). These revisions attempt to build a comprehensive, restructuring of this policy.

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, mentioned that the Board of Regents discussed the approval process for new programs at the University Center-Sioux Falls during its August 2016 meeting. At that time, Board members expressed interest in establishing a process that expedites associate degree program approvals for improved response to market needs. Therefore, he explained that the 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 Adam, to approve the first reading of 4678the 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 **5204** to **5207** of the official minutes.

6-G BOR Policy 2:5 Revision – Transfer of Credit (Second Reading)

Dr. Paul Turman, System Vice President for Academic Affairs, noted that there have been no additional revisions since the first reading was approved in October. He said the aim of the policy is to allow for the ease of transfer for students within the Regental system after successfully completing the general education requirements at the initial home institution. The policy also establishes the framework for accepting the transfer of general education credits for transfer students from outside the Regental system when non-Regental institutions have goals and learning outcomes that align with Policy 2:7 and 2:26.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve the second and final reading of the revisions to BOR policy 2:5 – Transfer of Credit as presented. Motion Passed.

A copy of the BOR Policy 2:5 Transfer of Credit revisions can be found on pages **5208** to **5220** of the official minutes.

6-H BOR Policy 1:7:8 Revision – Discipline Councils (Second Reading)

Dr. Paul Turman, System Vice President for Academic Affairs, explained that the proposed revisions to BOR Policy 1:7:8 – Discipline Councils better align the policy with the existing practice of how the Discipline Councils are managed. He said no additional revisions have been made since the approval of the first reading in October.

IT WAS MOVED by Regent Morgan, seconded by Regent Sutton, to approve the second and final reading of the revisions to BOR policy 1:7:8 – Discipline Councils as presented. Motion Passed.

A copy of the BOR Policy 1:7:8 Discipline Councils revisions can be found on pages **5221** to **5226** of the official minutes.

6-I BOR Policy 5:17 Revision – Instructional Funding (Second Reading)

Dr. Paul Turman, System Vice President for Academic Affairs, noted that the Board approved the first reading of proposed policy revisions at its October meeting. He said at that time the primary emphasis of the policy revisions were on small section size limits for upper division courses. Since then, additional clerical changes have been made as a result of the decision by the Business Affairs Council to change the vernacular of “state-support” and “self-support” to “on-campus” and “off-campus.”

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve the second and final reading of the revisions to BOR Policy 5:17 – Instructional Funding as presented. Motion Passed.

A copy of the BOR Policy 5:17 Instructional Funding revisions can be found on pages **5227** to **5229** of the official minutes.

6-J BOR Policy 2:3 Revision – System Undergraduate Admissions (Second Reading)

Dr. Paul Turman, System Vice President for Academic Affairs, explained that additional minor changes have been made to the policy since its first reading approval in October. These changes keep the policy in alignment with changes made to GED and SAT testing across the country.

IT WAS MOVED by Regent Morgan, seconded by Regent Roberts, to approve the second and final reading of the revisions to BOR Policy 2:3 System Undergraduate Admissions as presented. Motion Passed.

A copy of the BOR Policy 2:3 System Undergraduate Admissions revisions can be found on pages **5230** to **5242** of the official minutes.

6-K Federal Regulatory Compliance Issues

Dr. Paul Turman, System Vice President for Academic Affairs, provided information on four sets of new and refined federal compliance requirements. He summarized the requirements, saying that these have to do with (1) creating a statewide teacher education rating system for all teacher education programs in the state; (2) documenting all licensure requirements for the degree programs that have a certification or licensure Board in South Dakota in order for students to understand how those degree programs align with the licensure requirements of other states; (3) ensuring authentication of online students; and (4) requiring all online information provided by postsecondary education be accessible by design not just on demand.

He provided this information for context because a number of these upcoming changes have significant implications for the system. In response to a question, Dr. Turman said the teacher preparation regulations have been released and the process of building the rating system will commence this spring. That said, he anticipates that all these regulations will be reviewed by the new administration.

A copy of the Federal Regulatory Compliance Issues can be found on pages **5243** to **5248** of the official minutes.

6-L Enrollment Trends in the University System

Dr. Mike Rush, Board of Regents Executive Director, introduced this report by summarizing the significant points, which include (1) overall enrollment is flat (2) on-campus enrollment is not increasing, and (3) off-campus enrollment is increasing and much of the increase is due to high school dual credit enrollment.

Dr. Paul Turman, System Vice President for Academic Affairs, said the Board makes decisions based on enrollment patterns. Therefore, he felt this report gave another perspective on the data in addition to that provided in the fact book.

Regents' President Schaefer noted the section that says "aside from Mines, a slow and steady decline of on-campus attendance." He said based on Table 3-A, both USD and DSU show an increase since 2010. Dr. Turman said he would correct the report.

A copy of the Enrollment Trends in the University System can be found on pages 5249 to 5262 of the official minutes.

6-M Distance Education Report

Dr. Paul Turman, System Vice President for Academic Affairs, presented the annual Distance Education Report, which provides a summary of performance data related to the university system's various distance delivery initiatives. He explained that the report shows that the university system's distance education offerings is large and continues to grow. Along with more and more students taking distance courses simultaneously with on-campus attendance, he also pointed out that this is the first year that we have seen any institution offering more courses online than in-person.

In response to a question by Regents' President Schaefer, he confirmed that for those students taking online courses approximately one-third are taking online courses only. He said this includes part-time students.

Regent Morgan noted that 53% of all credits are taken online.

Dr. Rush asked why there is a significant difference between males and females taking online courses. President Wilson said that SDSM&T may be the reason for this data, considering that the number of on-line courses at the institution is very low and only one-third of Mines' student population is female.

A copy of the Distance Education Report can be found on pages 5263 to 5269 of the official minutes.

6-N Graduate Placement Analysis

Dr. Paul Turman, System Vice President for Academic Affairs, presented the Graduate Placement Analysis. This analysis examines the extent to which regental degree completers are retained in the state of South Dakota following graduation. He said results of the analysis indicate that the majority of students remain in the state following the completion of a degree (56.2%). He noted that this percentage is lower than the past few years.

Of those with degrees that remain in the state following completion, 71.6% are resident students, and 29.1% are non-resident students. This finding underscores the economic importance of intensifying efforts to boost graduate production in the state.

He noted that the report is made possible through the combined efforts of three different data providers: the South Dakota Board of Regents, the South Dakota Department of Labor and Regulation, and the National Student Clearinghouse. Therefore, the data is limited to only the placements in South Dakota that can be matched with South Dakota Department of Labor data. These would not include students placed outside of the state, those who are self-employed, or those employed by the federal government.

A copy of the Graduate Placement Analysis can be found on pages 5270 to 5278 of the official minutes.

6-O Federal Student Loan Default Rates Analysis

Dr. Paul Turman, System Vice President for Academic Affairs, presented the Federal Student Loan Default Rates Analysis, which provides a basic overview of federal default rate data from the U.S. Department of Education. He said, in short, the most recent data of three-year default rates for all South Dakota colleges and universities was 12.3 percent (up from 11.2 percent last year), ranking South Dakota 34th lowest among all U.S. states.

On average, 72% of students borrow at some point prior to graduation with an average loan total of about \$20K.

Regent Jewett pointed out that the default number includes non-graduates, and that those who drop out are likely the ones who cannot repay their loans.

A copy of the Federal Student Loan Default Rates Analysis can be found on pages **5279** to **5280** of the official minutes.

6-P Licensure and Certification Report

Dr. Paul Turman, System Vice President for Academic Affairs, presented the annual Licensure and Certification Report. He said the examinations included in this report are those that must be passed before a person may be fully licensed or certified to engage in the related occupation or profession. He explained that students in the following programs achieved a 100% pass rate on the test for which the latest information is available: Clinical Psychology (USD), Dental Hygiene (USD), Doctor of Nursing Practice / Family Nurse Practitioner (SDSU), Doctor of Nursing Practice / Neonatal Nurse Practitioner (SDSU), Physical Therapy (USD), and Respiratory Care (DSU). He noted that he provides a report of this information to the legislature each year, and because of the due date, always provides the information from the previous year.

In response to a question, he explained that there was nothing concerning that stood out in this year's report. That said, he noted that the percentages can be difficult to evaluate as the number of students being tested fluctuate. Therefore, rather than the percentages, he said he looks at trends of the cumulative results for a more accurate picture.

Regent Sutton noted that the trend related to licensure passage rates at the Law School has been declining. He said the drop in licensure passage rates reinforces the efforts being addressed to maintain the credibility of the Law School. He referred to these efforts, touching on the Law School's proposal to decrease its class sizes to maintain its historical admission standards. He said to offset the decrease in tuition revenue from a smaller class size, the Law School has requested additional funding to maintain operations given its limited ability to further reduce costs due to its already lean operation. He noted that this proposal is supported by the Governor as reflected in his proposed budget.

A copy of the Licensure and Certification Report can be found on pages **5281** to **5304** of the official minutes

6-Q International Activities Report

Dr. Paul Turman, System Vice President for Academic Affairs, presented the Annual International Activities Report. He said the Annual International Activities Report provided by each of the universities includes a summary of campus activities, an overview of administrative structure/support for international study, specific goals/objectives for international study especially as these are integrated into programs offered, key initiatives underway, and other related information. The annual report on international programs also provides historical information on participation by faculty and students.

When asked about the percentage of international students in the Regental system, Dr. Turman said he could not answer on the spot but would be happy to provide the Board with that information and some historical information that would show whether the number of international students are increasing or decreasing in the system.

A copy of the International Activities Report can be found on pages **5305** to **5367** of the official minutes.

6-R Annual Curriculum Summary Report

Dr. Paul Turman, System Vice President for Academic Affairs, explained that the Annual Curriculum Summary Report includes a summary of the minor course modifications and minor program modifications approved by the university Vice Presidents of Academic Affairs. He described the system checks and balances process for these types of approvals, considering the common course catalog.

A copy of the Annual Curriculum Summary Report can be found on pages **5368** to **5412** of the official minutes.

BUDGET AND FINANCE

7-A 2016 Auxiliary System Bonds

Regents' President Schaefer asked whether any Regent would object to taking one vote for all actions. The consensus was that one vote for all actions items was acceptable and should be reflected in the motion as such.

Dr. Monte Kramer, System Vice President of Finance and Administration, summarized the projects that will be funded through the upcoming issuance of Housing and Auxiliary Facilities system Revenue Bonds, Series 2016, which will provide: 1) \$7,000,000 in proceeds for the construction of a new NSU residence hall facility, 2) \$12,400,000 in proceeds for an addition and improvements to the SDSU Student Wellness Center, and 3) \$1,000,000 in proceeds for parking facility improvements at SDSU.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to approve Action Item 1 as described in Item 7-A.

Action Item 1

Authorizing the issuance of an additional series of Bonds under the Amended and Restated Bond Resolution adopted by the Board on October 21, 2004 (the “*Original Resolution*”) to finance:

- (i) the NSU Project;
- (ii) the SDSU Project; and
- (iii) costs of issuance of the Bonds

(Attachment I - Twelfth Supplemental System Revenue Bond Resolution (the “*Twelfth Supplemental Bond Resolution*”));

ROLL CALL:

Schaefer – AYE
Sutton – AYE
Schieffer – AYE
Bastian – AYE
Jewett – AYE
Johnson – AYE
Morgan – AYE
Roberts – AYE
Adam – AYE

Motion Passed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to approve Action Item 2 as described in Item 7-A.

Action Item 2

Approving the contract with the underwriter, Piper Jaffray & Co., who will market the Bonds for the Board; *provided, however*, that the aggregate principal amount of Bonds sold pursuant thereto shall not exceed \$21,000,000, shall mature not later than April 1, 2041, shall bear interest at a true interest cost not exceeding 4.50%, and shall be sold at an underwriter’s discount of not more than 0.575% of the proceeds of the Bonds (Attachment II—Bond Purchase Agreement);

ROLL CALL:

Schaefer – AYE
Sutton – AYE
Schieffer – AYE
Bastian – AYE
Jewett – AYE
Johnson – AYE
Morgan – AYE

Roberts – AYE
Adam – AYE

Motion Passed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to approve Action Item 3 as described in Item 7-A.

Action Item 3

Ratifying the distribution of the preliminary official statement and approving the distribution of the official statement to reflect the actual terms of the transaction once they are determined and the Bonds are ready for sale (Attachment III—draft Preliminary Official Statement);

ROLL CALL:

Schaefer – AYE
Sutton – AYE
Schieffer – AYE
Bastian – AYE
Jewett – AYE
Johnson – AYE
Morgan – AYE
Roberts – AYE
Adam – AYE

Motion Passed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to approve Action Item 4 as described in Item 7-A.

Action Item 4

Authorizing the President of the Board, the President of Northern State University, the President of South Dakota State University, the Executive Director of the Board and other Board officials to perform those acts and to execute those documents necessary to complete the Bond issue and the execution and delivery of the Twelfth Supplemental Bond Resolution and the Bond Purchase Agreement; and

Making the certifications required prior to the issuance of additional Bonds under Section 14(K) of the Original Resolution based on the Actual Net Revenues of the System for each of the two most recent Fiscal Years and the Projected Net Revenues of the System for each of the specified three Fiscal Years (Attachment IV).

ROLL CALL:

Schaefer – AYE

Sutton – AYE
Schieffer – AYE
Bastian – AYE
Jewett – AYE
Johnson – AYE
Morgan – AYE
Roberts – AYE
Adam – AYE

Motion Passed.

A copy of the 2016 Auxiliary System Bonds can be found on pages 5143 to 5303 of the official minutes.

7-B Building Committee Report

Dr. Monte Kramer, System Vice President of Finance and 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 pages 5304 of the official minutes.

7-C Capital Project List

Dr. Kramer, System Vice President of Finance and Administration, provided the Capital Improvement Project List identifying the current capital improvement projects along with the Regental representative, estimated dollar amount, the source of funds for the project, and the current status of the project.

Dr. Kramer noted that some of the items on the list may be closed. Before a project can come off this list, the Board office is now requiring a close-out form summarizing what went well and what went poorly.

A copy of the Capital Project List can be found on pages 5305 to 5309 of the official minutes.

7-D Internal Cash Controls Report

Shelly Anderson, System Director of Internal Audit, provided a summary of the internal cash controls audit recently conducted on all cash collection sites of all Regental campuses and special schools. She said this included over 200 locations and the results of the audit have been relayed to the university presidents and special school superintendent. She acknowledged the university staff for their assistance during this review.

In response to a question, Shelly Anderson said this was a six-month process, which started in April and finished in September.

A copy of the Internal Cash Controls Report can be found on pages 5310 of the official minutes.

7-E FY16 Auxiliary System Agreed Upon Procedures Report

Scott Van Den Hemel, System Financial Compliance Officer, explained that the FY16 Auxiliary System Agreed Upon Procedures report is an independent review of the Housing and Auxiliary Facilities System required by bond covenants. He said the Board of Regents retains the Department of Legislative Audit (DLA) to provide an Agreed Upon Procedures review of the system. The report shows that there were no instances of non-compliance.

In response to a question by Regent Jewett, Scott Van Den Hemel said the report includes only actual activity, not projected debt. Dr. Kramer explained the acceptable range of coverage ratios, indicating that bond covenants only require a 1:20 coverage ratio for the institutions but 1:30 is his minimum threshold. He said the campuses are managing this very well.

A copy of FY16 Auxiliary System Agreed Upon Procedures Report can be found on pages **5311** to **5347** of the official minutes.

7-F FY16 CAFR Audit Review

Scott Van Den Hemel, System Financial Compliance Officer, explained that the Department of Legislative Audit (DLA) just finished its final review of the Board of Regents System (BOR) section of the FY16 Statewide Comprehensive Annual Financial Report (CAFR). He said there will be no audit findings or adjustments for the BOR system for FY16. He said this is the second year of a clean audit and recognized the campuses for their hard work.

A copy of the FY16 CAFR Audit Review can be found on pages **5348** to **5349** of the official minutes.

7-G BHSU Tuition Proposal

Dr. Monte Kramer, System Vice President of Finance and Administration, introduced the item by saying this is not the first time the Board has heard this proposal for a single rate structure at Black Hills State University that includes both tuition and fees. He said that the single-rate proposal was put on hold last year due to the tuition freeze. Since the tuition freeze is off the table for the coming year, there is no concern about moving forward with the BHSU single-rate proposal. He noted that this proposal will be a part of the tuition proposal package the Board will consider at its March 2017 meeting.

Kathy Johnson, BHSU Vice President of Finance and Administration, explained that this single-rate structure was initially proposed at the December 2015 Board meeting. The new single-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 concern that students could experience a rate increase, which would be inconsistent with the approved tuition freeze.

She explained that the new single-rate structure would replace the current state-support tuition and fee model for on-campus classes. The new model will assess a single rate per credit hour similar to the self-support tuition structure. With few exceptions, no additional fees will be

added. With a single rate, more stability and transparency is provided. She said this proposal has been explained to the Student Association and it has indicated support.

In response to a question by Regent Jewett, Kathy Johnson said that under this proposal any cost increase in the future would be spread across all students. She said there are very few high discipline costs at BHSU, which is what makes this proposal possible.

In response to a question by Regent Bastian, Dr. Kramer said this change does not negatively impact other institutions. He said BHSU sees many benefits from this proposed change, including allowing them to eliminate the confusion around fee schedules and a marketing opportunity to distinguish BHSU from other institutions. He said this is very similar to what is being done today with the self-support rate.

Kathy Johnson said this is just one effort that supports the multiple things the institution is doing to bolster enrollment and recruitment.

Regent Johnson asked about how this affects the HEFF calculation. Dr. Kramer said this is a revenue neutral change for the institution; however, the HEFF fund will generate a small amount of additional funds for the system since the discipline fees would now be subject to HEFF because of being rolled into the single rate that includes both tuition and fees.

Regent Bastian said he is open to any campus that wants to make adjustments to better market their product and campus, mostly when it does not have a negative effect on the system or other schools.

A copy of the BHSU Tuition Proposal can be found on pages 5350 to 5352 of the official minutes.

Regents' President Schaefer called the meeting to recess until the following day.

THURSDAY, DECEMBER 7, 2016

Regents President Schaefer reconvened the meeting at 9:15 a.m. He acknowledged the legislators who attended the legislative breakfast earlier that morning.

7-H BHSU Solar Project

Randy Culver, BHSU Director of Facilities Services, described the institution's commitment to sustainability efforts and explained that the institution is investigating a project to install solar panels on the roofs of several buildings on campus. This project is expected to produce between 10% and 25% of the monthly electrical needs of campus, depending on the month. He described the current energy sources and related costs to the institution. He said that they have consulted with several state agencies in their investigation of pursuing this solar project.

Kathy Johnson, BHSU Vice President of Finance and Administration, described the different options and related cost savings. She said BHSU hopes to bring a final contract to the Board for approval at the March 2017 meeting.

In response to a question by Regent Schieffer, Randy Culver said the life expectancy of the solar panels is 30 years. Additionally, he understands there is very little maintenance and repair costs associated with the panels.

After learning that the term of the contract is 25-30 years (in other words, the life of the solar panels), Regent Jewett cautioned the institution about a long contract considering anticipated improvements in technology.

Regent Johnson said there may be a sunset to the tax credits that Florida Power and Light could take advantage of related to this project, so she urged the institution to consider that as they go forward. Additionally, in order for the institution to remain the beneficiary of any possible increase in power generation over time, she asked the institution to review the contract with this in mind. She wants to make sure the institution benefits from an increase in power generation and that the power purchase is not capped over time. Regent Sutton agreed that this technology is changing all the time, so it is important to recognize while developing the contract.

A copy of the BHSU Solar Project can be found on pages **5353** to **5354** of the official minutes.

7-I Child of Alumni Update

Dr. Monte Kramer, System Vice President of Finance and Administration, said the Board approved a Child of Alumni tuition rate in April 2015. This gave resident tuition to undergraduate children of alumni students attending the same school from which their parent or guardian graduated. The campuses were allowed to add additional restrictions to the program beyond being a child of an alumni, and all schools other than USD chose to do that. He showed that of the 259 students in fall 2016, 136 are new and 123 are returning students. He noted that there is no way to know whether these students would have come to the Regental system without offering the special rate.

Overall, he said everyone is pleased with the program and it seems to be working.

A copy of the Child of Alumni Update can be found on pages **5355** to **5356** of the official minutes.

7-J Petition to Vacate Street

Nathan Lukkes, System Associate Vice President of Research and Economic Development, said the platting that was originally done for the University Center in Sioux Falls included West 54th Street running across the southern boundary of the tract of land owned by the Board of Regents, extending west to east from N. Marion Road to N. Career Avenue. The Engineering Development Plan for the Discovery District, dated April 25, 2016, halts W. 54th Street at N. Pennsylvania Avenue, negating the need for the platted section of W. 54th Street running between N. Pennsylvania Avenue and N. Career Avenue, which crosses a major drainage way and would be costly to construct. Consequently, the City has requested the adjacent land owners execute a petition to vacate the above-referenced portion of W. 54th Street to avoid any future issues/delays that could arise as a result of leaving that section of W. 54th Street platted. He clarified that the section of W. 54th Street to be vacated has not yet been developed or advanced; it only exists on the plat.

He said that since the Board is not conveying or acquiring land, but rather removing a right-of-way and freeing up an additional 33 ft. of land already owned by the Board, the only thing needed to advance the petition to vacate is the approval of the Board, as one of the adjacent landowners to the section of right-of-way to be vacated.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve proceeding with the vacation of that portion of W. 54th Street extending from N. Pennsylvania Avenue to N. Career Avenue in Sioux Falls, SD, and to authorize the executive director to execute the required petition to vacate and to take any other action(s) necessary to effectuate the vacation. Motion Passed.

A copy of the Petition to Vacate Street item can be found on pages 5357 to 5363 of the official minutes.

7-K FY18 Governor's Recommended Budget

Leah Ahartz, System Budget Manager, explained that Governor Daugaard gave his annual Budget Address for fiscal year 2018 on Tuesday, December 6. She summarized the Governor's budget recommendations related to the Board of Regents' FY2018 budget.

Dr. Kramer, System Vice President of Finance & Administration, pointed out that this does not include any salary policy dollars. These dollars are placed in a separate fund, and we will not know the amount reserved for the Board of Regents until later in the legislative session. Additionally, he noted that utility costs are adjusted at mid-year. If the utilities go up during the mid-year adjustment, the Governor will likely increase the budget to cover that activity. Lastly, he noted that the bulk of the money to fund the Animal Disease Research and Diagnostic Laboratory (ADRDL) will need to come from private industry. However, he shared a few other revenue sources that are known including funds from SDSU as well as the accumulated appropriation for operational costs that can be directed to the building before operational costs are needed.

A copy of the FY18 Governor's Recommended Budget can be found on pages 5364 to 5372 of the official minutes.

7-L BOR Policy 5:5:1 – Tuition and Fees: On Campus Tuition (First Reading)

Mary Ellen Garrett, System Accounting Director, provided an overview of the proposed changes to BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition. The revisions change the reference of state-support tuition to on-campus tuition; adds information on reduced tuition programs recently approved; includes additional statutory language related to the National Guard reduced tuition program; and clarifies that eligibility is limited to using only one reduced tuition program at any point in time.

Dr. Kramer, System Vice President of Finance and Administration, described the request for emergency approval and explained the rationale for this request. He said emergency implementation relates to section 5, which states that students are only eligible for one reduced

tuition program at any one time. He clarified that this discount will default to the best discount for the student.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve emergency approval of the revisions to BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition. Motion Passed.

A copy of the BOR Policy 5:5:1 Tuition and Fees revision can be found on pages 5373 to 5381 of the official minutes.

7-M BOR Policy 5:11 – Personal Dues and Subscriptions (First Reading)

Mary Ellen Garrett, System Accounting Director, presented the proposed changes to BOR Policy 5:11 – Personal Dues and Subscriptions. She 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.

Regent Jewett asked for clarification regarding when the university pays licensure fees. Dr. Kramer said the university does pay the licensure fees if they are related to employment. If they are not related to employment, the employee is responsible.

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to approve the first 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 5382 to 5384 of the official minutes.

7-N BOR Policy 5:21 System Collection Policy (Emergency Approval)

Dr. Monte Kramer, System Vice President of Finance and Administration, provided a brief summary of the Board's discussion about this item in October. Since that meeting in October, he noted that the administrative rules were approved that set the dollar limit for the revocation of motor vehicle registration, motorcycle registration, boat registration or driver license at \$1,000 or more of outstanding debt.

He said this iteration of the policy revisions would remit all future debt that is \$250 or more to the Obligation Recovery Center (ORC). Therefore, the Board would stop using its current collection agencies.

Additionally, he explained that the Board office recently met with the Board of Finance, which is in charge of debt write off. Although they did not take formal action, the Board of Finance signaled its support for writing off accounts that have been through two collection agencies and became delinquent prior to 2011.

He said given the support from the Board of Finance and the finalization of the rules, the recommendation is to approve the changes to BOR policy 5:21, which will require all future accounts of \$250 or more to be referred to the Obligation Recovery Center after in-house collection efforts are exhausted.

Regent Sutton asked for the amount of debt that is aggregate, current and over \$250. Dr. Kramer said all debt from FY12 forward that is \$250 or more would be approximately \$5,978,307.

Regent Bastian asked for confirmation that the rules had been passed and done. Dr. Kramer confirmed that the rules are final.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to approve the emergency approval of the revisions to BOR Policy 5:21 – System Collection Policy as presented. Motion Passed.

A copy of the BOR Policy 5:21 System Collection Policy revisions can be found on pages **5385** to **5389** of the official minutes.

7-O BOR Policy 5:25 Auxiliary Revenue System (First Reading)

Mary Ellen Garrett, System Accounting Director, presented the proposed changes to BOR Policy 5:25 – Auxiliary Revenue System. She said the revisions are minor but reflect reporting requirements in the current bond covenants.

IT WAS MOVED by Regent Schieffer, seconded by Regent Bastian, to approve the first 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 **5390** to **5398** of the official minutes.

7-P System Tuition Pool Condition Statement

Mary Ellen Garrett, System Accounting Director, explained that the Board's reserve is available to address emergencies as well as other Board priorities and critical needs.

She said the balance in the fund was \$3,183,372 as of June 30, 2016. Interest earnings on FY16 money was posted in September and the first \$250,000 SDSM&T loan installment has been paid. The current balance is \$3,643,242. Additionally, she explained that at the end of FY13, the executive director transferred \$2,500,000 from the tuition reserve to SDSM&T to cover a cash shortfall. SDSM&T's payback is on target.

The current goal of the pool is 5% of tuition revenue or \$10,315,698. The reserve is currently at 2.13%. She said the reserve pool does not grow commensurate with the tuition and fee revenues generated by the campuses. Today, the institutions get back all their revenues from the tuition pool. The tuition reserve pool only grows by the amount of interest earned through investment.

A copy of the System Tuition Pool Condition Statement can be found on pages **5399** to **5400** of the official minutes.

7-Q FY17 Military Rate for Centers

Mary Ellen Garrett, System Accounting Director, said that the federal government currently provides federal tuition assistance up to a maximum of \$250 per credit hour to active duty military students. The Board approved the extension of the National Guard undergraduate tuition benefit for active duty military personnel (Reserves, Active Reserves, and Active Military) at all University Center locations for both FY15 and FY16. This rate allows the centers to remain competitive, especially in the Rapid City area where a majority of active duty personnel are located.

She said this tuition rate was not included in the FY17 Tuition and Fee Schedule approved at the April Board meeting. To remain competitive, the Centers wish to continue to charge the \$250 per credit hour rate for active duty personnel (Reserves, Active Reserves, and Active Military) and, therefore, need to have the rate retroactively approved.

IT WAS MOVED by Regent Schieffer, seconded by Regent Johnson, to approve a \$250.00 per credit rate for Active Duty Military Personnel at all University Center locations effective Summer 2016. Motion Passed.

A copy of the FY17 Military Rate for Centers can be found on page **5401** of the official minutes.

7-R BHSU Wellness Center Addition Preliminary Facility Statement

Randy Culver, BHSU Director of Facility Services, said Black Hills State University requests approval of its Preliminary Facility Statement to begin planning for future construction of a Wellness Center addition to the Young Center. He described the current wellness center and said an addition would provide dedicated fitness space and a wellness wing. He said preliminary discussions indicate the best location for this addition would be on the south side of the Young Center adjacent to the pool patio.

Kathy Johnson, BHSU Vice President of Finance and Administration, said that the BHSU Student Senate supports the concept of a new Wellness Center wing on the Young Center. They have identified numerous needs surrounding a wellness center and are eager to start the planning process for future BHSU students. The BHSU Student Senate also supports raising the General Activity Fee.

Regent Johnson asked about the estimated cost and timeline. Kathy Johnson said the initial cost of the addition is \$3 million to \$5 million. A reasonable timeline depends on how quickly donors come back with a favorable response, and because this is an addition to an academic space, it will require legislation. These factors all suggest that the soonest a new building could be opened is 2019.

Dr. Kramer noted that with action the Board President should appoint a Building Committee representative to this project.

IT WAS MOVED by Regent Schieffer, seconded by Regent Bastian, to approve the Preliminary Facility Statement for the BHSU Wellness Center addition which will allow BHSU to continue

planning and design of the proposed addition which will be funded with private, GAF or other funds. Motion Passed.

A copy of the BHSU Wellness Center Addition Preliminary Facility Statement can be found on pages 5402 to 5404 of the official minutes.

7-S DSU Athletic Event Center Preliminary Facility Statement

Stacy Krusemark, DSU Vice President of Finance and Administration, explained that Dakota State University requests approval of its Preliminary Facility Statement to begin planning for future construction of an Athletic Event Center. In an effort to move this project forward, DSU will engage a firm to assist in development of an Athletic Master Plan for its campus. That plan would also review other sports areas such as the Football Complex, Indoor Track and Outdoor Track, Baseball and Softball Facilities and Fields, Fieldhouse current and future use, and the potential for added sports and other required facility needs.

He said a new Athletic Event Center would provide enhanced recruiting capabilities for DSU and allow it to add programs to both men's and women's athletics. He noted that nearly 20% of DSU students are student-athletes.

Regent Morgan asked whether there are any soft commitments for this project. Stacy Krusemark said there is a lot of excitement about this project and this action would allow the institution to put together a plan to sell to potential donors.

Dr. Kramer noted that with action the Board President should appoint a Building Committee representative to this project.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to approve DSU's Preliminary Facility Statement to begin planning for the construction of an Athletic Even Center. This would allow DSU to move forward with the development of a Facility Program Plan including cost estimates and site location. Motion Passed.

A copy of the DSU Athletic Event Center Preliminary Facility Statement can be found on pages 5405 to 5408 of the official minutes.

7-T HEFF Cash Flow Statement

Dr. Monte Kramer, System Vice President of Finance and Administration, said Item 7-T is connected to Item 7-U. He explained that Dr. Rush asked that he put together scenarios showing the impact to the HEFF Fund if there were enrollment declines. He said the HEFF Revenues continue to be stable as conservative enrollments are always projected.

He presented a summary of five cash flow statements with certain assumptions applied. The information provided showed how a 1%-3% change in enrollments in any one year can significantly impact the HEFF cash flow statements due to the compounding yearly projections. He noted that the cumulative effect of a change in any year can significantly alter the cash flows. A loss of credit hours in more than one year would seriously impact the system's planning.

He said the cash flow statements all show a fairly large unobligated balance at the end of each year even with additional debt financing plans. He noted that because annual revenues do not come in until September, the cash balance at fiscal year-end must be sufficient to pay approximately one-half of the annual lease payment which is due in August. Projection of debt capacity and cash flows must both be considered prior to issuing new debt.

He said the Regental system would only fund projects when capacity is available to debt service the leases and when sufficient cash is available to meet the annual payment.

Regent Johnson asked about the assumptions of interest rates for the future bond measures. Dr. Kramer said he estimated 4%.

By request of Regent Morgan, Dr. Kramer walked through scenario 1 as a case study and described the types of things he looks for in the HEFF cash flow statement to make decisions regarding future bonding. He said the two main things he considers when deciding whether it is appropriate to issue bonds include (1) projects that come off of the current bonding and (2) the unobligated cash balance.

A copy of the HEFF Cash Flow Statement can be found on pages **5409** to **5416** of the official minutes.

7-U NSU Regional Science Education Center Facility Program Plan

Dr. Monte Kramer, System Vice President of Finance and Administration, said NSU would like to proceed with a Facility Program Plan for the NSU Regional Science Education Center as discussed at the Board's October meeting. He said the Board decided to wait to make a decision until a cost estimate for the facility was secured. Since then, NSU worked with the architect and has determined the estimated cost of the facility as \$25,175,000. A private foundation gift of \$15 million has been committed to the facility. A \$10 million to \$15 million gap remains.

NSU President Tim Downs described how the NSU Regional Science Education Center would fit into the culture and vision of the institution and fulfill the needs of the institution's students, faculty and surrounding community. He said this facility will support the advancement of science education, research, and scholarship in the region. This facility will support the region's competitiveness and help attract and retain students who will eventually move into the workforce.

Veronica Paulson, NSU Vice President of Finance and Administration, described the building plan and process. She said the Regional Science Education Center will be approximately 50,000 gross square feet. Originally, the project was planned for both math and science programs; however, as a result of the architectural programming process, NSU determined that math will remain in the Mewaldt-Jensen building. The selected site for this building will be on the corner of 12th Ave and State Street providing a gateway to campus.

She described the collaborative planning process, which included faculty, administrators, staff, and students. She describe the types of laboratories, classrooms, and other spaces included in the design. She said the spaces consider maximized adaptability/flexibility, multiple learning

configurations, safety and security optimized, transparency of space with views and access to research, and shared lab prep with optimized work flow/adjacencies.

She said the initial cost estimates to construct a new science facility is \$25,175,000. However, if delayed, the cost could increase to nearly \$27,000,000. The funding proposed in the preliminary statement includes a \$15 million gift, \$175,000 of private funds for the planning portion, and an additional \$10 million in HEFF money for the remaining portion of the project. She said if HEFF money is not available for this project, the institution would like to have this approved as a \$27 million project to be paid by private funds.

Regents' President Schaefer recognized the hard work of the institution in this planning process as well as the generous gift of the donor. In response to a question by Regents' President Schaefer about whether or not there is any unallocated HEFF money available for this project, Dr. Kramer referred back to the item discussed in item 7-T and said the best scenario would be to complete the current 10-year plan and bond for the additional \$10 million in 2025. However, if there was an enrollment decline of 3%, the bonding would be pushed out to 2030. He clarified that there is no unallocated HEFF money currently.

Dr. Kramer referenced the two options outlined on the Board's agenda item.

Regent Jewett described the need for this building at NSU, noting that other institutions have had upgrades and it is time for NSU to see something similar. He urged the Board to choose option 2 as outlined in the Board item.

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to submit legislation to approve NSU's Facility Program Plan to construct a Regional Science Education Center at a cost of \$25,175,000. Funding for this project will come entirely from private donations. Motion Passed.

A copy of the NSU Regional Science Education Center Facility Program Plan can be found on pages 5417 to 5426 of the official minutes.

7-V NSU New Residence Hall Facility Program Plan

NSU President Tim Downs and Veronica Paulson, NSU Vice President of Finance and Administration, explained that Northern State University requests approval of its Facility Program Plan to construct new on-campus student housing at an estimated cost of \$22,725,000. She explained the planning process showed that two buildings would fit onto campus better than one. Therefore, two new buildings will replace Jerde Hall which currently offers 353 beds. The west side hall will be located where Lindberg Hall is now located. The second building on the east side will be built directly to the east of the former Seymour Hall site. She described design elements of both buildings.

Veronica Paulson said funding for construction of these two residence hall buildings will come from a donation to the NSU Foundation up to \$22,725,000. The funding is intended to build the two halls that will replace Jerde, demolish Jerde and Lindberg Hall, and provide necessary parking for the new halls. Revenues from room rates will be used to fund the annual operating costs of the facilities including long term maintenance and repair expenses. She indicated that no

adjustments will be made to any existing room rates as a result of this project. She said there is no debt tied to this building, but it will be in the revenue system in order to maintain the coverage ratio for the system. She said some of the overhead revenues from this facility will be used to support recruitment and retention efforts on campus.

She asked that some of the decision making be delegated to the building committee so the project can continue to move forward with an expedited timeline. Dr. Rush said he anticipates several special board meetings related to legislation this year, so a project such as this could be addressed during one of those special meetings.

Regent Johnson asked whether revenue from the auxiliary fund could be applied to campus recruitment and retention efforts, which is novel in comparison to other things she has seen. Dr. Kramer said this is a unique project because it has no debt tied to it and is not in the revenue system, so the institution can use the money as it sees appropriate. Because the project is designed for recruitment and retention, the campus intends to use money for these purposes.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve NSU's Facility Program Plan to construct two residence hall units at a cost of \$22,725,000. Funding for the full amount of this project will come from a private donation. Motion Passed.

A copy of the NSU New Residence Hall Facility Program Plan can be found on pages **5427** to **5438** of the official minutes.

7-W SDSU Precision Agriculture Classroom and Laboratory Building – Revised Preliminary Facility Statement

Dean Kattelman, SDSU Associate Vice President of Facilities and Services, explained that South Dakota State University requests approval of its revised Preliminary Facility Statement to continue planning for the construction of a Precision Agriculture Classroom and Laboratory Building. He said SDSU requests a change to the 2012 Capital Project Plan by redirecting the \$7,500,000 of Higher Education Facilities Funds (HEFF) originally designated for the Visual Arts Facility to the Precision Agricultural Classroom and Laboratory project.

He noted that industrial partners have indicated tremendous stake in this project, and the institution is leveraging its agricultural business partners. He also is in the process of developing one of the first in the nation multi-disciplinary majors in precision agriculture. He said the intent is that the Corn Utilization Council has funded the Preliminary Facility Statement, which was originally approved in 2015. The institution's intent would be to continue the design of the project and take it to the legislature in 2018.

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to approve SDSU's Revised Preliminary Facility Statement to plan for future construction of a Precision Agriculture Classroom and Laboratory Building and to approve SDSU's request to revise the 2012 Ten-Year Capital Project Plan to redirect \$7,500,000 in HEFF from the Visual Arts Facility project to the Precision Agriculture Classroom and Laboratory project. The legislative change to the Ten-Year Plan will be made after the Board approves the Facility Program Plan and the project costs are fleshed out. Motion Passed.

A copy of the SDSU Precision Agriculture Classroom and Laboratory Building – Revised Preliminary Facility Statement can be found on pages **5439** to **5448** of the official minutes.

7-X SDSU Stanley J Marshall Center Additions and Renovation Facility Program Plan

Dean Kattelmann, SDSU Associate Vice President of Facilities and Services, said that South Dakota State University requests approval of its Facility Program Plan to design and construct an addition to the Stanley J Marshall Center at an estimated cost of \$15,000,000. SDSU is conducting a master planning exercise for the athletic programs, academic uses, and other public uses of the Stanley J Marshall Center. This will allow SDSU to plan multiple phases to add on to and renovate the existing arena building. The first phase identified will be the basketball practice facility and supporting program space. The practice facility addition will be lined by a narrow corridor to the Stanley J Marshall Center. This addition will include utility infrastructure enhancements to support this phase and future phases of construction. This addition is planned for 27,483 gross square feet.

He said if approved this project should be included in the 2017 legislative bill package.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to approve SDSU's Facility Program Plan to construct an addition to the Stanley J Marshall Center at a cost of \$15,000,000. Funding for the project will come from private funds. This project should be included in the 2017 legislative bill package. Motion Passed.

A copy of the SDSU Stanley J Marshall Center Additions and Renovation Facility Program Plan can be found on pages **5449** to **5459** of the official minutes.

7-Y SDSU Student Wellness Center Addition Facility Design Plan

Dean Kattelmann, SDSU Associate Vice President of Facilities and Services, said South Dakota State University requests approval of its Facility Design Plan for design and construction of an addition to the Student Wellness Center at an estimated cost of \$14,400,000.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve SDSU's Facility Design Plan to construct an addition to and to renovate a portion of the existing Student Wellness Center at a cost not to exceed \$14,400,000. Funding will consist of \$12,400,000 in bond proceeds with the remaining \$2,000,000 from accumulated GAF fee funds. Motion Passed.

A copy of SDSU Student Wellness Center Addition Facility Design Plan can be found on pages **5460** to **5471** of the official minutes.

7-Z SDSU Greek Village Lease

Guilherme Costa, Board of Regents General Counsel, explained that this item has two components. The first component seeks approval that certain lots be platted. The second seeks revision to the Third Amendment to the Master Ground Lease due to the direction of development to the southeast being changed, as well as the SDSU Public-Private Partnership proposal activities approved by the Board at its May 2016 Meeting.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to (1) approve the Revised Third Amendment to the June 25, 2010 Master Ground Lease between the Board and South Dakota State College Development Association, included as Attachment I; (2) approve the resolution, included as Attachment II, requesting the Commissioner of School and Public Lands to proceed with the Plat of LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW ¼ OF THE SE ¼ OF SECTION 24, T110N, R50W OF THE 5th P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA; and (3) authorize the Board's Executive Director to execute any additional necessary documents. Motion Passed.

A copy of the SDSU Greek Village Lease can be found on pages 5472 to 5479 of the official minutes.

7-AA 2017 BOR Legislation

Guilherme Costa, Board of Regents General Counsel, provided an overview of the seven bills that have been developed for the Board's review and consideration during the 2017 legislative session.

Regent Jewett said the Board discussed two items that were not in the Governor's budget or otherwise been subject to a formal hearing: the \$300,000 math program at SDSM&T and the Dakota Lakes Research Station. He asked what the Board could do to add these items to the budget process.

Dr. Rush said those items would not require a special bill, and they would be part of the appropriations general bill. Therefore, there would be a decision and vote of the Appropriations Committee to add them.

Regent Schieffer asked if it would be appropriate to authorize and direct the Executive Director to advocate for these items with the Appropriations Committee.

Dr. Kramer agreed with Dr. Rush and described another option that would allow the Board to submit special bills, if necessary. The motion on the table would authorize Dr. Rush to write and submit additional legislation. Guilherme Costa said the current motion says the Executive Director can craft "additional legislation that may be required" or "additional legislation as may be necessary and proper." So it would be an open question whether any particular additional legislation is required or is necessary and proper.

Regent Roberts suggested that the Board work to amend the general bill rather than submit special legislation.

Regent Jewett said the expectation of the Board is that the Board be well informed of any additional efforts and involved in the development of the Board's official positions.

Dr. Rush agreed and anticipates special Board of Regents meetings by phone to vet legislation and establish the official Board position.

Regent Johnson said having additional budget requests available in priority order would be helpful in the case additional money is found.

Regent Jewett said this may be the year to fix the problem that arose last year and was likely unintended by the Governor. He said the problem he refers to is the functional seizure of student fees/tuition to make the state's payment for salary policy last year. Clearly the state is entitled to refunding money to advance the payoff of bonds. He said, as written, this functional seizure of student fees/tuition continues after the state recoups its money, which effectively results in a permanent budget cut in 13-14 years. He said this would be easy to clean up and does not cost the Governor any money.

Dr. Rush said the best way to consider any additional legislative efforts is to give staff time to determine what additional legislation would look like and bring it back to a special telephonic Board meeting.

Regent Sutton said we should consider an agenda item in the future on the December Board meeting that is specifically for the purpose of this conversation. Dr. Kramer said this can easily be accommodated as the item currently before the Board outlines all the budget items and whether or not they were approved. He said the recommended action could direct the Board to review the recommended items to see whether there are any additional items that need to be discussed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Adam, to authorize the Executive Director to submit the proposed bills, to prepare additional legislation that may be required, and to make such modifications or, following their introduction, amendments to the bills as may be in his best judgment prudent, provided that such modifications or amendments shall not change the fundamental purpose of the authorized legislation, and, after consulting with the Board President and other interested members of the Board, to submit such additional legislation as may be necessary and proper. Motion Passed.

IT WAS MOVED by Regent Schieffer, seconded by Regent Sutton, to authorize the Executive Director and staff to support efforts to secure funding for Year 3 of the current SDSM&T Math Initiative at \$250,000 as outlined in initial legislative package as well as for the Dakota Lakes Research Station. Motion Passed.

A copy of the 2017 BOR Legislation can be found on pages 5480 to 5493 of the official minutes.

7-BB SDSU Performing Arts Center Phase II Funding Change

Dean Kattelman, SDSU Associate Vice President of Facilities and Services, said SDSU is requesting a change in the funding plan for the Performing Arts Center identified in December 2015. Originally the Foundation had committed to raising \$35,391,807 of private money. That amount has since been scaled back to \$29,349,807. Because of the reduction in private money, SDSU must now commit institutional money of \$6,042,000 to complete the project. This funding is in addition to the institutional funds that SDSU has committed to cover the HEFF interest payments through FY21 related to the Performing Arts Center, and possibly through FY22, which will be another estimated \$1.7 million.

He said because changes in funding sources for a capital improvement may only be approved by action of the full Board of Regents, it is necessary for the Board to approve this change in order

for the project to proceed. Because the Building Committee approved the Guaranteed Maximum Price for the project on December 2, 2016, Board action will enable the university to proceed directly to bidding and construction of the project.

Regent Jewett pointed out that in his business he would call the Strategic Reinvestment Fund an unrestricted, non-appropriated fund.

IT WAS MOVED by Regent Schieffer, seconded by Regent Morgan, to approve the funding sources for the Performing Arts Center to be \$13,000,000 from HEFF bonding, \$29,349,807 from private donations and gifts, and no more than \$6,042,000 from university funds. Motion Passed.

A copy of the 2017 BOR Legislation can be found on pages 5494 to 5496 of the official minutes.

ADJOURNMENT

IT WAS MOVED by Regent Sutton, seconded by Regent Schieffer, to adjourn the meeting. The meeting adjourned at 11:45 a.m.



SPECIAL RESOLUTION

WHEREAS, Dr. Lynette Molstad Gorder, Professor of Business and Information Systems, will retire from full-time service to Dakota State University effective December 2016, and

WHEREAS, Dr. Molstad Gorder has devoted 35.5 years in South Dakota Higher Education to providing instruction and guidance to the students of Dakota State University, teaching a variety of courses in the area of business, information systems, business education and computer education, supervising student teachers, and assisting in the development of new curriculum; and

WHEREAS, Dr. Molstad Gorder has served admirably as the State Executive Secretary and Testing Director of South Dakota Future Business Leaders of America (SD FBLA) for the South Dakota Department of Education for 32 years while on the faculty at Dakota State University, and

WHEREAS, Dr. Molstad Gorder was awarded the National Delta Mu Delta Faculty Service Award for 25 years as DSU Faculty Advisor to the Gamma Xi Chapter of the Delta Mu Delta Business Honor Society, and

WHEREAS, Dr. Molstad Gorder has received several teaching and research awards, including multiple Teacher of the Year awards and the SD Regent's Faculty Recognition Award of Excellence in E-Learning for Best Support of a Large Section Course, and

WHEREAS, Dr. Molstad Gorder has provided dedicated service to the South Dakota System of Higher Education and Dakota State University and to the alumni of the university through her passion for helping students, her innovative and creative teaching, and her leadership and dedicated service in and out of the classroom, 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 Dr. Molstad Gorder for her many years of dedicated service to the students, to the University, to the community, and to the profession,

THEREFORE, BE IT RESOLVED, that upon retirement, Dr. Lynette Molstad Gorder will henceforth carry the title of Professor Emeritus of Business and Information Systems, and it is ordered that this Resolution be spread on the minutes of this Board and that a copy thereof be forwarded to Dr. Molstad Gorder.

Adopted this 7th day of December, 2016.




ATTEST

Dr. José-Marie Griffiths, President
Dakota State University

SOUTH DAKOTA BOARD OF REGENTS


Randy Schaefer, President


Bob Sutton, Vice President


Kevin Schaeffer, Secretary

Special Resolution Number 42-2016

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/04/2016 08:18:33

Date Range : 22-AUG-16 thru 21-OCT-16

For :BHSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Melissa Cosme-Ruiz	BE9315	00	Seniro Secretary - SD CEO	Appointment	30159.42	13-OCT-16
Carrie Kappes	BE9982	00	Facility Worker	Appointment	22796.36	22-AUG-16
Gregory Krajewski	BE9949	00	Facility Worker	Appointment	22796.36	22-AUG-16
Mandi Markel	BE9692	00	Facility Worker	Appointment	22796.36	05-SEP-16

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Adj.								
Larry Harding	BE9181	00	Senior Security Officer - BHRC	Sal Adj to 5% Range at 6 mo	30970.60	31719.39	748.79	

Career Service Benefit Eligible (CSA1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Travis Clark	BE9197	00	Building Maint Spect, BH-RC	TV000	13-OCT-16
Travis Clark	BE9197	20	Telephone Stipend	TV000	13-OCT-16
Cheryl Foster	BE9183	00	JacketZone Manager - RC	TV000	21-OCT-16
Mandi Markel	BE9692	00	Facility Worker	SA017	21-OCT-16
Charles Sellers	BE9748	00	Facility Worker	TV001	06-OCT-16
Cynthia Raysor	BE9889	00	Senior Secretary	TR001	03-OCT-16

Career Service Non-Benefit Eligible (CSA2)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Crystal Hughes	BE9387	00	Bookstore Temp Sales Clerk	Hire Temp Appointment	645.00	22-AUG-16
Chandi Jackson	BE9184	00	JZ SP Temp Sales Clerk	Hire Temp Appointment	3150.00	23-SEP-16
Thomas Klaudt	BE9387	00	Bookstore Temp Sales Clerk	Hire Temp Appointment	700.00	22-AUG-16
Jordan West	BS9575	00	YC Lifeguard	Hire Temp Appointment	3510.00	22-AUG-16
Lucinda Wilson	BE9387	00	Bookstore Temp Sales Clerk	Hire Temp Appointment	350.00	22-AUG-16

Career Service Non-Benefit Eligible (CSA2)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Anastasia Buchholz	BE9184	00	JZ SP Temp Sales Clerk	TV013	21-SEP-16
Sydney Carlhom	BE9184	00	Temporary Sales Clerk	TV013	21-SEP-16
Kenneth Cummings	BE9306	00	Temp Security Officer	TV013	21-SEP-16
Victor Erhart	BE9184	00	JZ SP Temp help	TV013	21-OCT-16
Crystal Hughes	BE9387	00	Bookstore Temp Sales Clerk	TV013	02-SEP-16
Chandi Jackson	BE9184	00	Temp Sales Clerk JZSP	TV013	21-SEP-16
Chandi Jackson	BE9387	00	Temp Sales Clerk Bookstore	TV013	21-SEP-16
Cody Jennings	BE9186	00	JZ SF Temp Sales Clerk	TV013	21-SEP-16
Adam Johnson	BS9824	00	Special Project Assistant	TV012	31-AUG-16
Taylor Johnson	BE9184	00	Temporary Sales Clerk	TV013	21-SEP-16
Thomas Klaudt	BE9387	00	Bookstore Temp Sales Clerk	TV013	02-SEP-16

Mikayla Koistinen	BE9184 00	Temp Sales Clerk JZ SP	TV013	21-SEP-16
Beau Maas	BE9167 00	Temp FS Directors Asst.	TV013	21-SEP-16
Jordan West	BS9575 00	YC Lifeguard	TV012	21-SEP-16
Lucinda Wilson	BE9387 00	Bookstore Temp Sales Clerk	TV013	26-AUG-16

Non-Faculty Benefit Eligible (NFE1) (NFE1)					
Appointments (AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
John Higgins	BE9157 00		Regional Coordinator, GearUp	Appointment	47500.00 25-SEP-16
Joanna Schriver	BE9736 00		Admissions Representative II	Appointment	32000.00 29-AUG-16
Mark Urban	BE9351 00		Counselor	Appointment	32000.00 19-SEP-16
Mark Urban	BE9478 00		Adj Inst ED 101	Hire Temp Appointment	0.00 22-AUG-16

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.								

There were no records found for this group.

Student Employment and NFE Non-Benefit Eligible (NFE2)					
Appointments (AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Sara Alexander	BW9687 00		FWS Mail Services	Hire Temp Appointment	1846.80 22-AUG-16
Scott Altstiel	BS9787 00		BHTV Station Manager	Hire Temp Appointment	3078.00 22-AUG-16
Elliott Anderson	BS9997 00		Writing Center Mentor	Hire Temp Appointment	3078.00 22-AUG-16
Tina Andreana	BG9998 00		GA Rec Sports	Hire Temp Appointment	7200.00 22-AUG-16
Rachel Andresen	BS9811 00		Events Photographer	Hire Temp Appointment	600.00 22-SEP-16
Mialisoa Andriamanantena	BS9873 00		CAMSE Student Worker	Hire Temp Appointment	3078.00 22-AUG-16
Mikaelah Andriamanantena	BS9844 00		Peer Mentor	Hire Temp Appointment	1920.00 22-AUG-16
Mikaelah Andriamanantena	BS9873 00		CAMSE Student Worker	Hire Temp Appointment	3078.00 22-AUG-16
Darby Arbach	BW9554 00		JZSP Bookstore Assistant	Hire Temp Appointment	4200.00 30-SEP-16
Megan Arneson	BS9811 02		Accounting Tutor	Hire Temp Appointment	1600.00 22-AUG-16
Ariel Aufdengarten	BS9562 00		Food Service Worker	Hire Temp Appointment	3240.00 22-AUG-16
Margaret Austin	BE9301 02		CAMSE - Coaching for Ogalala	Hire Temp Appointment	1300.00 22-SEP-16
Marine Avril	BS9714 00		Library Clerk Supv	Hire Temp Appointment	3438.00 22-AUG-16
Marine Avril	BS9715 00		Library Clerk	Hire Temp Appointment	3078.00 22-AUG-16
Travis Axlund	BS9554 00		JZ SP Student Assistant	Hire Temp Appointment	3150.00 08-SEP-16
Travis Axlund	BS9910 00		Student Grounds Assistant	Hire Temp Appointment	3150.00 22-AUG-16
Queensly Ayegba	BS9910 00		Student Grounds Assistant	Hire Temp Appointment	3150.00 22-AUG-16
Queensly Ayegba	BS9974 00		Night Assistant	Hire Temp Appointment	3168.00 22-AUG-16
Jordyn Ballard	BS9987 00		Game Day Asst	Hire Temp Appointment	2308.50 22-AUG-16
Casey Barlow	BW9990 00		Game Day Asst	Hire Temp Appointment	3420.00 22-AUG-16
Dakota Barrie	NG9282 00		GA-HPER	Appointment	7188.00 22-AUG-16
Druanna Barzeski	BW9718 00		Library Clerk	Hire Temp Appointment	3078.00 22-AUG-16
Druanna Barzeski	BW9719 00		Library Clerk Supervisor	Hire Temp Appointment	3438.00 22-AUG-16
Aisha Baum	BW9712 00		Admissions Assistant	Hire Temp Appointment	3078.00 22-AUG-16
Dakota Becher	BW9988 00		Parking Office	Hire Temp Appointment	3510.00 23-SEP-16
Carlee Beck	BS9781 00		Rec Sports Official	Hire Temp Appointment	2362.50 22-AUG-16
Krista Bell	BW9993 00		Disability Receptionist	Hire Temp Appointment	3150.00 22-AUG-16
Jamie Bentley	BE9846 00		Head Women's Golf Coach	Hire Temp Appointment	16200.00 22-AUG-16
Abigail Bertram	BW9793 00		Student Athletic Trainer	Hire Temp Appointment	2308.50 22-AUG-16
Abigail Bertram	BW9967 00		Child Care Worker	Hire Temp Appointment	3078.00 22-AUG-16
Adam Bertsch	BS9987 00		Game Day Asst	Hire Temp Appointment	1368.00 22-SEP-16
Melissa Bettcher	BW9967 00		Child Care Worker	Hire Temp Appointment	3078.00 22-AUG-16
Sean Bice	BS9574 00		Math Mentor	Hire Temp Appointment	3330.00 22-AUG-16
Wyatt Bills	BS9902 00		TV Producer	Hire Temp Appointment	1154.25 22-AUG-16
Jessa Birkholt	BS9963 00		Child Care Worker	Hire Temp Appointment	3114.00 22-AUG-16
Whitney Bischoff	BW9683 00		Office Assistant	Hire Temp Appointment	3240.00 22-AUG-16
Kaitlyn Bjorkstrand	BW9967 00		Child Care Worker	Hire Temp Appointment	3078.00 22-AUG-16
Caitlin Blanchard	BG9998 00		GA Softball	Hire Temp Appointment	7200.00 22-AUG-16
Caitlin Blanchard	BS9828 00		Student Recycling	Hire Temp Appointment	9600.00 07-OCT-16

Amanda Blank	BW9976 00	Bookstore Assistant	Hire Temp Appointment	3240.00	22-AUG-16
Amanda Blank	BW9976 00	Bookstore Assistant	Hire Temp Appointment	3200.00	22-SEP-16
Hannah Bohlinger	BS9563 00	Student Sustainability Worker	Hire Temp Appointment	1920.00	16-SEP-16
Hannah Bohlinger	BS9828 00	Student Recycling	Hire Temp Appointment	1440.00	22-SEP-16
Patrick Bonine	BW9674 00	School of Business Work Study	Hire Temp Appointment	3600.00	22-AUG-16
Walter Bordewyk	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	3150.00	22-AUG-16
Catherine Borketey	BS9973 00	RC Bookstore Assistant	Hire Temp Appointment	4725.00	22-SEP-16
Catherine Borketey	SS7911 01	student hrly lab assistant	Hire Temp Appointment	4200.00	12-OCT-16
Catherine Borketey	SS7911 02	student hrly Simulation Assist	Hire Temp Appointment	9230.40	12-OCT-16
Bryce Boser	BS9835 00	Marketing Assistant	Hire Temp Appointment	3330.00	22-AUG-16
Malaisia Boykin	BW9712 00	Admissions Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Mary Bradsky	BS9844 00	Peer Tutor - Ex. Sci.	Hire Temp Appointment	4320.00	22-AUG-16
Bradley Branson	BW9683 00	Office Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Amanpreet Brar	BG9999 02	MSIG Graduate Student	Hire Temp Appointment	13866.67	22-AUG-16
Vera Brave Bird-Garland	BW9718 00	Library Clerk	Hire Temp Appointment	3078.00	22-AUG-16
Matthew Brenner	BW9869 00	Telecounselor	Hire Temp Appointment	3150.00	07-SEP-16
Katherine Brock	BW9824 00	Office Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Alexander Brost	BW9988 00	Parking Office	Hire Temp Appointment	3510.00	22-AUG-16
Chad Bryant	BS9844 00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-16
Matdalynn Buffington	BS9987 00	Game Day Asst	Hire Temp Appointment	2308.50	22-AUG-16
Haley Burrier	BS9997 00	Writing Center Consultant	Hire Temp Appointment	3420.00	22-AUG-16
Olivia Byrns	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3240.00	22-AUG-16
Brady Cameron	BG9998 00	GA Men's BB	Hire Temp Appointment	7200.00	22-AUG-16
Scott Carey	BW9990 00	Game Day Asst	Hire Temp Appointment	1539.00	22-AUG-16
Hannah Castrogiovanni	BS9814 00	Office Assistant	Hire Temp Appointment	342.00	22-AUG-16
Michaela Cermak	BS9557 00	Student Cashier Assistant	Hire Temp Appointment	3240.00	22-AUG-16
Michaela Cermak	BS9704 00	SFS Office Assistant	Hire Temp Appointment	3330.00	22-AUG-16
Erika Cerveny	BW9825 00	School Work Study	Hire Temp Appointment	3510.00	22-AUG-16
Diego Chacon Villacis	BS9987 00	Game Day Asst	Hire Temp Appointment	1368.00	22-SEP-16
Brady Chase	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3330.00	22-AUG-16
Sequoyah Chavez	BS9974 00	Night Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Anthony Checchi	BS9769 00	Research Assistant	Hire Temp Appointment	5400.00	22-AUG-16
Vanessa Clark	BW9966 00	FWS Operations Specialist	Hire Temp Appointment	3078.00	21-SEP-16
Shandell Clutter	BS9706 00	Student Engagement Specialist	Hire Temp Appointment	3078.00	22-AUG-16
Destinee Cole	BW9708 00	SFS Office Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Samantha Cole	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	22-AUG-16
Samantha Cole	BS9962 00	Operations Specialist	Hire Temp Appointment	3078.00	22-AUG-16
Chelsea Connor	BS9562 00	Food Service Worker	Hire Temp Appointment	3150.00	22-AUG-16
Molly Connot	BW9712 00	Student Admissions Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Darlene Coppe	BS9769 00	Assistant Researcher	Hire Temp Appointment	2400.00	22-AUG-16
Darlene Coppe	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	1080.00	22-AUG-16
Darlene Coppe	BW9823 00	Herbarium Technician	Hire Temp Appointment	3690.00	22-AUG-16
Drew Couch	BS9998 00	Student Technology Fellow	Hire Temp Appointment	6060.00	25-AUG-16
Jennifer Coyle	BS9844 00	Peer Tutor - MIS	Hire Temp Appointment	4320.00	22-AUG-16
Dakota Crocker	BW9976 00	RC Bookstore Assistant	Hire Temp Appointment	4860.00	22-AUG-16
Taylor Cummings	BG9998 00	GA WEB	Hire Temp Appointment	7200.00	22-AUG-16
Marina Curuchet	BS9708 00	Student Admissions Assistant	Hire Temp Appointment	3150.00	06-SEP-16
Marina Curuchet	BW9702 00	Student HR Assistant	Hire Temp Appointment	3150.00	22-AUG-16
Allison Deal	BS9574 00	Math Mentor	Hire Temp Appointment	3600.00	22-AUG-16
Allison Deal	BS9844 00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-16
Allison Deal	BW9708 00	SFS Office Assistant	Hire Temp Appointment	3240.00	22-AUG-16
Samantha Desersa	BW9869 00	Telecounselor	Hire Temp Appointment	3150.00	06-SEP-16
Stefan Desnica	BS9987 00	Game Day Asst	Hire Temp Appointment	3078.00	07-SEP-16
Dominique DiManna	BW9990 00	Game Day Asst	Hire Temp Appointment	2308.50	22-AUG-16
Randall Doran	BS9987 00	Game Day Assistant	Hire Temp Appointment	3078.00	24-AUG-16
Emmanuel Dosch	BS9998 00	Student Technology Fellow	Hire Temp Appointment	6060.00	25-AUG-16
Madison Druse	BS9987 00	Game Day Asst	Hire Temp Appointment	2308.50	22-AUG-16
Megan Duncan	BW9824 00	Office Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Destiny Durham	BS9563 00	Student Sustainability Worker	Hire Temp Appointment	6840.00	22-AUG-16
Goodness Ebenezzer	BS9828 00	Student Recycling	Hire Temp Appointment	1080.00	22-SEP-16
Cody Eckhardt	BS9715 00	Student Library Clerk	Hire Temp Appointment	3078.00	22-AUG-16
Alyssa Egan	BW9793 00	Student Athletic Trainer	Hire Temp Appointment	2308.50	22-AUG-16
Alexis Ellison	BS9974 00	Night Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Jessica Engberg	BW9967 00	Child Care Worker	Hire Temp Appointment	3078.00	22-AUG-16
Michaela Erickson	BS9998 00	Student Technology Fellow	Hire Temp Appointment	6060.00	25-AUG-16
Taylor Escott	BW9712 00	Student Admissions Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Taylor Escott	BW9869 00	Telecounselor	Hire Temp Appointment	3330.00	07-SEP-16
Kelsey Espinosa	BW9988 00	Parking enforcement	Hire Temp Appointment	3420.00	29-AUG-16

Catlyn Falconer	BW9993	00	Disability Receptionist	Hire	Temp	Appointment	3078.00	09-SEP-16
Courtney Falconer	BW9842	00	FWS Office Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Brooklyn Fauth	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3096.00	22-AUG-16
Brooklyn Fauth	BS9987	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Elizabeth Ferdinand	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
Elizabeth Ferdinand	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-SEP-16
Bryce Flickema	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3330.00	22-AUG-16
Antonio Flores	BW9914	00	FWS Grounds Assistant	Hire	Temp	Appointment	3150.00	22-AUG-16
Scott Foley	BG9998	00	GA CC	Hire	Temp	Appointment	7200.00	22-AUG-16
Yasmen Foos	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	2476.80	22-AUG-16
Myles Frazier	BW9718	00	Library Clerk	Hire	Temp	Appointment	3078.00	22-AUG-16
Eleanor Froschmayer	BS9844	00	Peer Tutor - History	Hire	Temp	Appointment	4320.00	22-AUG-16
Eleanor Froschmayer	BS9946	00	Archival Assistant	Hire	Temp	Appointment	7200.00	22-AUG-16
Caleb Gallagher	BS9911	00	Student Building Maintenance	Hire	Temp	Appointment	7200.00	03-OCT-16
Janice Gbedemah	BS9811	00	ECON Tutor/MBA support staff	Hire	Temp	Appointment	3600.00	22-AUG-16
Janice Gbedemah	BS9844	00	Peer Tutor - Econ	Hire	Temp	Appointment	4320.00	22-AUG-16
Janice Gbedemah	BS9967	00	On-Duty RA	Hire	Temp	Appointment	3168.00	22-AUG-16
Janice Gbedemah	BS9974	00	Night Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Allison Geier	BS9844	00	Peer Tutor - BADM/MCOM	Hire	Temp	Appointment	3840.00	22-SEP-16
Allison Geier	BW9839	00	Marketing Photographer	Hire	Temp	Appointment	3330.00	22-AUG-16
Rachel Geier	BS9998	00	Student Technology Fellow	Hire	Temp	Appointment	6060.00	25-AUG-16
Rachel Geier	BW9990	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Alexandra Gerlach	BW9560	00	Digital Media Assistant	Hire	Temp	Appointment	3240.00	23-AUG-16
Alden Giang	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	2631.60	22-AUG-16
Julia Gibson	BW9993	00	Disability Receptionist	Hire	Temp	Appointment	3150.00	22-AUG-16
Kristina Gieseey	BS9574	00	Math Mentor	Hire	Temp	Appointment	3240.00	22-AUG-16
Cassity Goetz	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
Rhonda Goodfellow	BW9823	00	Office Assistant- Nat. Sci.	Hire	Temp	Appointment	3600.00	22-AUG-16
Molly Graesser	BW9990	00	Game Day Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Jessica Gramm	BW9968	00	Building Supervisor	Hire	Temp	Appointment	3438.00	22-AUG-16
Kenya Grauberger	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1539.00	22-AUG-16
Kyle Graves	BW9822	00	Theatre Tech	Hire	Temp	Appointment	3078.00	25-AUG-16
Kate Griffin	BS9844	00	Peer Tutor - Stats	Hire	Temp	Appointment	4320.00	31-AUG-16
Camille Griffith	BG9999	01	MSIG Graduate Assistant	Hire	Temp	Appointment	6864.00	22-AUG-16
Ela Gunes	BG9992	00	MBA Graduate Research Asst	Hire	Temp	Appointment	8000.00	22-AUG-16
Karlee Gusso	BS9865	00	Telecounselor	Hire	Temp	Appointment	3150.00	07-SEP-16
Kaitlyn Hadley	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1539.00	22-AUG-16
Anna Hafele	BG9999	04	MSIG Graduate Assistant	Hire	Temp	Appointment	6933.33	22-AUG-16
Ann'D Hager	BS9683	00	Student Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Katie Haigh	BW9825	00	School Work Study	Hire	Temp	Appointment	3510.00	22-AUG-16
Samantha Halverson	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Madison Hand	BS9835	00	Marketing Photographer	Hire	Temp	Appointment	6660.00	22-AUG-16
Elexa Hanson	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Elexa Hanson	BW9967	00	Child Care Worker	Hire	Temp	Appointment	2736.00	26-SEP-16
Courtney Hart	BW9990	00	Game Day Asst. Supervisor	Hire	Temp	Appointment	3420.00	22-AUG-16
Ann Hast	BE9160	01	Sanford Lab Science Curriculum	Hire	Temp	Appointment	137.50	22-AUG-16
Kirk Hauck	BE9399	00	Art Model	Hire	Temp	Appointment	5280.00	24-AUG-16
McKayla Haugeberg	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1539.00	22-AUG-16
Riston Haugen	BS9890	01	Lab Assistant	Hire	Temp	Appointment	6400.00	22-AUG-16
Mahyle Hausman	BS9844	00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-16
Mahyle Hausman	BW9678	00	FWS YC Lifeguard	Hire	Temp	Appointment	3510.00	22-AUG-16
Mahyle Hausman	BW9966	00	FWS Operations Specialist	Hire	Temp	Appointment	3078.00	22-AUG-16
Maxxwill Hausman	BW9678	00	FWS YC Lifeguard	Hire	Temp	Appointment	3510.00	08-SEP-16
Maxxwill Hausman	BW9990	00	Game Day Asst	Hire	Temp	Appointment	3078.00	08-SEP-16
Ajallade Hennis	BW9834	00	Printing Center Assistant	Hire	Temp	Appointment	3078.00	29-AUG-16
Cristian Hernandez	BW9990	00	Game Day Asst	Hire	Temp	Appointment	3078.00	07-SEP-16
Yesenia Herrera	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1539.00	22-AUG-16
Kari Hickox	BS9958	00	Chemistry Lab Assistant	Hire	Temp	Appointment	5805.00	22-AUG-16
Samuel Hintgen	BS9844	00	Peer Tutor - Biol/Chem	Hire	Temp	Appointment	4320.00	22-AUG-16
Morgan Hofeldt	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	15-SEP-16
Ryan Hommel	BS9910	00	Student Grounds Assistant	Department Chair/Dean	Duties		3150.00	22-AUG-16
Hailey Horob	BW9990	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Madison Houston	BS9844	00	Peer Tutor - ECE	Hire	Temp	Appointment	4320.00	22-AUG-16
Larissa Houtari	BW9828	00	FWS Office Assistant	Hire	Temp	Appointment	5472.00	22-SEP-16
Farron Hovland	BS9835	00	Marketing Assistant	Hire	Temp	Appointment	3330.00	22-AUG-16
Farron Hovland	BS9998	00	Student Techonology Fellow	Hire	Temp	Appointment	6060.00	25-AUG-16
Karin Humar	BS9835	00	Public Relations Assistant	Hire	Temp	Appointment	4995.00	22-AUG-16
Karin Humar	BS9844	00	Peer Mentor	Hire	Temp	Appointment	2400.00	22-AUG-16

Michael Hurst	BS9769	00	Undergrad Research Assistant	Hire	Temp	Appointment	1710.00	22-AUG-16
Michael Hurst	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	3780.00	22-AUG-16
Robyn Hynes	BS9584	00	SSEC Student Worker	Hire	Temp	Appointment	3693.60	22-AUG-16
Alissa Iverson	BS9769	03	Student Reserch Assistant	Hire	Temp	Appointment	1600.00	22-SEP-16
Alissa Iverson	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	3420.00	22-AUG-16
Colton Jacobs	BW9681	00	Technology Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Kelsey Jacobs	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
Emily Jacoway	BS9715	00	Student Library Clerk	Hire	Temp	Appointment	3096.00	22-AUG-16
Mariah Jahner	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-16
Ellie Jaques	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Amber Jensen	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1539.00	22-AUG-16
Madison Jilek	BS9577	00	FAR Assistant	Hire	Temp	Appointment	5400.00	22-AUG-16
Madison Jilek	BS9769	00	Undergrad Research Assistant	Hire	Temp	Appointment	1710.00	22-AUG-16
Jonelle Johnson	BG9999	00	MSIG Graduate Assistant	Hire	Temp	Appointment	13866.67	22-AUG-16
Larissa Johnson	BS9814	00	Office Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Brady Jones	BW9905	00	KBHU Radio - FWS	Hire	Temp	Appointment	3078.00	22-AUG-16
Jordan Jones	BS9967	00	On-Duty RA	Hire	Temp	Appointment	1539.00	22-AUG-16
Emily Jons	BW9966	00	FWS Operations Specialist	Hire	Temp	Appointment	3078.00	22-AUG-16
Emily Jons	BW9990	00	Volleyball Manager	Hire	Temp	Appointment	1641.60	22-SEP-16
Taylor Jordan	BW9988	00	Parking office	Hire	Temp	Appointment	3600.00	22-AUG-16
Raven Jorgensen	BW9708	00	SFS Office Assistant	Hire	Temp	Appointment	3078.00	11-OCT-16
Kelcy Jurrens	BW9824	00	Office Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Tate Kattenhorn	BS9834	00	Student Storekeeper Assistant	Hire	Temp	Appointment	3780.00	22-AUG-16
Minayo Kawamura	BS9962	00	Operations Specialist	Hire	Temp	Appointment	3078.00	22-AUG-16
Zachariah Kay	BW9914	00	FWS Grounds Assistant	Hire	Temp	Appointment	3240.00	22-AUG-16
Erin Kemp	BS9781	00	Rec Sports Supervisor	Hire	Temp	Appointment	3420.00	22-AUG-16
Jasmine Kershner	BW9772	00	Office Assistant	Hire	Temp	Appointment	3240.00	22-AUG-16
Becky Kidder-Giles	BW9687	00	Student Mailroom Assistant	Hire	Temp	Appointment	2305.80	22-AUG-16
Karli Kilby	BS9844	00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-16
James Kilgore	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3150.00	22-AUG-16
Hannah Kirk	BS3992	00	CEAP - Athletic Training	Hire	Temp	Appointment	3078.00	22-AUG-16
Kaydee Kirwan	BW9785	00	Rec Sports Official	Hire	Temp	Appointment	1539.00	22-AUG-16
Abbi Klyaic	BS9987	0	Game Day Asst	Hire	Temp	Appointment	1539.00	22-AUG-16
Abbi Klyaic	BW9826	00	Photo Lab Asst	Hire	Temp	Appointment	3420.00	22-AUG-16
Shae Knox	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
James Knutson	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1539.00	22-AUG-16
Rachel Kremer	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
Nicholas Krull	BW9826	00	Photo Lab Assistant	Hire	Temp	Appointment	3078.00	31-AUG-16
Joshua LaFountain	BW9683	00	Office Assistant	Hire	Temp	Appointment	3150.00	22-AUG-16
Baylee Lacompte	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	1915.20	22-SEP-16
Justin Lafferty	BW9990	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Ryan Lahr	BS9987	00	Game Day Assistant	Hire	Temp	Appointment	3078.00	24-AUG-16
Kanyon Lalley	BS9844	00	Peer Tutor - Geology	Hire	Temp	Appointment	3840.00	22-SEP-16
Kaylee Lamb	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	3078.00	22-AUG-16
Jasmine LeMaire	BW9674	00	R&R Work Study	Hire	Temp	Appointment	3078.00	22-AUG-16
Chelsea Leblanc	BW9687	0	FWS Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Alexandrea Leclair	BS9974	00	Night Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
D'Aryn Lends His Horse	BS9777	00	Office Assistant	Hire	Temp	Appointment	3330.00	30-AUG-16
D'Aryn Lends His Horse	BS9937	00	Office Assistant	Hire	Temp	Appointment	6660.00	22-AUG-16
Shaley Lensegrav	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	1680.00	22-AUG-16
Edward Leonard	BS9585	00	Tutor	Hire	Temp	Appointment	1440.00	15-SEP-16
Kevin Lewey	BW9822	00	Art Department Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Alexandria Lewis	BS9575	00	YC Lifeguard	Hire	Temp	Appointment	3510.00	22-AUG-16
Guanxuan Liang	BS9581	00	Technology assistant	Hire	Temp	Appointment	1368.00	22-AUG-16
Brady Licht	BS9834	00	Student Storekeeper Assistant	Hire	Temp	Appointment	3150.00	22-AUG-16
Denim Lind	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	3780.00	22-AUG-16
Danielle Litaba	BS9787	00	TV Producer	Hire	Temp	Appointment	1026.00	22-SEP-16
Danielle Litaba	BS9901	00	Student KBHU Radio	Hire	Temp	Appointment	1154.25	22-AUG-16
Rishell Lizasuain	BS9554	00	JZ SP Student Assistant	Hire	Temp	Appointment	875.00	12-SEP-16
Rishell Lizasuain	BS9967	00	On-Duty RA	Hire	Temp	Appointment	1539.00	22-AUG-16
Tallyn Lockhart	BS9998	00	Student Technology Fellow	Hire	Temp	Appointment	6060.00	25-AUG-16
Jennifer Loftin	BW9822	00	Music Work Study	Hire	Temp	Appointment	2736.00	22-SEP-16
Justin Logue	BS9798	00	Student Assistant/Diversions	Hire	Temp	Appointment	3078.00	22-AUG-16
Justin Logue	BS9840	00	Student Senate Vice President	Hire	Temp	Appointment	1300.00	22-AUG-16
Justin Logue	BS9967	00	On-Duty RA	Hire	Temp	Appointment	1539.00	22-AUG-16
Amber Lorus	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Annette Loveday	BW9718	00	Library Clerk	Hire	Temp	Appointment	3078.00	22-AUG-16
Clara Macilravie-Canas	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	3078.00	22-AUG-16

Morgan Mack	BS9987 00	Game Day Assistant	Hire Temp Appointment	2308.50	22-AUG-16
Morgan Mack	BW9708 00	SFS Office Assistant	Hire Temp Appointment	3240.00	22-AUG-16
Matthew Madrid	BW9990 00	Game Day Asst	Hire Temp Appointment	1368.00	01-OCT-16
Naveen Malik	BS9844 00	Peer Tutor - Biology	Hire Temp Appointment	1440.00	22-SEP-16
Theresa Marsh	BW9967 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-16
James Marshall	BW9990 00	Game Day Asst	Hire Temp Appointment	2308.50	22-AUG-16
Keith Marson	BS9844 00	Peer Tutor - Spanish	Hire Temp Appointment	4320.00	22-AUG-16
Keith Marson	BW9990 00	Game Day Asst	Hire Temp Appointment	3078.00	07-SEP-16
Melissa Mason	BW9822 00	Theatre Tech	Hire Temp Appointment	3078.00	22-AUG-16
Sumire Matsumoto	BS9962 00	Operations Specialist	Hire Temp Appointment	3078.00	22-AUG-16
Sumire Matsumoto	BS9989 00	Jacket Journal Online Editor	Hire Temp Appointment	3600.00	22-AUG-16
Lisa McCain	BW9975 00	Food Service Worker	Hire Temp Appointment	1600.00	22-AUG-16
Matthew McCaskell	BW9993 00	Disability Receptionist	Hire Temp Appointment	3078.00	22-AUG-16
McKenna McCreary	BS9574 00	Math Mentor	Hire Temp Appointment	3960.00	22-AUG-16
Clair McEnelly	BE9160 00	Sanford Lab Science Presenter	Hire Temp Appointment	500.00	22-AUG-16
Ashley McFarland	BW9718 00	Library Clerk	Hire Temp Appointment	3096.00	22-AUG-16
Ashley McFarland	BW9719 00	Library Clerk Supervisor	Hire Temp Appointment	3438.00	22-AUG-16
Marissa McFarland	BS9708 00	Student Admissions Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Brendon McGirr	BW9674 00	Work Study- School of Business	Hire Temp Appointment	3600.00	22-AUG-16
Laketon McLaughlin	BS9987 00	Game Day Asst	Hire Temp Appointment	1539.00	22-AUG-16
Cheyenne Mendelsohn	BS9974 00	Night Assistant	Hire Temp Appointment	2736.00	19-OCT-16
Cheyenne Mendelsohn	BW9712 00	Admissions Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Alexandria Menke	BW9990 00	Game Day Asst	Hire Temp Appointment	1368.00	22-SEP-16
Alex Mentele	BS9787 00	Production Manager	Hire Temp Appointment	3078.00	22-AUG-16
Zachary Meyer	BS9574 00	Math Mentor	Hire Temp Appointment	3420.00	22-AUG-16
McKenna Middletent	BW9718 00	Library Clerk	Hire Temp Appointment	342.00	22-AUG-16
Mikenzie Mikkelson	BS9574 00	Math Mentor	Hire Temp Appointment	3420.00	22-AUG-16
Taylor Miles	BW9772 00	Office Assistant	Hire Temp Appointment	3168.00	22-AUG-16
Maddison Miller	BS9683 00	Student Mail Services	Hire Temp Appointment	2462.40	22-AUG-16
Mason Moir	BW9826 00	Photo Lab Asst	Hire Temp Appointment	3078.00	22-AUG-16
Jessica Mollman	BS9967 00	On-Duty Resident Assistant	Hire Temp Appointment	1539.00	22-AUG-16
Sean Mommerency	BW9824 00	Office Assistant	Hire Temp Appointment	3078.00	22-AUG-16
Drazen Moratzka	BS9987 00	Game Day Asst	Hire Temp Appointment	1539.00	22-AUG-16
Ronalda Mowell	BS9554 00	JZ SP Student Assistant	Hire Temp Appointment	3500.00	25-AUG-16
Jordan Mullen	BS9714 00	Library Clerk Supervisor	Hire Temp Appointment	3438.00	22-AUG-16
Jordan Mullen	BS9715 00	Library Clerk	Hire Temp Appointment	3078.00	22-AUG-16
Rachel Munce	BW9822 00	Theatre Tech	Hire Temp Appointment	3078.00	25-AUG-16
Kendall Murie	BS9715 00	Student Library Clerk	Hire Temp Appointment	3132.00	22-AUG-16
Kendall Murie	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	1036.00	22-AUG-16
Cassie Natvig	BS9987 00	Game Day Assistant	Hire Temp Appointment	3078.00	24-AUG-16
Lexi Nehlich	BW9967 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-16
Trisha Nelson	BS9564 00	Testing Assistant	Hire Temp Appointment	1440.00	16-SEP-16
Alexander Newsom	BE9387 00	RC Bookstore Temp	Hire Temp Appointment	180.00	29-AUG-16
Alexander Newsom	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	684.00	22-AUG-16
Nicholas Newsom	BE9387 00	RC Bookstore Temp	Hire Temp Appointment	180.00	29-AUG-16
Nicholas Newsom	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	684.00	22-AUG-16
Karly Niemann	BS9987 00	Game Day Asst	Hire Temp Appointment	2308.50	22-AUG-16
Abigail Nold	BS9574 00	Math Mentor	Hire Temp Appointment	3420.00	22-AUG-16
Tarina Nye	BW9822 00	Theatre Tech	Hire Temp Appointment	3078.00	22-AUG-16
Katelyn Odle	BS9987 00	Game Day Asst	Hire Temp Appointment	1539.00	22-AUG-16
Sylvester Ogbuefi	BS9912 00	Student Custodial	Hire Temp Appointment	8325.00	22-AUG-16
Oluwashola Okoya	BS9563 00	Student Sustainability Worker	Hire Temp Appointment	7200.00	22-AUG-16
Lydia Oliver	BW9993 00	Disability Receptionist	Hire Temp Appointment	2835.00	22-AUG-16
Jason Olsen	BG9999 02	MSIG Graduate Assistant	Hire Temp Appointment	13866.67	22-AUG-16
Wyatt Osthus	BS9840 00	Student Senate Office Admin.	Hire Temp Appointment	1300.00	22-AUG-16
Wyatt Osthus	BW9687 00	FWS Mail Services	Hire Temp Appointment	2462.40	15-SEP-16
Hannah Owens	BS9769 00	Undergrad Research Assistant	Hire Temp Appointment	1710.00	22-AUG-16
Timothy Palmer	BS9811 00	Tutor- School of Business	Hire Temp Appointment	1200.00	22-SEP-16
Rachel Palyan	BW9967 00	Child Care Worker	Hire Temp Appointment	3078.00	22-AUG-16
Nicholas Pappas	BS9563 00	Student Sustainability Worker	Hire Temp Appointment	4320.00	22-AUG-16
Nicholas Pappas	BS9828 00	Student Recycling	Hire Temp Appointment	3840.00	22-SEP-16
Nicholas Pappas	BW9988 00	Parking Enforcement	Hire Temp Appointment	3510.00	14-SEP-16
Phydell Paris	BS9844 00	Peer Assistant	Hire Temp Appointment	1920.00	22-AUG-16
Tori Parks	BS9963 00	Child Care Worker	Hire Temp Appointment	3078.00	22-AUG-16
Christel Peters	BW9997 00	Jacket Journal Work Study	Hire Temp Appointment	3600.00	22-AUG-16
Sylvia Pluimer	BW9823 00	Office Assistant- Nat. Sci.	Hire Temp Appointment	3600.00	22-AUG-16
Sarah Ponwith	BW9822 00	Theatre Tech	Hire Temp Appointment	3078.00	22-AUG-16
Alexis Powell	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	22-AUG-16

Ariel Pozorski	BS9974	00	Night Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Ariel Pozorski	BW9802	00	Receptionist	Hire	Temp	Appointment	3078.00	22-AUG-16
Ava Rankin	BW9851	00	Rodeo Assistant	Hire	Temp	Appointment	4617.00	22-AUG-16
Joseph Rath	BS9844	00	Peer Tutor - Biology	Hire	Temp	Appointment	4320.00	22-AUG-16
Jessica Rear	BW9990	00	FWS Game Day Assistant	Hire	Temp	Appointment	3078.00	24-AUG-16
Bethany Reman	BW9823	01	Laboratory Assistant	Hire	Temp	Appointment	800.00	22-AUG-16
Yi Ren	BG9999	00	MSIG Graduate Assistant	Hire	Temp	Appointment	13866.67	22-AUG-16
Sharon Rendon	BE9301	05	CAMSE - Math Coaching	Hire	Temp	Appointment	406.25	22-SEP-16
Alexander Rettinghouse	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3600.00	22-AUG-16
Alexandra Richards	BS9987	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Ian Richardson	BS9998	00	Student Technology Fellow	Hire	Temp	Appointment	6060.00	25-AUG-16
Justin Richardson	BW9708	00	SFS Office Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Madison Rittberger	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
Hannah Rodgers	BS9974	00	Night Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Samantha Rogers	BS9574	00	Math Mentor	Hire	Temp	Appointment	3240.00	22-AUG-16
Sarah Rohrbach	BS9844	00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-16
Jesse Rose	BS9844	00	Peer Tutor - Chem	Hire	Temp	Appointment	3840.00	22-SEP-16
Jeremy Rosser	BW9992	00	Jacket Journal FWS	Hire	Temp	Appointment	3600.00	22-AUG-16
Sandrine Rudin	BS9714	00	Library Clerk Supervisor	Hire	Temp	Appointment	3438.00	22-AUG-16
Sandrine Rudin	BS9715	00	Library Clerk	Hire	Temp	Appointment	3078.00	22-AUG-16
Sandrine Rudin	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1368.00	22-SEP-16
Beverly Running Bear	BE9619	00	ADJ Inst - AIS/LAKL 101	Hire	Temp	Appointment	4304.00	22-AUG-16
Robert Russell	BS9579	00	AEPP Tutor	Hire	Temp	Appointment	4104.00	22-SEP-16
Robert Russell	BS9587	00	Office Assistant	Hire	Temp	Appointment	2308.50	22-AUG-16
Riley Ryan	BS9781	00	Rec Sports Official	Hire	Temp	Appointment	1539.00	22-AUG-16
Katie Sackmann	BS9998	00	Student Technology Fellow	Hire	Temp	Appointment	5454.00	06-OCT-16
Bailey Sadowsky	BS9615	00	Volunteer Coordinator	Hire	Temp	Appointment	4309.20	22-AUG-16
Bailey Sadowsky	BS9840	00	Student Senate Relations Offic	Hire	Temp	Appointment	1300.00	22-AUG-16
Sarah Satterlee	BW9822	00	Art Work Study	Hire	Temp	Appointment	3078.00	22-AUG-16
Kendra Savery	BW9968	00	Student Engagement Specialist	Hire	Temp	Appointment	3078.00	22-AUG-16
Cayley Schmitt	BS9575	00	YC Lifeguard	Hire	Temp	Appointment	3510.00	24-AUG-16
Maria Schmitt	BW9808	00	Photo Lab Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Jason Schneider	BS9554	00	JZ SP Student Assistant	Hire	Temp	Appointment	3600.00	22-AUG-16
Brittany Schoenfelder	BW9826	00	Photo Lab Asst	Hire	Temp	Appointment	3078.00	22-AUG-16
Deeana Schubbel	BS9683	00	Student Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Alison Schultes	BW9802	00	Receptionist	Hire	Temp	Appointment	3078.00	22-AUG-16
Paige Schuurmans	BS9683	00	Student Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Amber Schwab	BE9192	00	Head Women's Triathlon Coach	Hire	Temp	Appointment	3930.00	22-SEP-16
Taylor Schweitzer	BW9914	00	FWS Grounds Assistant	Hire	Temp	Appointment	3240.00	22-AUG-16
Nathaniel Scott	BW9834	00	Printing Center Assistant	Hire	Temp	Appointment	3078.00	12-SEP-16
Emily Shelton	BS3998	00	CAEP Assistant/Psychology	Hire	Temp	Appointment	3330.00	22-AUG-16
Emily Shelton	BS9844	00	Peer Tutor - HMS/SOC/PSYC	Hire	Temp	Appointment	3840.00	22-SEP-16
Chheji Sherpa	BS9578	00	Student Labor - Facilities RC	Hire	Temp	Appointment	1440.00	07-SEP-16
Halley Shippy	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-16
Abigail Siekmann	BG9998	00	GA - SID	Hire	Temp	Appointment	7200.00	22-AUG-16
Lacey Siers	BW9828	00	FWS Office Assistant	Hire	Temp	Appointment	6300.00	22-AUG-16
Tyler Simmons	BW9772	00	Office Assistant	Hire	Temp	Appointment	3240.00	05-OCT-16
Shonee Singer	BW9822	00	Theatre Tech	Hire	Temp	Appointment	3078.00	26-AUG-16
Benjamin Sjobakken	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3150.00	22-AUG-16
Morgan Smith	BS9574	00	Math Mentor	Hire	Temp	Appointment	3420.00	22-AUG-16
Heather Sohl	BS9574	00	Math Mentor	Hire	Temp	Appointment	3240.00	22-AUG-16
Heather Sohl	BS9844	00	Peer Tutor - Math/Physics	Hire	Temp	Appointment	4320.00	22-AUG-16
Elizabeth Sorensen	BS9786	00	KBHU Program Director	Hire	Temp	Appointment	3078.00	22-AUG-16
Elizabeth Sorensen	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3240.00	22-AUG-16
Samuel Sorrell	BS9581	00	Technology Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Wesley Sorrell	BW9718	00	Library Clerk	Hire	Temp	Appointment	3078.00	22-AUG-16
Cameron Spade	BW9990	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Joshua Staab	BS9574	00	Math Mentor	Hire	Temp	Appointment	3240.00	22-AUG-16
Jammie Stancombe	BS9973	00	RC Bookstore Assistant	Hire	Temp	Appointment	4860.00	22-AUG-16
Chelsi Stanly	BW9680	00	Administrative Office Support	Hire	Temp	Appointment	3078.00	22-AUG-16
Alli Steckelberg	BS9574	00	Math Mentor	Hire	Temp	Appointment	3240.00	22-AUG-16
Lathen Stevens	BW9851	00	Rodeo Assistant	Hire	Temp	Appointment	4617.00	22-AUG-16
Kathy Stewart-Martinson	BW9680	00	Administrative Office Support	Hire	Temp	Appointment	1408.00	22-AUG-16
Shelby Stoltz	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3330.00	22-AUG-16
Shelby Stoltz	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1539.00	22-AUG-16
Alyssa Strobel	BS9683	00	Student Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Jacqueline Stroup	BW9718	00	Library Clerk	Hire	Temp	Appointment	3078.00	22-AUG-16
Jacqueline Stroup	BW9719	00	Library Clerk Supervisor	Hire	Temp	Appointment	3438.00	22-AUG-16

Thomas Stulken	BE9397	00	Engl Spec SSS	Hire	Temp	Appointment	21600.00	22-AUG-16
Brady Sudbeck	BS9574	00	Math Mentor	Hire	Temp	Appointment	1440.00	22-AUG-16
Kie Tatsukawa	BS9587	00	Office Assistant	Hire	Temp	Appointment	1026.00	23-AUG-16
Kie Tatsukawa	BS9714	00	Library Clerk Supervisor	Hire	Temp	Appointment	3438.00	22-AUG-16
Kie Tatsukawa	BS9715	00	Library Clerk	Hire	Temp	Appointment	3096.00	22-AUG-16
Stone Terhune	BW9975	00	Food Service Worker	Hire	Temp	Appointment	3240.00	22-AUG-16
Matthew Tetzlaff	BG9998	00	GA Track	Hire	Temp	Appointment	7200.00	22-AUG-16
Emma Thomas	BS9574	00	Math Mentor	Hire	Temp	Appointment	3780.00	22-AUG-16
Tess Thomas	BW9785	00	Rec Sports Official	Hire	Temp	Appointment	1539.00	22-AUG-16
Amanda Thompson	BS9844	00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-16
Brittany Thompson	BS9798	00	Student Assistant/Diversion	Hire	Temp	Appointment	3078.00	22-AUG-16
Brittany Thompson	BS9840	00	Student Senate President	Hire	Temp	Appointment	1500.00	22-AUG-16
Adam Thomsen	BS9987	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Deontae Thorn	BW9990	00	Game Day Asst	Hire	Temp	Appointment	1539.00	22-AUG-16
Deborah Thorp	BE9160	00	Sanford Lab Science Modules	Hire	Temp	Appointment	625.00	22-SEP-16
Justin Thorstad	BS9834	00	Student Storekeeper Assistant	Hire	Temp	Appointment	3080.00	22-SEP-16
Thomas Trimble	BS9769	00	Research Assistant	Hire	Temp	Appointment	2565.00	22-AUG-16
Samantha Trinneer	BW9975	00	Food Service Worker	Hire	Temp	Appointment	3240.00	22-AUG-16
Chor Ni Tsoi	BS9587	00	Office Assistant	Hire	Temp	Appointment	1026.00	30-AUG-16
Jaelani Uthe	BS9574	00	Math Mentor	Hire	Temp	Appointment	3420.00	22-AUG-16
Jaelani Uthe	BW9825	00	School Work Study	Hire	Temp	Appointment	3510.00	22-AUG-16
Joshua Vaith	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Julianne Van Driel	BW9822	00	Theatre Tech	Hire	Temp	Appointment	3078.00	22-AUG-16
Kelsey VanDenHemel	BS9945	00	Student Office Assistant	Hire	Temp	Appointment	3078.00	06-SEP-16
Heidi Vanlিশout	BW9988	00	Parking Office	Hire	Temp	Appointment	3690.00	22-AUG-16
Kyle Vanriel	BS9683	00	Student Mail Services	Hire	Temp	Appointment	2462.40	22-AUG-16
Kyle Vanriel	BS9974	00	Night Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Kyle Vanriel	BS9989	00	Jacket Journal Reporter	Hire	Temp	Appointment	3240.00	22-AUG-16
Bridget Vatne	BW9718	00	Library Clerk	Hire	Temp	Appointment	3078.00	22-AUG-16
Jazmin Vega	BW9712	00	Admissions Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Amanda Voisin	BS9787	00	BHTV TV Producer	Hire	Temp	Appointment	1154.25	22-AUG-16
Dustin Voss	BW9826	00	Photo Lab Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Richard Walbe	BW9826	00	Photo Lab Asst	Hire	Temp	Appointment	3078.00	22-AUG-16
Amber Wallace	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3078.00	22-AUG-16
Maurice Wallum	BW9990	00	Game Day Asst	Hire	Temp	Appointment	1368.00	06-OCT-16
Nichole Walters	BS9844	00	Peer Tutor - Physics	Hire	Temp	Appointment	4320.00	22-AUG-16
Nichole Walters	BW9824	00	Office Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Taylor Watkins	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Alanna Weahkee Rios	BW9822	00	Jacket Journal	Hire	Temp	Appointment	1200.00	22-SEP-16
Kimberly Webber	BE9160	00	Sanford Lab Science Modules	Hire	Temp	Appointment	650.00	22-AUG-16
Addison Weglin	BW9709	00	Registrar Office Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Francisco Wendlandt Paredes	BS9987	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Ashley Wermers	BW9708	00	SFS Office Assistant	Hire	Temp	Appointment	1800.00	22-AUG-16
Timothy Wheeler	BS9912	00	Student Custodial Assistant	Hire	Temp	Appointment	2220.00	15-SEP-16
Brittany Whitney	BE9399	00	Art Model	Hire	Temp	Appointment	5280.00	24-AUG-16
Shayla Wickett	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1368.00	22-SEP-16
Remington Wientjes	BW9785	00	Rec Sports Official	Hire	Temp	Appointment	787.50	22-AUG-16
Elizabeth Williams	BS9579	00	AEPP Tutor	Appointment			7387.20	23-AUG-16
Courtney Wilson	BS9844	00	Peer Tutor - Psyc	Hire	Temp	Appointment	4320.00	22-AUG-16
Courtney Wilson	BW9824	00	Office Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
Jayce Winsell	BS3991	00	Admissions Assistant	Hire	Temp	Appointment	3240.00	22-AUG-16
Kelly Winter	BW9718	00	Library Clerk	Hire	Temp	Appointment	1368.00	22-AUG-16
Kelly Winter	BW9719	00	Library Clerk Supervisor	Hire	Temp	Appointment	1528.00	22-AUG-16
Rachel Winters	BW9704	00	Student Office Asst FWS	Hire	Temp	Appointment	3150.00	22-AUG-16
Katie Wolff	BW9678	00	FWS Lifeguard	Hire	Temp	Appointment	3510.00	22-AUG-16
Abby Wollschlager	BW9554	00	JZ SP Student Assistant	Hire	Temp	Appointment	3150.00	12-SEP-16
Katelyn Woten	BS9844	00	Peer tutor - ACCT, Econ, BADM	Hire	Temp	Appointment	4320.00	22-AUG-16
Katelyn Woten	BW9997	00	Honors Assistant	Hire	Temp	Appointment	3078.00	22-AUG-16
McLain Wunschel	BS9997	00	Writing Center Assistant	Hire	Temp	Appointment	1968.00	22-AUG-16
Jacee Yoshida	BW9708	00	SFS Office Assistant	Hire	Temp	Appointment	3168.00	22-AUG-16
Michael Yost	BS9844	00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-16
Michael Yost	BS9987	00	Game Day Asst	Hire	Temp	Appointment	2430.00	22-AUG-16
Jase Zebrowski	BW9990	00	Game Day Asst	Hire	Temp	Appointment	2308.50	22-AUG-16
Tara Ramsey	BE9213	00	Post-Doc Research Assc	Hire	Temp	Appointment	29830.08	22-AUG-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Margaret Austin	BE9301	02	CAMSE - Coaching for Ogalala	TV013	21-OCT-16
Amy Beasley	BE9298	03	College of Ed-NFE OT Elig Temp	TV013	21-OCT-16
Abigail Bertram	BW9967	00	Child Care Worker	TV012	21-SEP-16
Melissa Bettcher	BW9967	00	Child Care Worker	TV012	23-AUG-16
Amanda Blank	BW9976	00	Bookstore Assistant	TV012	21-SEP-16
Cheyloh Bluemel	BS9769	00	Research Assistant	TV012	21-SEP-16
Hannah Bohlinger	BS9563	00	Student Sustainability Worker	TV012	21-SEP-16
Catherine Borketey	SS7911	01	student hrly lab assistant	TV012	21-OCT-16
Misty Bunnell	BE9397	00	Peer Tutor - MCOM	TV013	30-AUG-16
Hannah Castrogiovanni	BS9814	00	Office Assistant	TV012	20-SEP-16
Elizabeth Ferdinand	BW9967	00	Child Care Worker	TV012	21-SEP-16
Elizabeth Ferdinand	BW9967	00	Child Care Worker	TV012	21-OCT-16
Julia Gibson	BW9993	00	Disability Receptionist	TV012	24-AUG-16
Katie Haigh	BS9558	01	Jump Start Mentor	TV012	31-AUG-16
Ann Hast	BE9160	01	Sanford Lab Science Curriculum	TV013	21-SEP-16
Shi-Dawn Hawk Wing	BS9558	02	Jump Start Mentor	TV012	31-AUG-16
Deanna Hazelton	BS9580	00	Administrative Office Support	TV012	21-OCT-16
Callie Henrich	BE9185	00	Part-Times Sales Clerk JZRC	TV013	21-SEP-16
Toni Hinker	BE9298	01	College of Ed-NFEOT Elig Temp	TV013	21-OCT-16
Diane Houdek	BE9354	00	Temporary Mktg & Comm Asst	TV013	31-AUG-16
Michael Hurst	BS9769	04	Undergrad Research Assistant	TV012	21-SEP-16
Madison Jilek	BS9769	02	Research Assistant	TV012	21-SEP-16
Kelcy Jurrens	BW9824	00	Office Assistant	TV012	04-OCT-16
Zachariah Kay	BW9914	00	FWS Grounds Assistant	TV012	21-SEP-16
Angela Keller	BE9298	03	College of Ed-NFEOT Elig Temp	TV013	21-OCT-16
Jessica Kirby	BS9844	00	Peer Tutor - MCOM	TV012	22-AUG-16
Christian Knutson	BS9558	01	Jump Start Mentor	TV012	31-AUG-16
Haley Krump	BS9844	00	Peer Tutor - Outdoor Ed	TV012	31-AUG-16
Kyle Laughlin	BE9298	03	College of Ed-NFE OT Elig Temp	TV013	21-OCT-16
Clair McEnelly	BE9160	00	Sanford Lab Science Presenter	TV013	21-SEP-16
McKenna Middleton	BW9718	00	Library Clerk	TV012	21-SEP-16
Sheila Morgan	BE9298	03	College of Ed-NFE OT Elig Temp	TV013	21-OCT-16
Alexander Newsom	BE9387	00	RC Bookstore Temp	TV013	07-SEP-16
Alexander Newsom	BS9910	00	Student Grounds Assistant	TV012	21-OCT-16
Nicholas Newsom	BE9387	00	RC Bookstore Temp	TV013	07-SEP-16
Nicholas Newsom	BS9910	00	Student Grounds Assistant	TV012	21-OCT-16
Nicholas Pappas	BS9563	00	Student Sustainability Worker	TV012	21-SEP-16
Jessica Rear	BW9990	00	FWS Game Day Assistant	TV012	08-OCT-16
Sharon Rendon	BE9301	05	CAMSE - Math Coaching	TV013	21-OCT-16
Bailey Sadowsky	BS9840	00	Student Senate Relations Offic	TV012	21-OCT-16
Annabelle Schulz	BE9184	00	Temp Sales Clerk JZ SP	TV013	21-SEP-16
Lacey Siers	BW9828	00	FWS Office Assistant	TV012	21-SEP-16
Deborah Thorp	BE9160	00	Sanford Lab Science Modules	TV013	21-OCT-16
Thomas Trimble	BS9769	02	Research Assistant	TV012	21-SEP-16
Kimberly Webber	BE9160	00	Sanford Lab Science Modules	TV013	21-SEP-16
Timothy Wheeler	BS9912	00	Student Custodial Assistant	TV012	21-OCT-16
Rachel Winters	BS9558	01	Jump Start Mentor	TV012	31-AUG-16
Jennifer Worthington	BE9298	02	College of Ed-NFE OT Elig Temp	TV013	21-OCT-16

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Christine Ahmed	BE9828	00	Assoc Prof, PE and HLTH	Appointment	50000.00	22-AUG-16
Cheryl Anagnopoulos	BE9988	01	Professor PSYC 221	Overload for Teaching	7170.00	22-AUG-16
Amy Asunskis	BE9168	00	Instructor, Chemistry BHRC	Appointment	42000.00	22-AUG-16
Michael Baum	BE9633	00	Assistant Professor, Art	Appointment	45000.00	22-AUG-16
Adam Blackler	BE9740	00	Associate Professor, History	Appointment	44000.00	22-AUG-16
Scott Clarke	BE9922	08	GenEd Assessment Workshop	Overload for Teaching	300.00	22-AUG-16
Laura Colmenero-Chilberg	BE9940	13	Workshop Facilitator	Overload for Teaching	5763.00	22-AUG-16
Laura Colmenero-Chilberg	BE9940	14	GenEd Assessment Workshop	Overload for Teaching	300.00	22-AUG-16
Jason Daniels	BE9951	01	GenEd Assessment Workshop	Overload for Teaching	300.00	22-AUG-16

Nicholle Dragone	BE9669	01	Workshop Facilitator	Overload for Teaching	300.00	22-AUG-16
Martin Fashbaugh	BE9856	01	Asst Professor Hum100	Overload for Teaching	4380.00	22-AUG-16
Martin Fashbaugh	BE9856	03	GenEd Assessment Workshop	Overload for Teaching	300.00	22-AUG-16
Du-lu Hsiao	BE9957	00	Assistant Professor, Spanish	Appointment	42000.00	22-AUG-16
Vincent Hustad	BE9248	00	Instructor, Biology	Appointment	42000.00	22-AUG-16
Astrinos Karagiorgakis	BE9933	01	Assist.Professor PSYC 101	Overload for Teaching	4850.00	22-AUG-16
Patrick Mackin	BE9796	01	Professor BADM-425	Overload for Teaching	7461.52	22-AUG-16
Fady Mansour	BE9486	00	Instructor, Economics	Appointment	60000.00	22-AUG-16
Matthew Pawlus	BE9169	00	Instructor, Biology BHRC	Appointment	42000.00	22-AUG-16
Jami Schoenewies	BE9478	03	Asst Prof/student tchr supervi	Overload for Teaching	916.00	22-AUG-16
Rachel Stiff	BE9162	00	Instructor, Art	Hire Temp Appointment	39000.00	22-AUG-16
Jeffrey Wehrung	BE9973	01	Assistant Prof BADM-464	Overload for Teaching	6382.96	22-AUG-16
Wan Wei	BE9607	00	Assistant Professor, Economics	Hire Temp Appointment	62000.00	22-AUG-16

Faculty Benefit Eligible (FAC1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Scott Clarke	BE9922	08	GenEd Assessment Workshop	TV013	21-SEP-16
Laura Colmenero-Chilberg	BE9940	14	GenEd Assessment Workshop	TV013	21-SEP-16
Jason Daniels	BE9951	01	GenEd Assessment Workshop	TV013	21-SEP-16
Nicholle Dragone	BE9669	01	Workshop Facilitator	TV013	21-SEP-16
Martin Fashbaugh	BE9856	03	GenEd Assessment Workshop	TV013	21-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Dennis Aldinger	BE9619	00	Adj Inst Math 102/281	Hire Temp Appointment	9684.00 22-AUG-16
Jason Anderson	BE9484	00	Adj. CHEM 106L B002/3/5 107L	Hire Temp Appointment	6585.00 22-AUG-16
John Betterson	BE9478	00	Adj Instructor - CEBS	Hire Temp Appointment	3951.00 22-AUG-16
Karel Bielstein	BE9484	00	Adj. GEOL 203L-B202, GEOL 203L	Hire Temp Appointment	5380.00 22-AUG-16
Jeoffrey Bispham	BE9478	00	Adj Instr SLDR 752	Hire Temp Appointment	3951.00 22-AUG-16
Erica Bobby	BE9619	01	Adj Instr - Spcm 101 Online	Hire Temp Appointment	6456.00 22-AUG-16
Erica Bobby	BE9619	02	Adj Inst SPCM 101 Online	Hire Temp Appointment	3228.00 22-AUG-16
Erica Bobby	BE9619	03	Adj Instr - SPCM 101	Hire Temp Appointment	3228.00 22-AUG-16
Mark Britzman	BE9478	00	Adj.Instructor PSYC 101	Hire Temp Appointment	3951.00 22-AUG-16
Mark Britzman	BE9478	01	Adj Inst PSYC 461/492	Hire Temp Appointment	7902.00 22-AUG-16
Dominique Charlson	BE9478	00	Teammates Coordinator	Hire Temp Appointment	1100.00 22-AUG-16
Lindsey Clouse	BE9619	00	Adj Instr Hum 100/Engl 101	Hire Temp Appointment	6456.00 22-AUG-16
Robert Cook	BE9478	01	Adjunct Instructor-INED 411	Hire Temp Appointment	3228.00 22-AUG-16
Linda Corey	BE9478	11	Adj Instr-Student Tchr Supervi	Hire Temp Appointment	4326.00 22-AUG-16
Stephen Digioia	BE9478	00	Adj Inst SOC 400/100	Hire Temp Appointment	6456.00 22-AUG-16
Stephen Digioia	BE9484	00	Adjunct HRM 417-B001	Hire Temp Appointment	3228.00 22-AUG-16
Stephen Digioia	BE9619	00	Adj Instructor - Pols 320/001	Hire Temp Appointment	6133.00 22-AUG-16
Kathleen Finkle	BE9478	00	Adj Ins EDFN 428	Hire Temp Appointment	3228.00 22-AUG-16
Jennifer Fischer	BE9619	00	Adj Inst Engl 101C/033 Remedia	Hire Temp Appointment	12912.00 22-AUG-16
Michael Fosha	BE9619	00	Adj Inst - Anth 210	Hire Temp Appointment	3228.00 22-AUG-16
Carrie Gray-Wood	BE9619	00	ADJ Instr - Geog 101,210,459	Hire Temp Appointment	12912.00 22-AUG-16
Roger Hanzlik	BE9478	00	Adjunct-SOC 455	Hire Temp Appointment	3228.00 22-AUG-16
Emma Hernberg	BE9484	00	Adj. CHEM 107-B204, 107L-B206	Hire Temp Appointment	5268.00 22-AUG-16
Michael Hummel	BE9478	00	Adj Instr SLDR 710	Hire Temp Appointment	3951.00 22-AUG-16
Samuel Hurst	BE9619	00	Adj Instructor MCOM 151	Hire Temp Appointment	3228.00 22-AUG-16
Michael Huxford	BE9478	00	Adj Inst PSYC 101 & 492	Hire Temp Appointment	7902.00 22-AUG-16
Donna Job	BE9478	00	Adj Inst READ 041s	Hire Temp Appointment	11836.00 22-AUG-16
Brandyn Johnson	BE9619	00	Adj Instr - Engl 101/201/241	Hire Temp Appointment	15804.00 22-AUG-16
Brandyn Johnson	BE9619	02	Adj Instr GS 491	Hire Temp Appointment	3951.00 22-AUG-16
Sheri Keck	BE9478	00	Adj Inst PE 201	Hire Temp Appointment	1076.00 22-AUG-16
Bernice Krambeck	BE9619	00	Adj Instr-Engl 210	Hire Temp Appointment	6456.00 22-AUG-16
Wayne Lang	BE9484	00	Adjunct: TECH 343-B205	Hire Temp Appointment	3228.00 22-AUG-16
Mary Larscheid-Christensen	BE9478	11	Adj Instr-Student Tchr Supervi	Hire Temp Appointment	4326.00 22-AUG-16
David Martinson	BE9619	00	Adj Inst Muap 120/220	Hire Temp Appointment	716.00 22-AUG-16
Shannon Maxwell	BE9478	00	Adj Inst PSYC 202/452	Hire Temp Appointment	11853.00 22-AUG-16
Erica Merchant	BE9619	00	Adj Instr - Art /Arth	Hire Temp Appointment	15804.00 22-AUG-16
Jessica Miles	BE9619	02	Adj Instr - Engl 201	Hire Temp Appointment	12912.00 22-AUG-16

Lori Miller	BE9619 00	Adj Inst MUAP100,200,210,215	Hire Temp Appointment	2506.00	22-AUG-16
Phillip Mize	BE9619 00	Adj Instr Math 095	Hire Temp Appointment	3228.00	22-SEP-16
Tonya Mullaney	BE9478 00	Adj Ins SPED 100	Hire Temp Appointment	3228.00	22-AUG-16
Kelly O'Connor-Salomon	BE9619 00	Adj Instr Engl 101 - Online	Hire Temp Appointment	3228.00	22-AUG-16
Kelly O'Connor-Salomon	BE9619 01	Adj Instr Engl 101	Hire Temp Appointment	3228.00	22-AUG-16
Meredith Parker	BE9619 00	Adj Instr Engl 101/201	Hire Temp Appointment	12912.00	22-AUG-16
Patricia Parks	BE9478 00	Adj Instr-student tchr supervi	Hire Temp Appointment	5046.00	22-AUG-16
Paul Peterson	BE9619 00	Adj Inst Muap 105/150/250	Hire Temp Appointment	716.00	22-AUG-16
Mary Pochop	BE9619 02	Adj Inst Muap	Hire Temp Appointment	358.00	22-AUG-16
Peter Ragnone	BE9619 00	Adj Instructor - Phil 100/200	Hire Temp Appointment	6456.00	22-AUG-16
Peter Ragnone	UE7056 01	Correspondence Grader	Continuing Education/Extension	750.00	22-AUG-16
Jennifer Randle	BE9619 00	Adj Inst - Math 095	Hire Temp Appointment	3228.00	22-AUG-16
Ronald Randle	BE9619 00	Adj Instr - Geog 210	Hire Temp Appointment	3228.00	22-AUG-16
Mary Redmond	BE9478 00	Adj Instr-student tchr supervi	Hire Temp Appointment	5046.00	22-AUG-16
Jason Reub	BE9484 00	Adjunct TECH 313 & TECH 384	Hire Temp Appointment	6456.00	22-AUG-16
Elizabeth Scheetz	BE9484 03	Adj. GEOL 201,201L, 203L, 350	Hire Temp Appointment	6052.50	22-AUG-16
Natalie Scheidler	BE9619 00	Adj Instructor Hist 152/455	Hire Temp Appointment	7902.00	22-AUG-16
Natalie Scheidler	BE9619 01	Adj Instr Hist 151 B605	Hire Temp Appointment	3951.00	22-AUG-16
Bernard Schuchmann	BE9484 00	Adjunct BADM 350 B206	Hire Temp Appointment	3951.00	22-AUG-16
David Simpson	BE9478 00	Adj Instruct-INED 411/511	Hire Temp Appointment	7902.00	22-AUG-16
Deanna Sleep	BE9619 00	Adj Inst Mcom 317	Hire Temp Appointment	2905.00	22-AUG-16
Mitchell Stone	BE9619 02	Adj Inst Hist 121/322	Hire Temp Appointment	7902.00	22-AUG-16
Scott Tubbs	BE9619 00	Adj Instr - Hist 151/152	Hire Temp Appointment	6456.00	22-AUG-16
Amber Waseen	BE9619 01	Adj Prof - Muap 120/220	Hire Temp Appointment	5012.00	22-AUG-16
Amber Waseen	BE9619 02	Adj Instr - Mus 100/353	Hire Temp Appointment	7532.00	22-AUG-16
Douglas Wessel	BE9478 02	Adjunct Instructor-PSYC 348	Hire Temp Appointment	3951.00	22-AUG-16
Connie White	BE9478 11	Adj Inst-student tchr supervi	Hire Temp Appointment	5046.00	22-AUG-16
Amber Wilde	BE9478 00	Adj Inst LIBM 321	Hire Temp Appointment	2152.00	22-AUG-16
Edda Winkelman	BE9619 00	Adj Instr-Span 102	Hire Temp Appointment	12912.00	22-AUG-16
Paul Young	BE9484 04	Adjunct BIOL 123-B001	Hire Temp Appointment	3228.00	22-AUG-16
David Zanton	BE9478 00	Adj Inst SPED 460/560	Hire Temp Appointment	3228.00	22-AUG-16
Betty Zehfus	BE9484 05	Adjunct CHEM 112 B001/B002/B00	Hire Temp Appointment	6456.00	22-AUG-16

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Peter Ragnone	UE7056	01	Correspondence Grader	TV013	21-SEP-16

ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00206476	Janet Crawford	Academic Affairs	BHSU
A00189295	Brian Mischel	College of Business & Nat Sciences	BHSU
A00207753	Patrick Fackler	College of Ed and Behavior Sciences	BHSU
A00206378	Sean Kassmeier	College of Ed and Behavior Sciences	BHSU
A00207086	Charles Daniel	Food Services	BHSU
A00169305	Kim Nieman	Food Services	BHSU
A00207113	Lisa Rice	Food Services	BHSU
A00207677	Darrell Harr	Network & Computer Support Services	BHSU
A00204041	Ryan Wheele	School of Business	BHSU
A00048550	Thereasa Lewis	School of Natural Sciences	BHSU

P2ZRNJOB

South Dakota Board of Regents

BOR Routine

11/04/2016 08:27:42

Date Range : 22-AUG-16 thru 21-OCT-16

For :DSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Jessica Dold	DE9800	00	BOR HR Generalist II	Appointment	37626.48	11-OCT-16
Eric Hass	DE9758	00	Physical Plant Manager I	Appointment	44823.14	03-OCT-16
Abby Roderick	DE9786	00	Program Assistant I	Appointment	33279.36	03-OCT-16
Carrie Slaathaug	DE9804	00	Annual Fund Phonathon Mngr	Appointment	34319.34	29-AUG-16

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Amber Alfson	DE9601	00	Senior Secretary	Reclassification	27864.90	30845.81	2980.91	
Amy Olson	DE9823	00	Senior Programmer/Analyst	Change in Appointment Type	36977.17	38516.70	1539.53	

Career Service Benefit Eligible (CSA1)

Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Amber Alfson	DE9601	00	Secretary	Temporary Additional Duties	27864.90		2786.49	

Career Service Benefit Eligible (CSA1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Eric Hass	DE9745	00	Sr Building Maintenance Worker	SA011	02-OCT-16
Lisa Martin	DE9797	99	HIM Secretary	TV001	08-SEP-16
Carol Shaver	DE9779	00	Senior Secretary	TI000	06-SEP-16

Career Service Non-Benefit Eligible (CSA2)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Bryan Tadeo	DS8970	00	Student Labor-Physical Plant	Hire Temp Appointment	5199.90	18-OCT-16
Tyler Tobeck	DS8970	00	Student Labor-Physical Plant	Hire Temp Appointment	5199.99	17-OCT-16
Betty Wise	DS8987	00	Student Labor-Bookstore	Hire Temp Appointment	5199.99	18-OCT-16

Non-Faculty Benefit Eligible (NFE1) (NFE1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Bradley Gilbert	DE9848	00	Adj Instructor	Hire Temp Appointment	3658.40	22-AUG-16
Samuel Gooding	DE9519	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-AUG-16
Michael Larsen	DE9519	00	Instructor - Adjunct	Hire Temp Appointment	6456.00	22-AUG-16
Megan Leisinger	DE9525	00	Coordinator -GEAR UP	Appointment	47500.00	12-SEP-16
David Miller	DE9529	00	Security Engineer	Appointment	77000.00	09-SEP-16
David Overby	DE9666	00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16

Michelle Ruesink	DE9981	00	Director of Student Dev/ADA	Appointment	56000.00	27-SEP-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

Stephanie Baatz	DE9569	00	Director of Support Services	Title Change	83005.00	83005.00	0.00	
Non-Faculty Benefit Eligible (NFE1) (NFE1) Terminated								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date			

Michelle Ruesink	SE6065	00	Director-Veterans Affairs	SA018	26-SEP-16			
Owen Bundy	DE9981	00	ADA Coordinator	TV013	21-OCT-16			
Megan Leisinger	SE4560	01	Temp Group Fitness Non-cert	TV013	06-SEP-16			
Student Employment and NFE Non-Benefit Eligible (NFE2) Appointments(AA)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date		

Mohammad Abdel Rahman	DG9999	00	Graduate Teach Assist - Doc	Hire Temp Appointment	34609.00	22-AUG-16		
Ali Ahmed	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	34609.00	22-AUG-16		
Dheyaaldin Alsalman	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	34609.00	22-AUG-16		
Yazan Alshboul	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	34609.00	22-AUG-16		
Jack Anundson	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	14-SEP-16		
Kofi Asamoah-Boadu	DG9982	00	Graduate Research Assistant	Hire Temp Appointment	7188.00	26-AUG-16		
Haley Asimakopoulos	DW9985	00	Work Study-Enrollment Srvs	Hire Temp Appointment	2200.00	22-AUG-16		
Omobolanle Atimise	DW9979	00	Work Study-CAHIT	Hire Temp Appointment	2200.00	22-AUG-16		
Alex Babcock	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16		
Bruce Bailey	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	750.00	22-AUG-16		
Alex Bangasser	DS8964	00	Student Labor-Athletics	Hire Temp Appointment	3078.00	10-SEP-16		
Tessa Bartscher	DS8957	00	Student Labor-Extended Program	Hire Temp Appointment	3078.00	22-AUG-16		
Braydn Beals	DS8917	00	Student-Resident Assistant	Hire Temp Appointment	90.00	12-SEP-16		
Justin Becker	DE9537	00	Musical Director	Hire Temp Appointment	1100.00	05-SEP-16		
Justin Becker	DE9707	00	Piano Accompanist	Hire Temp Appointment	400.00	08-SEP-16		
Erica Belter	DS8957	00	Student Labor-Extended Program	Hire Temp Appointment	3078.00	22-AUG-16		
Casey Bethke	DS8993	00	Telecounselor Supervisor	Hire Temp Appointment	3150.00	07-SEP-16		
Ashley Biggins	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16		
John Bjorkman	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	750.00	22-AUG-16		
Dacey Black	DS8918	00	Student Labor - DSU Live	Hire Temp Appointment	3078.00	21-SEP-16		
Brett Blackstock	DW9980	00	Work Study-Natural Sciences	Hire Temp Appointment	2200.00	22-AUG-16		
Stephanie Boersma	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2200.00	22-AUG-16		
Jovana Bogdanovic	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	22-AUG-16		
Mitchel Bogue	DW9981	00	Work Study-Library	Hire Temp Appointment	2200.00	22-AUG-16		
James Boit	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	34609.00	22-AUG-16		
Kayla Boomsma	DS8964	00	Student Labor-Athletics	Hire Temp Appointment	1026.00	23-AUG-16		
Nicholas Boone	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2200.00	22-AUG-16		
Spencer Boy	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5500.00	22-AUG-16		
Amy Brandriet	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	373.50	29-SEP-16		
Jean Brown	DW9973	00	Work Study-Student Services	Hire Temp Appointment	2200.00	23-SEP-16		
Kaylen Brown	DW9982	00	Work Study-Liberal Arts	Hire Temp Appointment	2200.00	26-AUG-16		
Kelly Brusven	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3240.00	12-SEP-16		
Nelly Burkitt	DW9987	00	Work Study-DPP	Hire Temp Appointment	2200.00	22-AUG-16		
Jeremiah Burkman	DW9981	00	Work Study-Library	Hire Temp Appointment	2200.00	22-AUG-16		
Edin Cardona Serrano	DW9973	00	Work Study-Student Services	Hire Temp Appointment	2200.00	12-OCT-16		
Joel Carmona-Rojas	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	350.00	06-SEP-16		
Akhilesh Chauhan	DG9984	00	Grad Research Assistant-MSA	Hire Temp Appointment	7188.00	06-SEP-16		
Jared Chavez	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	375.00	13-SEP-16		
Jared Chavez	DW9965	00	Workstudy-Student Development	Hire Temp Appointment	2200.00	08-SEP-16		
Michael Cheuvront	DS8918	00	Student Labor - DSU Live	Hire Temp Appointment	3078.00	21-SEP-16		
River Collins	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16		
Kaiden Corkill	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5000.00	22-AUG-16		

Cassandra Coss	DS8955	00	Student Labor-ADA	Hire Temp Appointment	1368.00	09-SEP-16
Cassandra Coss	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	14-SEP-16
Nathan Cregut	DS8961	00	Labor-Tutor	Hire Temp Appointment	3078.00	24-AUG-16
Nicholas Crowley	DS8993	00	Student Labor-Telecounselors	Hire Temp Appointment	2736.00	28-SEP-16
Logan Cullen	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	14-SEP-16
Aaron Curry	DW9989	00	Work Study-DSU Foundation	Hire Temp Appointment	2200.00	22-AUG-16
Kaylee Cushing	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2200.00	22-AUG-16
Chelsey Davis	DW9970	00	Work Study-ES Not For Profit	Hire Temp Appointment	2200.00	22-AUG-16
Cody Davis	DW9980	00	Work Study-Natural Sciences	Hire Temp Appointment	2200.00	22-AUG-16
Rylan DeHaai	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2200.00	22-AUG-16
Amanda Dicke	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2200.00	22-AUG-16
Deion Dickens	DW9963	00	WorkStudy-College of Computing	Hire Temp Appointment	2200.00	09-SEP-16
Austin Dirks	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
John Donovan	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5454.00	22-AUG-16
David Dyb	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	750.00	22-AUG-16
Marletta Eich	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	2250.00	22-AUG-16
Marletta Eich	DE9541	01	Student Teaching Practicum	Hire Temp Appointment	1500.00	22-AUG-16
Ahmed El Noshokaty	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	34609.00	22-AUG-16
David Enersen	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2200.00	09-SEP-16
Hayden Erickson	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3200.00	11-OCT-16
Grace Estridge	DW9981	00	Work Study-Library	Hire Temp Appointment	1100.00	22-AUG-16
Amanda Eulberg	DS8993	00	Student Labor-Telecounselors	Hire Temp Appointment	2736.00	28-SEP-16
Kody Everson	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Kristopher Evje	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	750.00	22-AUG-16
Zachary Ford	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16
Megan Foster	DW9963	00	WorkStudy-College of Computing	Hire Temp Appointment	2200.00	12-SEP-16
Shemika Frazier	DW9980	00	Work Study-Natural Sciences	Hire Temp Appointment	2200.00	12-OCT-16
Vinicius Freitas	DS8949	00	Labor-Library	Hire Temp Appointment	1368.00	22-AUG-16
Allison Friend	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	22-AUG-16
Rebecca Fuerst	DS8969	00	Studen Labor-Math Center Tutor	Hire Temp Appointment	3078.00	19-SEP-16
Jairon Gacosta	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2200.00	22-AUG-16
Michael Garippo	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Michael Garippo	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	22-AUG-16
Cordell Giese	DW9982	00	Work Study-Liberal Arts	Hire Temp Appointment	2200.00	22-AUG-16
Rajesh Godasu	DG9998	00	Graduate Research Assist-MSIS	Hire Temp Appointment	7188.00	22-AUG-16
Erik Goff	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2200.00	22-AUG-16
Charlotte A Groce	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	3000.00	22-AUG-16
Matthew Groce	DS8928	00	Assist Director-Oral Interp	Hire Temp Appointment	300.00	22-SEP-16
Mason Gulbranson	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	22-AUG-16
Melanie Gunn	DW9981	00	Work Study-Library	Hire Temp Appointment	2200.00	22-AUG-16
Shirley Haar	DE9541	00	Student Teaching Supervisor	Hire Temp Appointment	2250.00	22-AUG-16
Shirley Haar	DE9541	01	Student Teach Super-Pract	Hire Temp Appointment	400.00	22-AUG-16
Jacob Hagle	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Alexander-Jonathan Halafihi	DG9997	00	Grad Admin Assist-MSET-Sport	Hire Temp Appointment	7188.00	22-AUG-16
Caleb Hanisch	DW9081	00	Work Study-Library-Summer	Hire Temp Appointment	2200.00	22-AUG-16
Haley Hansen	DS8957	00	Student Labor-Extended Program	Hire Temp Appointment	3078.00	22-AUG-16
Sumer Hasenbank	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16
Joshua Hazen	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	22-AUG-16
Janell Healy	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5454.00	22-AUG-16
Joshua Heesch	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16
Shiloh Heesch	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	13-SEP-16
Caleb Hemphill	DW9963	00	WorkStudy-College of Computing	Hire Temp Appointment	2200.00	22-AUG-16
Jared Hinze	DS8961	00	Labor-Tutor	Hire Temp Appointment	3150.00	24-AUG-16
Jared Hinze	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	22-AUG-16
Breeann Hoek	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2200.00	22-AUG-16
Zachary Hoiberg	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Jared Horack	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	22-AUG-16
Zachary Huber	DW9967	00	Work Study-Financial Aid	Hire Temp Appointment	2200.00	22-AUG-16
Kermit Huddleston	DS8994	00	Student Labor-Video Conf Assts	Hire Temp Appointment	3420.00	29-AUG-16
Leigh Huff	DS8991	00	Student Labor-Drama	Hire Temp Appointment	2800.00	22-SEP-16
Courtney Hulstein	DW9977	00	Work Study-Physical Plant	Hire Temp Appointment	2200.00	22-SEP-16
Jeremy Inhofer	DS8998	00	Student Labor-Lib Arts Lab Fee	Hire Temp Appointment	1200.00	19-SEP-16
Kayla Janssen	DS8939	00	Labor-DSU Foundation	Hire Temp Appointment	3420.00	22-AUG-16
Kayla Janssen	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3240.00	13-SEP-16
Kayla Janssen	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3240.00	21-OCT-16
Kayla Janssen	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	22-AUG-16
Rickey Janssen	DE9712	00	Art Assistant-Kiln Operator	Hire Temp Appointment	1400.00	22-SEP-16
Ashli Johannsen	DW9978	00	Work Study-Career Services	Hire Temp Appointment	2200.00	22-AUG-16

Jesse Johnson	DW9975	00	Work Study-Production Center	Hire	Temp	Appointment	2200.00	31-AUG-16
Keri Johnson	DW9985	00	Work Study-Enrollment Srvs	Hire	Temp	Appointment	2200.00	22-AUG-16
Luther Johnson	DS8932	00	Student Labor-Student Union	Hire	Temp	Appointment	3078.00	06-SEP-16
Margaret Johnson	DW9973	00	Work Study-Student Services	Hire	Temp	Appointment	2200.00	22-AUG-16
Rachel Johnson	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3078.00	13-SEP-16
Terell Johnson	DW9996	00	Work Study-BIS	Hire	Temp	Appointment	2200.00	22-AUG-16
Jordan Jorgensen	DS8913	00	Student Labor-COC	Hire	Temp	Appointment	5760.00	12-SEP-16
Jordan Jorgensen	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3078.00	24-AUG-16
Andrew Jorgenson	DS8934	00	Developer	Hire	Temp	Appointment	4320.00	08-SEP-16
Mercedes Joy	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2200.00	22-AUG-16
Justin Jungemann	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	2736.00	07-OCT-16
Hope Juntunen	DS8953	00	Student Labor-Nat Sci Lab Fee	Hire	Temp	Appointment	3078.00	06-SEP-16
Hope Juntunen	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1368.00	24-AUG-16
Hope Juntunen	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3600.00	24-AUG-16
Abygail Justice	DW9982	00	Work Study-Liberal Arts	Hire	Temp	Appointment	2200.00	22-AUG-16
Brett Kearin	DS8928	00	Labor - Oral Interp Director	Hire	Temp	Appointment	700.00	22-SEP-16
Kelsey Kitzelman	DW9981	00	Work Study-Library	Hire	Temp	Appointment	2200.00	22-AUG-16
Kellyn Klinkenborg	DG9983	00	Graduate Research Assistant	Hire	Temp	Appointment	7188.00	22-AUG-16
Michael Krause	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2200.00	22-AUG-16
Austin Krieger	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2200.00	30-AUG-16
Montaye Kyle	DW9983	00	Work Study-Housing	Hire	Temp	Appointment	2200.00	05-OCT-16
Amanda Larson	DS8960	00	Student Labor-Orientation	Hire	Temp	Appointment	342.00	22-AUG-16
Amanda Larson	DW9996	00	Work Study-BIS	Hire	Temp	Appointment	2200.00	22-AUG-16
Logan Leighton Jager	DW9981	00	Work Study-Library	Hire	Temp	Appointment	3078.00	09-SEP-16
Lucas Leinen	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2200.00	22-AUG-16
Carissa Lewis	DS8930	00	Student Intern't'l Programs	Hire	Temp	Appointment	3960.00	17-OCT-16
Trever Listman	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2200.00	22-AUG-16
Lauren Loos	DS8932	00	Student Labor-Student Union	Hire	Temp	Appointment	3078.00	06-SEP-16
Katie Mackoy	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2200.00	12-SEP-16
Kaytlynn Marlette	DW9978	00	Work Study-Career Services	Hire	Temp	Appointment	2200.00	23-SEP-16
Leah Marsh	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3078.00	13-SEP-16
Bailee Matucha	DS8964	00	Student Labor-Athletics	Hire	Temp	Appointment	1026.00	23-AUG-16
Bailee Matucha	DW9973	00	Work Study-Student Services	Hire	Temp	Appointment	2200.00	22-AUG-16
Remington Maunders	DW9996	00	Work Study-BIS	Hire	Temp	Appointment	2200.00	22-AUG-16
Hannah May	DW9982	00	Work Study-Liberal Arts	Hire	Temp	Appointment	2200.00	22-AUG-16
Lorri May	DS8998	00	Student Labor-Lib Arts Lab Fee	Hire	Temp	Appointment	1200.00	19-SEP-16
Tiffany Messick	DW9969	00	Work Study - Human Resources	Hire	Temp	Appointment	2200.00	08-SEP-16
Layne Meyers	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5454.00	22-AUG-16
April Moen	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	750.00	22-AUG-16
Cassandra Morgan	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3240.00	24-AUG-16
Richard Morgan	DW9993	00	Work Study-Community Cntr	Hire	Temp	Appointment	2200.00	22-AUG-16
Nolan Moser	DS8989	00	Labor-Aux Ent	Hire	Temp	Appointment	380.00	14-SEP-16
Nelofar Muhammadi	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3150.00	24-AUG-16
Nelofar Muhammadi	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	375.00	06-SEP-16
Jennifer Munger	DE9541	00	Student Teaching Supervisor	Hire	Temp	Appointment	1875.00	22-AUG-16
Kaisee Murphy	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2200.00	22-SEP-16
Leesha Mutzenberger	DW9973	00	Work Study-Student Services	Hire	Temp	Appointment	2200.00	22-AUG-16
Tareq Nasrallah	DG9996	00	Graduate Research Assist -Doc	Hire	Temp	Appointment	34609.00	22-AUG-16
Lindsey Nelson	DW9978	00	Work Study-Career Services	Hire	Temp	Appointment	2200.00	22-AUG-16
Savanna Niles	DW9995	00	Work Study-Bookstore	Hire	Temp	Appointment	2200.00	03-OCT-16
David Noid	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2200.00	22-AUG-16
Ivy Oeltjenbruns	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5454.00	22-AUG-16
Koji Okayasu	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3150.00	24-AUG-16
Ashley Olson	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2200.00	22-AUG-16
Emily Ortmann	DS8969	00	Student Labor-Math Center Tutor	Hire	Temp	Appointment	3078.00	31-AUG-16
Karthik Pallerla	DG9998	00	Graduate Research Assist-MSIS	Hire	Temp	Appointment	7188.00	22-AUG-16
Lindsey Pate	DW9978	00	Work Study-Career Services	Hire	Temp	Appointment	2200.00	22-AUG-16
Hailey Paulson	DS8951	00	Student Labor - Success Center	Hire	Temp	Appointment	1368.00	22-AUG-16
Zachary Paulson	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5500.00	22-AUG-16
Logan Peckenpough	DW9981	00	Work Study-Library	Hire	Temp	Appointment	2200.00	22-AUG-16
Stephanie Plucker	DS8960	00	Student Labor-Orientation	Hire	Temp	Appointment	342.00	22-AUG-16
Tyler Pokos	DS8962	00	Student Labor - Research Grant	Hire	Temp	Appointment	1500.00	26-SEP-16
Shreejana Poudel	DG9984	00	Grad Research Assistant-MSA	Hire	Temp	Appointment	7188.00	29-AUG-16
Jobreil Powell	DW9973	00	Work Study-Student Services	Hire	Temp	Appointment	2000.00	16-SEP-16
Jobreil Powell	DW9983	00	Work Study-Housing	Hire	Temp	Appointment	2200.00	22-AUG-16
Nicholas Prokop	DS8917	00	Student-Resident Assistant	Hire	Temp	Appointment	90.00	12-SEP-16
Tucker Ramhorst	DW9977	00	Work Study-Physical Plant	Hire	Temp	Appointment	2200.00	13-SEP-16
Hanna Ramstad	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3240.00	13-SEP-16

Tyler Rau	DS8961	00	Labor-Tutor	Hire Temp Appointment	3078.00	24-AUG-16
Tyler Rau	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Dominique Redlin	DS8918	00	Student Labor - DSU Live	Hire Temp Appointment	3078.00	21-SEP-16
Dominique Redlin	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5500.00	22-AUG-16
Alvin Reels	DW9963	00	WorkStudy-College of Computing	Hire Temp Appointment	2200.00	14-SEP-16
Jonathan Reisch	DS8994	00	Student Labor-Video Conf Assts	Hire Temp Appointment	3420.00	31-AUG-16
Robert Richardson	DS8969	00	Student Labor-Math Center Tutor	Hire Temp Appointment	3078.00	26-AUG-16
Christian Ries	DS8961	00	Labor-Tutor	Hire Temp Appointment	3150.00	24-AUG-16
Christian Ries	DS8994	00	Student Labor-Video Conf Assts	Hire Temp Appointment	3420.00	22-AUG-16
Ashley Robinson	DW9996	00	Work Study-BIS	Hire Temp Appointment	2200.00	19-SEP-16
Megan Robinson	DW9996	00	Work Study-BIS	Hire Temp Appointment	2200.00	22-AUG-16
Paula Rodriguez	DS8926	00	Student Labor - HealthPoint	Hire Temp Appointment	5439.85	22-AUG-16
Paula Rodriguez	DS8949	00	Labor-Library	Hire Temp Appointment	1368.00	22-AUG-16
Jamie Roeder	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Jamie Roeder	DW9975	00	Work Study-Production Center	Hire Temp Appointment	2200.00	22-AUG-16
Tatum Ronke	DS8964	00	Student Labor-Athletics	Hire Temp Appointment	1026.00	01-OCT-16
Kevin Ruffenach	DS8949	00	Labor-Library	Hire Temp Appointment	1368.00	29-AUG-16
Tajia Schamp	DS8993	00	Student Labor-Telecounselors	Hire Temp Appointment	3078.00	07-SEP-16
Elizabeth Schliep	DS8949	00	Labor-Library	Hire Temp Appointment	1368.00	01-SEP-16
Madeline Schmitt	US7983	02	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Madeline Schmitt	US8046	02	Writing Center Tutor	Hire Temp Appointment	4260.47	22-AUG-16
Kaitlin Schneider	DW9982	00	Work Study-Liberal Arts	Hire Temp Appointment	2200.00	22-AUG-16
Alexis Schryvers	DW9986	00	Work Study-Education	Hire Temp Appointment	2200.00	22-AUG-16
Laura Schuck	DS8969	00	Student Labor-Math Center Tutor	Hire Temp Appointment	3078.00	29-AUG-16
Shelbee Schultz	DW9972	00	Work Study-America Reads	Hire Temp Appointment	2200.00	04-OCT-16
Cynthia Schut	DS8955	00	Labor-ADA Assistant	Hire Temp Appointment	1368.00	22-AUG-16
Philip Seaman	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5500.00	22-AUG-16
Daniel Sebit	DW9985	00	Work Study-Enrollment Svcs	Hire Temp Appointment	2200.00	22-AUG-16
Yanyan Shang	DG9999	00	Graduate Teach Assist - Doc	Hire Temp Appointment	11536.33	22-AUG-16
Dominic Sharma	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	22-AUG-16
Tawny Sherman	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16
Michael Shlanta	DS8962	00	Student Labor - Research Grant	Hire Temp Appointment	1500.00	26-SEP-16
Sagar Shrestha	DG9983	00	Graduate Research Assistant	Hire Temp Appointment	7188.00	01-SEP-16
Kristen Sieck	DS8955	00	Student Labor-ADA	Hire Temp Appointment	1368.00	20-SEP-16
Christian Small	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	13-SEP-16
Cody Smith	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	22-AUG-16
Zayn Snyder	DW9991	00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	29-AUG-16
Jenna Sorsen	DS8961	00	Labor-Tutor	Hire Temp Appointment	3078.00	24-AUG-16
Jenna Sorsen	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	750.00	05-SEP-16
Jill Stearns	DS8955	00	Labor-ADA Reader	Hire Temp Appointment	1368.00	22-AUG-16
Trent Steen	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5500.00	22-AUG-16
Hannah Steffen	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	22-AUG-16
Bailee Steffensen	DW9973	00	Work Study-Student Services	Hire Temp Appointment	2200.00	22-AUG-16
Katherine Stier	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16
Keegan Struble	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	375.00	06-SEP-16
Michael Stydel	DW9977	00	Work Study-Physical Plant	Hire Temp Appointment	2200.00	22-AUG-16
Ryan Styles	DW9963	00	WorkStudy-College of Computing	Hire Temp Appointment	2200.00	22-AUG-16
Joseph Swanson	DS8976	00	Student Labor-Trojan Times	Hire Temp Appointment	300.00	06-SEP-16
Vaille Swenson	DS8953	00	Student Labor-Nat Sci Lab Fee	Hire Temp Appointment	2736.00	03-OCT-16
Connor Teel	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2200.00	23-AUG-16
Tyler Telkamp	DS8953	00	Lab Teaching Assistant & Tutor	Hire Temp Appointment	3078.00	06-SEP-16
Tyler Telkamp	DS8961	00	Labor-Tutor	Hire Temp Appointment	3078.00	24-AUG-16
Tribhuvan Singh Thakur	DG9998	00	Graduate Research Assist-MSIS	Hire Temp Appointment	7188.00	22-AUG-16
Alex Thomas	DS8996	00	Student Labor-TSS	Hire Temp Appointment	1680.00	06-SEP-16
Jacob Thomas	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5500.00	22-AUG-16
Jerricka Thompson	DW9972	00	Work Study-America Reads	Hire Temp Appointment	2200.00	22-AUG-16
John Townsend	DW9980	00	Work Study-Natural Sciences	Hire Temp Appointment	2200.00	22-AUG-16
Michael Turbes	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5500.00	22-AUG-16
Jacob Tvedt	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	13-SEP-16
Kaylee VanderWal	DS8969	00	Student Labor-Math Center Tutor	Hire Temp Appointment	3078.00	29-AUG-16
Tessa Verba	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2200.00	30-AUG-16
Ryan Voyles	DW9981	00	Work Study-Library	Hire Temp Appointment	2200.00	22-AUG-16
Travis Wallert	DW9977	00	Work Study-Physical Plant	Hire Temp Appointment	2200.00	22-AUG-16
Brittany Webb	DS8957	00	Student Labor-Extended Program	Hire Temp Appointment	2736.00	11-OCT-16
Tessa Weeldreyer	DW9978	00	Work Study-Career Services	Hire Temp Appointment	2200.00	22-AUG-16
Joseph Weiher	DS8957	00	Student Labor-Extended Program	Hire Temp Appointment	3078.00	22-AUG-16
Madison Whitcomb	DW9981	00	Work Study-Library	Hire Temp Appointment	2200.00	22-AUG-16
Miranda Wiedeman	DS8987	00	Student Labor-Bookstore	Hire Temp Appointment	3078.00	22-AUG-16

Drew Wiese	DW9997 00	Work Study-Athletics	Hire Temp Appointment	2200.00	22-AUG-16
Ryan Wille	DW9982 00	Work Study-Liberal Arts	Hire Temp Appointment	2200.00	09-SEP-16
Emmanuel Williams	DS8989 00	Labor-Aux Ent	Hire Temp Appointment	380.00	23-SEP-16
Jacob Williams	DS8978 00	Student Labor-Senate	Hire Temp Appointment	900.00	22-AUG-16
Kyle Williams	DS8981 00	Student Labor - Phonathon	Hire Temp Appointment	3078.00	13-SEP-16
Kayla Wipf	DW9985 00	Work Study-Enrollment Srvs	Hire Temp Appointment	2200.00	22-AUG-16
Abigail Wisell	DS8990 00	Student Labor-Intramurals	Hire Temp Appointment	3078.00	14-SEP-16
Hunter Wood	DW9967 00	Work Study-Financial Aid	Hire Temp Appointment	2200.00	22-AUG-16
Julie Yang	DS8993 00	Student Labor-Telecounselors	Hire Temp Appointment	3078.00	07-SEP-16
Abbey Young	DW9981 00	Work Study-Library	Hire Temp Appointment	2200.00	22-AUG-16
Desalegn Zemenfes	DW9991 00	Work Study-ITS Help Desk	Hire Temp Appointment	2200.00	22-AUG-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Kristopher Evje	DE9541	00	Student Teaching Supervisor	TV013	21-SEP-16
Ishan Gajurel	DS8926	00	Student Labor - HealthPoint	TV012	31-AUG-16
Matthew Groce	DS8928	00	Assist Director-Oral Interp	TV013	21-OCT-16
Jeremy Inhofer	DS8998	00	Student Labor-Lib Arts Lab Fee	TV012	07-OCT-16
Amanda Larson	DS8960	00	Student Labor-Orientation	TV012	21-SEP-16
Nolan Moser	DS8989	00	Labor-Aux Ent	TV012	16-SEP-16
Nelofar Muhammadi	DS8976	00	Student Labor-Trojan Times	TV012	27-SEP-16
Stephanie Plucker	DS8960	00	Student Labor-Orientation	TV012	21-SEP-16
Jobreil Powell	DW9983	00	Work Study-Housing	TV012	15-SEP-16
Sydney Swenson	DS8930	00	Student Intern't'l Programs	TV012	26-AUG-16
Emmanuel Williams	DS8989	00	Labor-Aux Ent	TV012	21-OCT-16

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Neslihan Aydogan-Duda	DE9899	00	Assistant Professor	Appointment	87000.00	22-AUG-16
Kristel Bakker	DE9920	02	Mentor Dual Credit-BIOL	Supplemental Appointment	1200.00	22-AUG-16
Glenn Berman	DE9659	00	STEM	Supplemental Appointment	400.00	22-AUG-16
Sulabh Bhattarai	DE9721	00	Instructor	Appointment	55000.00	22-AUG-16
David Bishop	DE9882	00	Associate Professor	Appointment	87500.00	22-AUG-16
Justin Blessinger	DE9710	00	Trojan Times Advisor	Supplemental Appointment	5000.04	22-AUG-16
Dale Droge	DE9659	00	STEM	Supplemental Appointment	400.00	22-AUG-16
Michael Gaylor	DE9659	00	STEM	Supplemental Appointment	400.00	22-AUG-16
Scott Graham	DE9658	00	Instructor	Appointment	50000.00	22-AUG-16
Kari Hall	DE9725	00	Instructor	Appointment	41000.00	22-AUG-16
Thomas Halverson	DE9551	00	Coordinator-College of Comput	Supplemental Appointment	5000.04	22-AUG-16
Michael Ham	DE1000	00	Summer School Teaching	Summer Teaching Appointment	411.09	22-AUG-16
Michael Ham	DE9889	00	Assistant Professor - 9	Appointment	76500.00	22-AUG-16
Jason Jenkins	DE9656	00	Instructor	Appointment	50000.00	22-AUG-16
Kimberly Jones	DE9659	00	STEM	Supplemental Appointment	400.00	22-AUG-16
Thomas Jones	DE9659	00	STEM	Supplemental Appointment	400.00	22-AUG-16
Beom Soo Kim	DE9564	00	DSU Live Coordinator	Supplemental Appointment	3555.52	02-SEP-16
Beom Soo Kim	DE9646	00	Assistant Professor	Appointment	42500.00	02-SEP-16
Daniel Klumper	DE9908	00	Instructor	Appointment	49000.00	22-AUG-16
Scott Klungseth	DE9718	00	Faculty Athletic Rep	Supplemental Appointment	4999.95	22-AUG-16
Stephen Krebsbach	DE9545	00	MSACS Program Coordinator	Supplemental Appointment	5000.04	22-AUG-16
Jun Liu	DE9544	00	MSA Program Coordinator	Supplemental Appointment	5000.04	22-AUG-16
James Maloney	DE9844	00	Visiting Assistant Professor	Appointment	51000.00	22-AUG-16
Lynette Molstad Gorder	DE9912	03	SD DoEd for FBIA/DECA Cont	Supplemental Appointment	5116.96	22-AUG-16
Daniel Mortenson	DE9633	00	DAD Program Coordinator	Supplemental Appointment	4999.95	22-AUG-16
John Nelson	DE9518	00	Coordinator-English Programs	Supplemental Appointment	5000.04	22-AUG-16
Cherie Noteboom	DE9543	00	D.Sc in IS Prog Coordinator	Supplemental Appointment	5000.04	22-AUG-16
Cherie Noteboom	DE9659	00	STEM	Supplemental Appointment	400.00	22-AUG-16
Christopher Olson	DE9549	00	Coordinator of Info Systems	Supplemental Appointment	5000.04	22-AUG-16
Timothy Orme	DE9645	00	Visiting Assistant Professor	Appointment	48000.00	22-AUG-16
Joshua Pauli	DE9849	05	NSA CNAP	Supplemental Appointment	3632.60	22-SEP-16
Wayne Pauli	DE9542	00	D.Sc in CS Program Coordinator	Supplemental Appointment	5000.04	22-AUG-16
Douglas Peters	DE9857	00	Instructor	Appointment	41000.00	22-AUG-16

Ashley Podhradsky	DE9608 00	Acad Coord - Security Programs	Supplemental Appointment	5000.04	22-AUG-16
Ashley Podhradsky	DE9659 00	STEM	Supplemental Appointment	75.00	22-AUG-16
Pamela Rowland	DE9659 00	STEM Institute	Supplemental Appointment	130.00	22-AUG-16
Ronghua Shan	DE9517 00	Coordinator of MSIS	Supplemental Appointment	5000.04	22-AUG-16
Kevin Smith	DE9659 00	STEM	Supplemental Appointment	400.00	22-AUG-16
Joshua Stroschein	DE9918 00	Assistant Professor - 9	Appointment	76500.00	22-AUG-16
Daniel Talley	DE9548 00	Coordinator of Business	Supplemental Appointment	5000.04	22-AUG-16
Patrick Videau	DE9659 00	STEM	Supplemental Appointment	400.00	22-AUG-16
Patrick Videau	DE9929 00	Assistant Professor of Biology	Appointment	51500.00	22-AUG-16
Jackson Walters	DE9521 00	Coordinator of MBA	Supplemental Appointment	5000.04	22-AUG-16
Yi Wang	DE9700 00	Assistant Professor	Appointment	85000.00	22-AUG-16
Julie Wulf Plimpton	DE9863 00	Assistant Professor	Appointment	60000.00	22-AUG-16

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Faculty Benefit Eligible (FAC1)								
Permanent Salary Adjustment (SP)								

Gillian Berman	DE9512 00		Instructor of Labs	Reclassification	34848.00			

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Faculty Benefit Eligible (FAC1)					
Terminated					

Glenn Berman	DE9659 00		STEM	TV013	21-SEP-16
Dale Droge	DE9659 00		STEM	TV013	21-SEP-16
Michael Gaylor	DE9659 00		STEM	TV013	21-SEP-16
Michael Ham	DE1000 00		Summer School Teaching	TV013	21-SEP-16
Kimberly Jones	DE9659 00		STEM	TV013	21-SEP-16
Thomas Jones	DE9659 00		STEM	TV013	21-SEP-16
Cherie Noteboom	DE9659 00		STEM	TV013	21-SEP-16
Joshua Pauli	DE9849 05		NSA CNAP	TV013	21-OCT-16
Ashley Podhradsky	DE9659 00		STEM	TV013	21-SEP-16
Pamela Rowland	DE9659 00		STEM Institute	TV013	21-SEP-16
Kevin Smith	DE9659 00		STEM	TV013	21-SEP-16
Rise Smith	DE9922 00		Digital Design&Acces Libr/Prof	TR001	21-OCT-16
Patrick Videau	DE9659 00		STEM	TV013	21-SEP-16

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Faculty Non-Benefit Eligible (FAC2)						
Appointments(AA)						

Brian Ahrendt	DE9666 00		Adj Instr	Hire Temp Appointment	3948.00	22-AUG-16
Lara Altenburg	DE9843 00		Adj Instructor	Hire Temp Appointment	1291.20	22-AUG-16
Jeffrey Ballard	DE9850 00		Adj Instructor ART122	Hire Temp Appointment	10528.00	22-AUG-16
Lindsey Brewer	DE9666 00		Adj Instr	Hire Temp Appointment	9684.00	22-AUG-16
Bramwell Brizendine	DE9666 00		Adj Instr	Hire Temp Appointment	6456.00	22-AUG-16
Eugene Danielsen	DE9843 00		Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-16
Jared DeMott	DE9666 00		Adj Instr	Hire Temp Appointment	20000.00	22-AUG-16
Susan Filler	DE9541 00		Student Teaching Supervisor	Hire Temp Appointment	1125.00	22-AUG-16
Susan Filler	DE9666 00		Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Susan Filler	DE9715 00		Adj Instructor	Hire Temp Appointment	6456.00	22-AUG-16
Tyler Flaagan	DE9666 00		Adj Instr	Hire Temp Appointment	5380.00	22-AUG-16
Janel Guse	DE9666 00		Adj Instr	Hire Temp Appointment	2152.00	22-AUG-16
Janel Guse	DE9715 00		Adj Instructor	Hire Temp Appointment	1506.40	22-AUG-16
Sheila Hargens	DE9579 00		Adjunct Instructor -	Hire Temp Appointment	2632.00	22-AUG-16
Sheila Hargens	DE9666 00		Adj Instr	Hire Temp Appointment	2632.00	22-AUG-16
Randall Harkless	DE9666 00		Adj Instr	Hire Temp Appointment	3948.00	22-AUG-16
Eric Holm	DE9666 00		Adj Instr	Hire Temp Appointment	2700.00	22-AUG-16
Michael Hunhoff	DE9666 00		Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Tara Johnson	DE9666 00		Adj Instr	Hire Temp Appointment	4519.20	22-AUG-16
Angela Keith	DE9843 00		Adj Instructor-MATH	Hire Temp Appointment	9684.00	22-AUG-16
Paula Kingery	DE9666 00		Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16

Adam Klindworth	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Claire Knowles	DE9666 00	Adj Instr	Hire Temp Appointment	5264.00	22-AUG-16
Cotton Koch	DE9666 00	Adj Instr	Hire Temp Appointment	3948.00	22-AUG-16
Cotton Koch	DE9715 00	Adj Instructor	Hire Temp Appointment	2632.00	22-AUG-16
Andrew Kramer	DE9519 00	Instructor - Adjunct	Hire Temp Appointment	2700.00	22-AUG-16
Renae Kruse Thornton	DE9872 00	Adj Instructor	Hire Temp Appointment	3948.00	22-AUG-16
Rachael Lenzmeier Jencks	DE9666 00	Adj Instr	Hire Temp Appointment	3948.00	22-AUG-16
Brent Lerseth	DE9666 00	Adj Instr	Hire Temp Appointment	3948.00	22-AUG-16
Donald Mackenzie	DE9666 00	Adj Instr	Hire Temp Appointment	5670.00	22-AUG-16
Casualene Meyer	DE9666 00	Adj Instr	Hire Temp Appointment	7896.00	22-AUG-16
Lora Milne	DE9666 00	Adj Instr	Hire Temp Appointment	2905.20	22-AUG-16
Chad Mitzel	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Maureen Murphy	DE9666 00	Adj Instr	Hire Temp Appointment	7371.00	22-AUG-16
Margaret O'Brien	DE9666 00	Adj Instr	Hire Temp Appointment	4999.98	22-AUG-16
Sam O'Hanlon	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Scott Overmyer	DE9666 00	Adj Instr	Hire Temp Appointment	11340.00	22-AUG-16
Alan Raveling	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Darrin Schmitz	DE9519 00	Instructor - Adjunct	Hire Temp Appointment	5400.00	22-AUG-16
Kindra Schneider	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Christina Sewell	DE9532 00	CAP Retention Specialist	Hire Temp Appointment	2927.15	22-AUG-16
Christina Sewell	DE9850 00	Adj Instructor	Hire Temp Appointment	6456.00	22-AUG-16
Leretta Smith	DE9666 00	Adj Instr	Hire Temp Appointment	7896.00	22-AUG-16
Jeffrey Tschetter	DE9666 00	Adj Instr	Hire Temp Appointment	3948.00	22-AUG-16
Maxine Unterbrunner	DE9850 00	Dual Credit - BIOL101	Hire Temp Appointment	200.00	22-AUG-16
Cody Welu	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
Don Wiken	DE9666 00	Adj Instr	Hire Temp Appointment	5670.00	22-AUG-16
Joel Wohnoutka	DE9666 00	Adj Instr	Hire Temp Appointment	3228.00	22-AUG-16
David Wrotenbery	DE9843 00	Adjunct Faculty UC	Hire Temp Appointment	7500.00	22-AUG-16
Shawn Zwach	DE9666 00	Adj Instr	Hire Temp Appointment	6456.00	22-AUG-16

ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00180853	Ryan Lovro	Arts & Sciences	DSU
A00204807	Luke Olson	Arts & Sciences	DSU
A00198116	Marshall Dennert	Athletics - Intercolleg Athletics	DSU
A00205362	Nicholas Hauser	Athletics - Intercolleg Athletics	DSU
A00133349	Stephen Klekas	Athletics - Intercolleg Athletics	DSU
A00180667	Doug O Connell	Athletics - Intercolleg Athletics	DSU
A00198112	Justin Olson	Athletics - Intercolleg Athletics	DSU
A00180859	Nathan Thill	Athletics - Intercolleg Athletics	DSU
A00186840	Robert Thill	Athletics - Intercolleg Athletics	DSU
A00144036	Donald Weidler	Athletics - Intercolleg Athletics	DSU
A00207363	Joe Nelson	Business and Information Systems	DSU
A00108362	Gerald Auger	College of Computing	DSU

PZRNJOB

South Dakota Board of Regents
BOR Routine
Date Range : 22-AUG-16 thru 21-OCT-16
For :NSU

11/04/2016 08:30:30

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)
Appointments (AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Julie Backous	NE9871	03	Cashier/Men's Athletics	Hire Temp Appointment	153.14	22-AUG-16
Jacob Bentz	NE9449	05	NSU Events/Barnett Ctr	Hire Temp Appointment	141.93	10-SEP-16
Jacob Bentz	NE9449	06	NSU Events/Barnett Ctr	Hire Temp Appointment	141.93	22-AUG-16
Michelle Eisenbeisz	NE9449	02	NSU Events/Barnett Ctr	Hire Temp Appointment	37.35	22-AUG-16
Michelle Eisenbeisz	NE9871	04	Cashier/Men's Athletics	Hire Temp Appointment	63.50	22-AUG-16
Tammy Griffith	NE9847	09	Dance Team Instr/Coordinator	Hire Temp Appointment	500.00	22-AUG-16
Alan Kinder	NE9871	09	Cashier/Men's Athletics	Hire Temp Appointment	171.81	22-AUG-16
Carlee Miller	NE9893	00	Program Assistant I	Appointment	32759.37	11-OCT-16
Nancy Miller	NE9871	07	Cashier/Men's Athletics	Hire Temp Appointment	89.64	22-AUG-16
Paul Moulsoff	NE9871	03	Cashier/Men's Athletics	Hire Temp Appointment	194.22	22-AUG-16
John Peterson	NE9960	00	Facility Worker	Appointment	24959.52	12-OCT-16
Carol Schumacher	NE9871	02	Cashier/Men's Athletics	Hire Temp Appointment	67.23	22-AUG-16
Michael Tosse	NE9837	00	Facility Worker	Appointment	24959.52	12-OCT-16
Linda Waltman	NE9879	00	Facility Worker	Appointment	23399.55	14-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Adj.								
Darla Knight	NE9535	00	JFAC Ticket Coordinator	Permanent Additional Duties	2700.00			

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Adj.								

There were no records found for this group.

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Brian Brothers	NE9960	00	Facility Worker	TV000	09-SEP-16
Julie Backous	NE9871	02	Cashier/Men's Athletics	TV013	02-SEP-16
Jacob Bentz	NE9449	05	NSU Events/Barnett Ctr	TV013	11-SEP-16
Michelle Eisenbeisz	NE9449	01	NSU Events/Barnett Ctr	TV013	11-SEP-16
Michelle Eisenbeisz	NE9871	03	Cashier/Men's Athletics	TV013	02-SEP-16
Tammy Griffith	NE9847	09	Dance Team Instr/Coordinator	TV013	21-OCT-16
Alan Kinder	NE9871	08	Cashier/Men's Athletics	TV013	02-SEP-16
Laura Kolker	NE9893	00	Program Assistant I	TV009	26-AUG-16
Nancy Miller	NE9871	06	Cashier/Men's Athletics	TV013	02-SEP-16
Paul Moulsoff	NE9871	02	Cashier/Men's Athletics	TV013	11-SEP-16
Carol Schumacher	NE9871	01	Cashier/Men's Athletics	TV013	02-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kaitlin Awe	NE9662	03	Writing Tutor/Trainer	Hire Temp Appointment	2700.00	22-AUG-16
Mark Comstock	NE9711	00	Swim Meet Announcer-\$25./Event	Hire Temp Appointment	675.00	07-OCT-16
Christine Hauck	NE9974	10	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Christine Hauck	NE9974	11	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Christine Hauck	NE9974	12	OCE-BADM 489-N800T	Hire Temp Appointment	1077.00	22-AUG-16
Mary Kost	NE9871	06	Cashier/Men's Athletics	Hire Temp Appointment	2689.20	01-SEP-16
Kaley Luedtke	NE9443	00	Concessions Manager	Hire Temp Appointment	3600.00	22-AUG-16
Nicholas Malsom	NE9871	00	Game Worker	Hire Temp Appointment	4800.00	22-SEP-16
Colleen Natalie-Lees	NE9579	03	Adjunct Instructor- Management	Appointment	2154.00	22-AUG-16
Colleen Natalie-Lees	NE9974	04	OCE-BADM 284-N800T	Hire Temp Appointment	1077.00	22-AUG-16
Cameron Runnels	NE9618	00	AV Support	Hire Temp Appointment	800.00	22-AUG-16
Rebecca Simon	NE9662	00	Writing Tutor - UC	Hire Temp Appointment	1575.00	22-AUG-16
Vicky Smith	NE9871	02	Cashier/Men's Athletics	Hire Temp Appointment	980.00	23-SEP-16
Steven Waiflein	NE9619	03	People Mover Driver-Misc	Hire Temp Appointment	2000.00	12-SEP-16

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Colleen Natalie-Lees	NE9579	03	Adjunct Instructor- Management	TV013	21-OCT-16
Cameron Runnels	NE9618	00	AV Support	TV013	09-SEP-16
Derek VanDenTop	NE9618	01	IT Assistant	TV013	22-AUG-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Cory Anderson	NE9706	00	Insight Adjuncts	Hire Temp Appointment	400.00	22-AUG-16
Tara Arntsen	NE9449	01	NSU Events/Barnett Ctr	Hire Temp Appointment	22.41	22-AUG-16
Tara Arntsen	NE9871	02	Cashier/Men's Athletics	Hire Temp Appointment	160.61	22-AUG-16
Kelly Bindenagel	NE9706	01	Insight - September 10, 2016	Hire Temp Appointment	400.00	22-AUG-16
Lauren Bittner	NE9974	02	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Kevin Bjerke	NE9867	00	Adjunct Instructor - HPE	Overload for Teaching	1077.00	22-AUG-16
Susan Bostian	NE9787	02	Interim Univ Relations Dir	Supplemental Appointment	4200.00	22-SEP-16
Roscoe Burkett	NE9867	00	Adjunct Instructor - HPE	Overload for Teaching	1077.00	22-AUG-16
Brian Dolan	NE9331	00	Asst Dir Athlctcs/External Ops	Appointment	50000.00	22-AUG-16
Madia Droppers	NE9743	00	ADJ - 1 sec ENGL 033	Hire Temp Appointment	3231.00	22-AUG-16
Erin Fosher	NE9609	00	Gear Up Coordinator	Appointment	40000.00	29-AUG-16
Laci Hettick	NE9867	03	Adjunct Instructor - HPE	Appointment	2154.00	22-AUG-16
Terri Holmes	NE9867	03	Adjunct Instructor - HPE	Appointment	2154.00	22-AUG-16
Lindsey Huber	NE9974	01	Adj Instr-Online/Cont Ed	Overload for Teaching	3231.00	22-AUG-16
Janne Jockheck Holt	NE9974	23	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Tracy Jurgens	NE9459	05	Box Office Assistant	Hire Temp Appointment	210.00	01-OCT-16
James Lewis	NE9862	00	Assistant Wrestling Coach	Appointment	33000.00	22-AUG-16
Jennifer Lofswold	NE9809	00	Teach ENGL 101	Hire Temp Appointment	2741.00	22-AUG-16
Jennifer Lofswold	NE9974	18	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Britt Lorenz	NE9717	01	HLC Data Info Officer	Hire Temp Appointment	3000.00	22-AUG-16
Philip McDaniel	NE9867	00	Adjunct Instructor - HPE	Appointment	1077.00	22-AUG-16
Leigh Neys	NE9857	00	Dir of International Programs	Appointment	73000.00	22-AUG-16
Brittany O'Day	NE9706	00	Insight Adjuncts	Hire Temp Appointment	400.00	22-AUG-16
Steven Rasmussen	NE9783	01	Interim Inst Resrch/Assmt Duty	Supplemental Appointment	3000.00	22-AUG-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.								

Cory Anderson	NE9720	00	Counselor	Change in Appointment Type	36121.00	36121.00	0.00	
Kelly Bindenagel	NE9762	00	Counselor	Change in Appointment Type	37939.00	37939.00	0.00	

Paula Krueger	NE9798 00	Associate WBB Coach	Title Change	42269.00	42269.00	0.00
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)
Temporary Salary Adjustments(ST)

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New

Amy Blackstone 4500.00	NE9643	02	Events/Meetings	Temporary Additional Duties	1500.00		3000.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date

Cory Anderson	NE9706	00	Insight Adjuncts	TV013	21-SEP-16
Tara Arntsen	NE9449	00	NSU Events/Barnett Ctr	TV013	11-SEP-16
Tara Arntsen	NE9871	01	Cashier/Men's Athletics	TV013	02-SEP-16
Kelly Bindenagel	NE9706	01	Insight - September 10, 2016	TV013	21-SEP-16
Kevin Bjerke	NE9867	00	Adjunct Instructor - HPE	TV013	21-SEP-16
Amy Blackstone	NE9643	02	Events/Meetings	TV013	21-SEP-16
Susan Bostian	NE9787	01	Interim UR Director	TV013	21-SEP-16
Roscoe Burkett	NE9867	00	Adjunct Instructor - HPE	TV013	21-OCT-16
Monique Ellefson	NE9626	00	Area Coordinator Res Life	TV009	21-OCT-16
Jennifer Lofswold	NE9809	00	Teach ENGL 101	TV013	21-OCT-16
Britt Lorenz	NE9717	01	HLC Data Info Officer	TV013	21-OCT-16
Philip McDaniel	NE9867	00	Adjunct Instructor - HPE	TV013	21-OCT-16
Brittany O'Day	NE9706	00	Insight Adjuncts	TV013	21-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date

Zachary Aaker	NW9408	02	Work Study-Intercoll Athl	Hire Temp Appointment	3420.00	22-AUG-16
Taylor Achterberg	NW8309	00	W/s Off Campus Boys/Girls Club	Hire Temp Appointment	3150.00	22-AUG-16
Tessa Adelmann	NS9362	00	Student Labor - Parking	Hire Temp Appointment	3500.00	14-SEP-16
Dorien Ah Sam	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Ballie Albrecht	NS9438	00	Stu Pub Photographer \$3./photo	Hire Temp Appointment	270.00	22-AUG-16
Anastasia Asp	NW8309	00	W/S Off Campus -ARAMARK	Hire Temp Appointment	3150.00	22-AUG-16
Ethan Bakken	NG9282	00	GA-HPER	Appointment	7188.00	22-AUG-16
Michael Barreneche	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Brandon Barrett	NW9321	01	Work Study-Bookstore	Hire Temp Appointment	3330.00	22-AUG-16
Mikayla Bartels	NW9468	01	Work Study-Extension	Hire Temp Appointment	3420.00	22-AUG-16
Kyle Beardsley	NW8309	00	W/S Off-Campus ARAMARK	Hire Temp Appointment	3150.00	22-AUG-16
Myles Beckler	NS9438	00	Stu Pub - \$5./cartoon	Hire Temp Appointment	450.00	22-AUG-16
Ellie Beckman	NW9321	02	Work Study-Bookstore	Hire Temp Appointment	3510.00	22-AUG-16
Kirk Bender	NW9327	02	Work Study-Student Affairs	Hire Temp Appointment	1400.00	22-AUG-16
Elise Benner	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Angela Berglund	NW9328	00	Work Study-History	Hire Temp Appointment	3150.00	22-AUG-16
Whitney Berner	NS9273	01	Math Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Whitney Berner	NS9317	02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Matthew Bettencourt	NS9471	01	Student Labor-Men's Athletics	Hire Temp Appointment	3500.00	01-SEP-16
Victoria Biach	NS9273	03	Math Tutor	Hire Temp Appointment	3900.00	22-AUG-16
Victoria Biach	NS9280	02	SI Leader	Hire Temp Appointment	3900.00	22-AUG-16
Brandon Bicek	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	1400.00	22-SEP-16
Brandon Bicek	NW8465	00	Workstudy-Admissions	Hire Temp Appointment	3150.00	22-AUG-16
Micala Bishop	NW9447	00	Work Study-Biology	Hire Temp Appointment	3150.00	22-AUG-16
Sierra Bivens	NW8293	02	Work Study-International	Hire Temp Appointment	3330.00	22-AUG-16
Sarah Black	NW8309	00	W/S Off Campus B&G Club	Hire Temp Appointment	3150.00	22-AUG-16
Mariah Block	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Alissa Blommel	NW9329	06	Work Study-Library	Hire Temp Appointment	1440.00	22-AUG-16
Gage Bortnem	NS9411	00	Student Labor -Chemistry Pilot	Hire Temp Appointment	3240.00	22-AUG-16
Jacque Bratcher	NS9288	01	Musician-Supreme Crt Reception	Hire Temp Appointment	50.00	22-SEP-16

Jacque Bratcher	NS9414	01	Student Labor Alumni/Devl	Hire	Temp	Appointment	4100.00	22-AUG-16
Jacque Bratcher	NW9456	00	Work Study - Music	Hire	Temp	Appointment	3150.00	22-AUG-16
MiKayla Braun	NS9280	00	SI Leader	Hire	Temp	Appointment	3500.00	22-AUG-16
MiKayla Braun	NS9317	01	Student Labor-Math Lab	Hire	Temp	Appointment	3600.00	22-AUG-16
MiKayla Braun	NS9373	01	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Kelson Brewer	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Megan Brink	NS9280	02	SI Leader	Hire	Temp	Appointment	3700.00	22-AUG-16
Megan Brink	NS9373	02	Student Labor-Orientation fee	Hire	Temp	Appointment	250.00	22-AUG-16
Kaylee Briss	NS9414	01	Student Labor Alumni/Devl	Hire	Temp	Appointment	3600.00	22-AUG-16
Carly Brousek	NS9277	02	Writing Tutor	Hire	Temp	Appointment	3700.00	22-AUG-16
Tess Buchanan	NW9456	00	Work Study - Music	Hire	Temp	Appointment	3240.00	22-AUG-16
Dakotah Bullen	NS9280	00	SI Leader	Hire	Temp	Appointment	3500.00	22-AUG-16
Ruth Burkhalter	NW9325	00	Work Study-Transcripts	Hire	Temp	Appointment	3150.00	22-AUG-16
Dillon Burton	NW8465	01	Workstudy-Admissions	Hire	Temp	Appointment	3240.00	22-AUG-16
Zachary Busch	NS9471	01	Student Labor-Men's Athletics	Hire	Temp	Appointment	3150.00	22-AUG-16
Stephanie Carrillo	NG9280	01	GA-Psychology	Hire	Temp	Appointment	3594.00	22-AUG-16
Jordan Carson	NS9273	00	Math Tutor	Hire	Temp	Appointment	3500.00	22-AUG-16
Jordan Carson	NW9460	00	Work Study-University College	Hire	Temp	Appointment	3150.00	22-AUG-16
Carly Casillas	NS9277	00	Writing Tutor	Hire	Temp	Appointment	3150.00	26-SEP-16
Richard Casillas	NS9471	00	Student Labor-Men's Athletics	Hire	Temp	Appointment	3500.00	22-SEP-16
John Cassens	NW9456	01	Work Study - Music	Hire	Temp	Appointment	3150.00	22-SEP-16
Luke Chevalier	NS9471	01	Student Labor-Men's Athletics	Hire	Temp	Appointment	3150.00	22-AUG-16
Kallan Christman	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-SEP-16
Marissa Clark	NW9465	00	Work Study-Off Campus Admn	Hire	Temp	Appointment	3150.00	22-AUG-16
Travis Clark	NW9321	05	Work Study-Bookstore	Hire	Temp	Appointment	1560.00	22-AUG-16
Caitlin Cole	NW9323	00	Work Study-Alumni & Devel.	Hire	Temp	Appointment	2800.00	22-SEP-16
Meghan Conn	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
Amanda Conway	NW9321	00	Work Study-Bookstore	Hire	Temp	Appointment	3150.00	22-AUG-16
Austin Coombes	NW9447	00	Work Study-Biology	Hire	Temp	Appointment	3150.00	22-AUG-16
Michael Cooper	NS9355	00	Student Labor - Bookstore	Hire	Temp	Appointment	3700.00	22-AUG-16
Michael Cooper	NW9321	01	Work Study-Bookstore	Hire	Temp	Appointment	2960.00	28-SEP-16
Katherine Cosman	NW9467	01	Work Study-Counseling	Hire	Temp	Appointment	3240.00	22-AUG-16
Ian Coughlin	NS9272	01	Office Assistant	Hire	Temp	Appointment	3420.00	22-AUG-16
Ian Coughlin	NS9373	01	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Carley Cronen	NW9447	00	Work Study-Biology	Hire	Temp	Appointment	3150.00	22-AUG-16
Emily Cruse	NS9407	00	Recording Tech	Hire	Temp	Appointment	400.00	22-AUG-16
Zechariah Culbreath	NW9408	02	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Katelyn DeJong	NW8313	01	Res Life Work study	Hire	Temp	Appointment	3150.00	22-AUG-16
Trent Dean	NW8465	04	Workstudy-Admissions	Hire	Temp	Appointment	3240.00	22-AUG-16
Tabitha Devoss	NS9280	01	SI Leader	Hire	Temp	Appointment	3600.00	22-AUG-16
Tabitha Devoss	NW8309	01	W/S Off Campus-Abdn SchoolDist	Hire	Temp	Appointment	3200.00	28-SEP-16
Addyson Diaz	NW9313	01	Work Study-Student Union	Hire	Temp	Appointment	3150.00	22-AUG-16
Leda Dinger	NS9272	00	Office Assistant	Hire	Temp	Appointment	3150.00	22-AUG-16
Allison Dockter	NS9373	01	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Alexis Doerr	NS9438	01	Stu Pub Writer \$1./col inch	Hire	Temp	Appointment	360.00	22-AUG-16
Alexis Doerr	NW9332	03	Work Study-Galleries	Hire	Temp	Appointment	3600.00	22-AUG-16
Shanae Doerr	NS9373	00	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Henry Dorr	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Erin Drew	NE9644	00	Cheerleader Coach	Hire	Temp	Appointment	1421.01	22-AUG-16
Preston Droessler	NW9316	01	Work Study-Wellness	Hire	Temp	Appointment	3150.00	22-AUG-16
Haley Duchsherer	NS9373	00	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Haley Duchsherer	NW9313	00	Work Study-Student Union	Hire	Temp	Appointment	3150.00	22-AUG-16
Nyssa Duffield	NW9456	02	Work Study - Music	Hire	Temp	Appointment	3150.00	22-AUG-16
Tessa Durnin	NS9397	03	Student Labor - Biology	Hire	Temp	Appointment	3240.00	22-AUG-16
Dana Duvall	NW9408	02	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Morgan Ehnert	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
Taylor Ellingson	NS9277	01	Writing Tutor	Hire	Temp	Appointment	3600.00	22-AUG-16
Taylor Ellingson	NS9307	00	Residential Mentor PASS	Hire	Temp	Appointment	1600.00	22-AUG-16
Taylor Ellingson	NS9372	06	Student Labor-Admissions	Hire	Temp	Appointment	3240.00	22-AUG-16
Calvin Ellis	NG9297	00	GA - UC - TRIO SSS	Hire	Temp	Appointment	7188.00	22-AUG-16
Tyler Engen	NW8309	01	W/S Off-Campus BGCA	Hire	Temp	Appointment	3150.00	22-AUG-16
Stephany Estrada	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Etienne Ezeff	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Collin Faretta	NW9316	00	Work Study-Wellness	Hire	Temp	Appointment	3150.00	22-AUG-16
Evangelina Farias	NW8465	00	Workstudy-Admissions	Hire	Temp	Appointment	3150.00	22-AUG-16
Sarah Fast	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
Marcus Fast Wolf	NW8309	01	W/S Off Campus - Abdn Park/Rec	Hire	Temp	Appointment	3240.00	22-SEP-16
Zachary Feil	NG9289	00	GA - Honors	Appointment			7188.00	22-AUG-16

Katelyn Fetsch	NW9316	00	Work Study-Wellness	Hire	Temp	Appointment	3150.00	22-AUG-16
Shannon Fines	NS9275	03	Reading Tutor	Hire	Temp	Appointment	3420.00	22-AUG-16
Zachary Fleming	NS9280	00	SI Leader	Hire	Temp	Appointment	3500.00	22-AUG-16
Collin Fransen	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
Emma Friesel	NW9321	00	Work Study-Bookstore	Hire	Temp	Appointment	3150.00	22-AUG-16
Jasmine Frost	NS9373	00	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Jasmine Frost	NW9467	00	Work Study-Counseling	Hire	Temp	Appointment	3150.00	22-AUG-16
Heather Fuhrmann	NW8313	01	Res Life Work study	Hire	Temp	Appointment	3150.00	22-AUG-16
Jamie Fuse	NS9272	00	Office Assistant	Hire	Temp	Appointment	3240.00	22-AUG-16
Jamie Fuse	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Maria Carmelia Garcia	NS9375	01	Student Labor-Computer Center	Hire	Temp	Appointment	3600.00	22-AUG-16
Maria Carmelia Garcia	NW9319	00	Work Study-Computer Center	Hire	Temp	Appointment	3600.00	22-AUG-16
Lindsey Gast	NW9447	00	Work Study-Biology	Hire	Temp	Appointment	3150.00	22-AUG-16
Chelsie Gehrke	NS9414	00	Student Labor Alumni/Devl	Hire	Temp	Appointment	3150.00	18-SEP-16
Chelsie Gehrke	NW9323	00	Work Study-Alumni & Devel.	Hire	Temp	Appointment	3150.00	22-SEP-16
Ashley Geist	NG9283	00	GA-Career Services	Appointment			7188.00	22-AUG-16
Ashley Geist	NS9438	01	Stu Pub Writer \$1./col inch	Hire	Temp	Appointment	360.00	22-AUG-16
Kendall Glissendorf	NS9460	00	AwareWolves	Hire	Temp	Appointment	2880.00	01-OCT-16
Scott Glodt	NW9456	02	Work Study - Music	Hire	Temp	Appointment	3150.00	22-AUG-16
Shelby Glover	NS9288	00	Musician-Supreme Crt Reception	Hire	Temp	Appointment	50.00	22-SEP-16
Shelby Glover	NW9456	00	Work Study - Music	Hire	Temp	Appointment	2880.00	22-SEP-16
Joseph Gomez	NS9471	03	Student Labor-Men's Athletics	Hire	Temp	Appointment	3500.00	01-SEP-16
Joseph Gomez	NW9421	03	Work Study-Custodial	Hire	Temp	Appointment	3420.00	22-AUG-16
Victor Gomez	NS9414	00	Student Labor Alumni/Devl	Hire	Temp	Appointment	1400.00	22-SEP-16
Ruiting Gong	NG9298	01	Grad Teach Assist - Grading	Appointment			7188.00	22-AUG-16
Joseph Gorghuber	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Johnathan Gorr	NW9456	00	Work Study - Music	Hire	Temp	Appointment	3150.00	22-AUG-16
Halley Grandpre	NW9467	00	Work Study-Counseling	Hire	Temp	Appointment	3150.00	22-AUG-16
Desmond Graves	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	2800.00	18-OCT-16
Alyson Hageman	NW9467	00	Work Study-Counseling	Hire	Temp	Appointment	3150.00	22-AUG-16
Morgan Hamman	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
Mariah Hanisch	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	3330.00	22-AUG-16
Sadie Hanna	NW8309	01	W/S Off-Campus - SDBVI	Hire	Temp	Appointment	3150.00	22-AUG-16
Sydney Hanna	NW8309	01	W/S Off campus -SDSBVI	Hire	Temp	Appointment	3150.00	22-AUG-16
Olaf Hanson	NS9273	01	Math Tutor	Hire	Temp	Appointment	3600.00	22-AUG-16
Olaf Hanson	NS9277	01	Writing Tutor	Hire	Temp	Appointment	3600.00	22-AUG-16
Karlina Harney	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Crystal Harper	NW9455	01	Work Study-Art	Hire	Temp	Appointment	3600.00	22-AUG-16
Kady Harris	NE9848	00	Lifeguard	Hire	Temp	Appointment	1000.00	22-AUG-16
Kady Harris	NW9408	00	Work Study-Intercoll Athl	Hire	Temp	Appointment	3240.00	22-AUG-16
Tyler Harris	NW9471	00	WorkStudy-UnivRelations Intern	Hire	Temp	Appointment	3200.00	22-SEP-16
Kelsee Hartman	NW9332	03	Work Study-Galleries	Hire	Temp	Appointment	3600.00	22-AUG-16
Alec Heeren	NS9373	00	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Kevin Heilman	NS9280	00	SI Leader	Hire	Temp	Appointment	3500.00	22-AUG-16
Carson Henry	NS9471	01	Student Labor-Men's Athletics	Hire	Temp	Appointment	3500.00	01-SEP-16
Brooke Heppner	NS9438	02	Stu Pub - \$3./photo	Hire	Temp	Appointment	480.00	22-SEP-16
Brooke Heppner	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Abigail Hernandez	NW9408	01	Work Study-Intercoll Athl	Hire	Temp	Appointment	3150.00	22-AUG-16
Lisandra Herrera Ferrer	NW8293	00	Work Study-International	Hire	Temp	Appointment	3240.00	22-AUG-16
Whitney Heupel	NS9321	00	Rural Student Teacher	Hire	Temp	Appointment	1500.00	22-AUG-16
Whitney Heupel	NW8309	03	W/S Off-Campus SDBVI	Hire	Temp	Appointment	1400.00	22-AUG-16
Suzanne Higgins	NS9375	00	Student Labor-Computer Center	Hire	Temp	Appointment	1600.00	22-AUG-16
Suzanne Higgins	NS9377	00	Student Technology Fellow	Hire	Temp	Appointment	2424.00	01-SEP-16
Joshua Hinkemeyer	NS9279	00	Individual Tutor	Hire	Temp	Appointment	3330.00	22-AUG-16
Cheyenne Hinrichs	NS9374	01	Student Labor - Library	Hire	Temp	Appointment	3330.00	22-AUG-16
Cheyenne Hinrichs	NW9329	01	Work Study-Library	Hire	Temp	Appointment	3186.00	22-AUG-16
Molly Hirsch	NS9376	01	Student Labor/ Wrestling	Hire	Temp	Appointment	3078.00	22-SEP-16
Pe Pet Hlaing	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
Alisyn Hof	NW9456	00	Work Study - Music	Hire	Temp	Appointment	3240.00	22-AUG-16
Scott Hoffman	NW9300	00	Work Study-CEIB	Hire	Temp	Appointment	3240.00	22-AUG-16
Holly Holborn	NS9277	00	Writing Tutor	Hire	Temp	Appointment	3500.00	22-AUG-16
Holly Holborn	NS9373	00	Student Labor-Orientation fee	Hire	Temp	Appointment	50.00	22-AUG-16
Holly Holborn	NS9438	00	Student Pub - Copy Editor	Hire	Temp	Appointment	3078.00	22-AUG-16
Holly Holborn	NW9313	01	Work Study-Student Union	Hire	Temp	Appointment	3150.00	22-AUG-16
Kurt Holinka	NE9448	00	Men's Athletics	Hire	Temp	Appointment	4000.00	22-AUG-16
Mitchell Holler	NW9329	00	Work Study-Library	Hire	Temp	Appointment	3150.00	22-AUG-16
William Holtan	NS9312	00	Peer Advisor	Hire	Temp	Appointment	3150.00	22-AUG-16
Pedram Homayounpour	NS9317	01	Student Labor-Math Lab	Hire	Temp	Appointment	3600.00	22-AUG-16

Harrison Homelvig	NW9313	04	Work Study-Student Union	Hire Temp Appointment	3150.00	22-AUG-16
Zachary Horstman	NG9282	00	GA-HPER	Appointment	7188.00	22-AUG-16
Brian Howland	NS9414	00	Student Labor Alumni/Devl	Hire Temp Appointment	3150.00	18-SEP-16
Justin Howard	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Justin Howard	NW8456	00	WS - Theater	Hire Temp Appointment	3420.00	22-AUG-16
Busrafhatima Hulmani	NS9375	00	Student Labor-Computer Center	Hire Temp Appointment	3600.00	22-AUG-16
Rori Hutcheson	NW9455	00	Work Study-Art	Hire Temp Appointment	3600.00	22-AUG-16
A S M Islam	NS9280	00	SI Leader	Hire Temp Appointment	3500.00	22-SEP-16
Brianna Iverson	NE9661	00	Reading Tutor - UC	Hire Temp Appointment	1980.00	22-AUG-16
Kelsey Iverson	NW9324	00	Work Study-Accounting	Hire Temp Appointment	3150.00	22-AUG-16
Brianna Jackson	NW9408	02	Work Study-Intercoll Athl	Hire Temp Appointment	3200.00	28-SEP-16
Eliza Jacob	NE9848	02	Lifeguard	Hire Temp Appointment	1000.00	22-AUG-16
Kate Jarland	NW9456	04	Work Study - Music	Hire Temp Appointment	3420.00	22-AUG-16
Ashley Jenkins	NS9275	00	Reading Tutor	Hire Temp Appointment	3150.00	22-AUG-16
Jo Ann Jernberg	NW9329	02	Work Study-Library	Hire Temp Appointment	3168.00	22-AUG-16
Andrew Johnson	NG9282	01	GA-HPER	Appointment	7188.00	22-AUG-16
Mckenzie Johnson	NG9282	00	GA-HPER - Track	Hire Temp Appointment	7188.00	22-AUG-16
Sarah Johnson	NW9460	01	Work Study-University College	Hire Temp Appointment	3240.00	22-AUG-16
Hannah Jorgenson	NW9329	00	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Nicholas Kayl	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	2800.00	22-SEP-16
Hannah Kearns	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Hannah Kearns	NW8465	01	Workstudy-Admissions	Hire Temp Appointment	3150.00	22-AUG-16
Lisa Keizer	NW9321	03	Work Study-Bookstore	Hire Temp Appointment	3510.00	22-AUG-16
Brooke Kellen	NW9329	01	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-16
Derek Keller	NS9312	00	Peer Advisor	Hire Temp Appointment	1440.00	22-AUG-16
Chaka Kelly	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Heather Kelsey	NS9308	01	E-learning Student Labor	Hire Temp Appointment	1600.00	22-SEP-16
Adam Kiefer	NG9282	01	GA-HPER	Appointment	7188.00	22-AUG-16
Russel Kilgore	NG9282	01	GA-HPER	Appointment	7188.00	22-AUG-16
Tyler Kjenstad	NS9317	01	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Sara Kjetland	NS9273	01	Math Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Sara Kjetland	NS9304	00	SSS - Writing Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Sara Kjetland	NS9317	02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Sara Kjetland	NW9460	00	Work Study-University College	Hire Temp Appointment	3240.00	22-AUG-16
Corey Klatt	NS9275	01	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-16
Corey Klatt	NS9280	02	SI Leader	Hire Temp Appointment	3700.00	22-AUG-16
Corey Klatt	NS9346	00	Student Assn - President	Hire Temp Appointment	1905.75	22-AUG-16
Elizabeth Kolda	NS9373	02	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Andrea Korvela	NS9301	01	SSS Office Assistant	Hire Temp Appointment	3600.00	22-AUG-16
Zackary Krage	NE9662	00	Writing Tutor - UC	Hire Temp Appointment	1890.00	22-AUG-16
Sean Kramer	NW9447	01	Work Study-Biology	Hire Temp Appointment	3150.00	22-AUG-16
Kirsten Krueger	NG9280	01	GA-Psychology	Hire Temp Appointment	7188.00	22-AUG-16
Alicia Kuipers	NS9280	00	SI Leader	Hire Temp Appointment	3700.00	22-AUG-16
Alicia Kuipers	NS9312	01	Peer Advisor	Hire Temp Appointment	3330.00	22-AUG-16
Alicia Kuipers	NS9317	01	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Lauren Kunz	NS9273	01	Math Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Lauren Kunz	NS9317	01	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Sarah L'Allier	NG9282	01	GA-HPER	Appointment	7188.00	22-AUG-16
Tyler Lanam	NS9277	00	Writing Tutor	Hire Temp Appointment	3500.00	22-AUG-16
Tyler Lanam	NS9438	01	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16
Gabrielle Lane	NG9282	01	GA-HPER	Appointment	7188.00	22-AUG-16
Paige Larson	NW9455	01	Work Study-Art	Hire Temp Appointment	3600.00	22-AUG-16
Bethany Latterell	NS9438	00	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	180.00	22-AUG-16
Bethany Latterell	NS9438	01	Student Archivist for Exponent	Hire Temp Appointment	2736.00	22-SEP-16
Leandro Layne	NG9294	01	GA-Music	Appointment	7188.00	22-AUG-16
Catherine Leber	NS9275	01	Reading Tutor	Hire Temp Appointment	3240.00	22-AUG-16
Catherine Leber	NS9305	00	Reading Tutor Pass	Hire Temp Appointment	3240.00	22-AUG-16
Catherine Leber	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Catherine Leber	NS9460	00	AWAREWolves	Hire Temp Appointment	1440.00	26-AUG-16
Catherine Leber	NW9460	00	Work Study-University College	Hire Temp Appointment	3240.00	22-AUG-16
Chelsey Lehrke	NS9317	02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Alexis Lewis	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Allerie Loeschke	NW9329	00	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Kaitlynn Loos	NS9414	00	Student Labor Alumni/Devl	Hire Temp Appointment	3600.00	22-AUG-16
Kaitlynn Loos	NW9323	01	Work Study-Alumni & Devel.	Hire Temp Appointment	3240.00	22-AUG-16
Easton Lopez	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Lucas Lorenz	NS9471	01	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-16
Daniel Lown	NW8309	00	W/S Off Campus - SDSBVI	Hire Temp Appointment	3150.00	22-AUG-16

Rachel Lynch	NS9317 02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Cassandra Maillet	NS9277 00	Writing Tutor	Hire Temp Appointment	3500.00	22-AUG-16
Cassandra Maillet	NS9312 00	Peer Advisor	Hire Temp Appointment	3150.00	22-AUG-16
Marcus Marcellus	NS9280 00	SI Leader	Hire Temp Appointment	3500.00	22-AUG-16
Jessica Marti	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Alysha Martinez	NS9438 02	Stu Pub Writer \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16
Breanna Marzahn	NW8309 00	W/S Off-Campus - SDBVI	Hire Temp Appointment	3150.00	22-AUG-16
Toni Mayer	NW9329 01	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Matthew Mayfield	NS9460 00	Student Lab-Campus Comm Coal	Hire Temp Appointment	3240.00	22-AUG-16
Jessica McClain	NS9307 00	Residential Mentor PASS	Hire Temp Appointment	1600.00	22-AUG-16
Makayla McConnell	NW9465 07	Work Study- F.A. Office	Hire Temp Appointment	3240.00	22-AUG-16
Brian McDermott	NG9279 00	GA-Insight	Hire Temp Appointment	3594.00	22-AUG-16
Connor McDonald	NS9292 01	Student Labor-Wellness Cntr	Hire Temp Appointment	3150.00	22-AUG-16
Connor McDonald	NS9294 02	Student Labor - Intramurals	Hire Temp Appointment	2800.00	22-SEP-16
Stacey McDonald	NS9438 01	Student Pub - Asst Editor	Hire Temp Appointment	3078.00	22-AUG-16
Stacey McDonald	NS9438 02	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16
Adam McFarland	NG9284 00	GA-Student Activities	Hire Temp Appointment	7188.00	22-SEP-16
Bridgett McGillvrey	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-16
Amanda McIlravy	NS9288 01	Musician-Supreme Crt Reception	Hire Temp Appointment	50.00	22-SEP-16
Toriana Mekash	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Taylor Melius	NW9451 03	Work Study-Political Science	Hire Temp Appointment	3600.00	22-AUG-16
Shahara Jalal Meridha	NS9375 02	Student Labor-Computer Center	Hire Temp Appointment	3600.00	22-AUG-16
Shahara Jalal Meridha	NW8309 00	W/S Off Campus - Avera PT	Hire Temp Appointment	3200.00	22-SEP-16
Bernice Meristil	NW9326 02	Work Study-English	Hire Temp Appointment	3330.00	22-AUG-16
Jaeden Metcalf	NS9277 01	Writing Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Jordan Metz	NW9455 00	Work Study-Art	Hire Temp Appointment	3240.00	22-AUG-16
Austin Metzen	NW9456 00	Work Study - Music	Hire Temp Appointment	3150.00	22-AUG-16
Monte Meyerink	NG9296 00	GA - University College	Appointment	7188.00	22-AUG-16
Danica Mickelson	NW9282 03	Work Study-Controller	Hire Temp Appointment	3330.00	22-AUG-16
Presley Mittelstadt	NW9434 02	Work Study-Intramurals	Hire Temp Appointment	3150.00	22-AUG-16
Benjamin Moen	NS9383 02	Student Labor-School of Bus.	Hire Temp Appointment	3150.00	22-AUG-16
Nicole Mohr	NS9375 00	Student Labor-Computer Center	Hire Temp Appointment	3600.00	22-AUG-16
Nicole Monanian	NG9282 01	GA-HPER	Appointment	7188.00	22-AUG-16
Melanie Monnier	NS9317 01	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Melanie Monnier	NS9392 01	Student Labor - English	Hire Temp Appointment	3420.00	22-AUG-16
Kue Moo	NW9329 00	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Matthew Moran-Brewer	NW9447 01	Work Study-Biology	Hire Temp Appointment	3150.00	22-AUG-16
Andrea Morehouse	NW8309 00	W/S Off Campus - B&G Club	Hire Temp Appointment	3150.00	22-AUG-16
Gentry Musgrove	NE9848 00	Lifeguard	Hire Temp Appointment	500.00	22-AUG-16
Gentry Musgrove	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3240.00	22-AUG-16
Yianoula Nadeau	NG9300 00	Grad Asst-Human Perf Lab	Hire Temp Appointment	7188.00	22-AUG-16
Yianoula Nadeau	NG9300 00	Grad Asst-Human Perf Lab	Hire Temp Appointment	7188.00	22-SEP-16
Zachary Neer	NG9282 00	GA-HPER	Appointment	7188.00	22-AUG-16
Brooke Nelson	NS9275 03	Reading Tutor	Hire Temp Appointment	3960.00	22-AUG-16
Brooke Nelson	NS9277 03	Writing Tutor	Hire Temp Appointment	3900.00	22-AUG-16
Brooke Nelson	NS9304 00	SSS - Writing Tutor	Hire Temp Appointment	3900.00	22-AUG-16
Brooke Nelson	NS9346 00	Student Assn - Vice President	Hire Temp Appointment	1455.75	22-AUG-16
Brooke Nelson	NS9438 04	Student Pub-Managing Editor	Hire Temp Appointment	3078.00	22-AUG-16
Brooke Nelson	NS9438 05	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16
Anna Noeldner	NS9312 00	Peer Advisor	Hire Temp Appointment	3150.00	22-AUG-16
Dannale Norris	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	3600.00	22-AUG-16
Dannale Norris	NW9323 01	Work Study-Alumni & Devel.	Hire Temp Appointment	2880.00	22-SEP-16
Zackery North	NW9329 04	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-16
Mikayla Nuese	NS9280 01	SI Leader	Hire Temp Appointment	3240.00	22-SEP-16
Mikayla Nuese	NS9312 00	Peer Advisor	Hire Temp Appointment	3150.00	22-AUG-16
Mikayla Nuese	NS9392 00	Student Labor - English	Hire Temp Appointment	3240.00	22-AUG-16
Mikayla Nuese	NS9407 00	Recording Tech	Hire Temp Appointment	400.00	22-AUG-16
Dezmond Odoms	NW9408 00	Work Study-Intercoll Athl	Appointment	3150.00	22-AUG-16
Sierra Ohm	NE9848 01	Lifeguard	Hire Temp Appointment	1000.00	22-AUG-16
Sierra Ohm	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	3240.00	22-AUG-16
Till Olson	NW9324 00	Work Study-Accounting	Hire Temp Appointment	3150.00	22-AUG-16
Lucas Osowski	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Andrea Overman	NS9414 01	Student Labor Alumni/Devl	Hire Temp Appointment	1400.00	22-AUG-16
Andrea Overman	NS9460 01	AWAREWolves	Hire Temp Appointment	3240.00	23-AUG-16
Andrea Overman	NW9441 00	Work Study-Psychology	Hire Temp Appointment	3150.00	22-AUG-16
Janet Palmer	NE9809 08	ADJ Instr BIOL 151/151L 5 Cr	Hire Temp Appointment	5385.00	22-AUG-16
Marybeth Pappas	NW9401 01	Work Study-Student Association	Hire Temp Appointment	3150.00	22-AUG-16
Joseph Park	NS9438 00	Stu Pub - Writer \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16

Nolan Parks	NG9282	00	GA-HPER	Appointment	7188.00	22-AUG-16
Joseph Parsley	NS9273	04	Math Tutor	Hire Temp Appointment	4000.00	22-AUG-16
Lindsey Partridge	NG9282	00	GA-HPER	Appointment	7188.00	22-AUG-16
Nathan Patterson	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Tanner Peltier	NS9307	00	Residential Mentor PASS	Hire Temp Appointment	1600.00	22-AUG-16
Cheng Peng	NG9291	01	GA-Office of Int'l Programs	Hire Temp Appointment	3594.00	22-AUG-16
Mara Perkins	NW8465	01	Workstudy-Admissions	Hire Temp Appointment	3240.00	22-AUG-16
Andrew Perleberg	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Emily Phelps	NW8465	00	Workstudy-Admissions	Hire Temp Appointment	3150.00	22-AUG-16
Clara Pierskalla	NS9275	02	Reading Tutor	Hire Temp Appointment	3240.00	22-AUG-16
Clara Pierskalla	NS9305	00	Reading Tutor PASS	Hire Temp Appointment	3240.00	22-AUG-16
Megan Pond	NS9277	02	Writing Tutor	Hire Temp Appointment	3700.00	22-AUG-16
Lexy Premus	NS9458	02	Student Labor Graduate Sch.	Hire Temp Appointment	3330.00	22-AUG-16
Zachary Punt	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Brittany Quinn	NW9321	01	Work Study-Bookstore	Hire Temp Appointment	3330.00	22-AUG-16
Danielle Quinn	NW9329	02	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-16
Andrea Rausch	NW9317	00	Work Study-Registrar	Hire Temp Appointment	3150.00	22-AUG-16
Brooke Reed	NW9447	00	Work Study-Biology	Hire Temp Appointment	3150.00	22-AUG-16
Leah Reilly	NS9307	00	Residential Mentor Pass	Appointment	1600.00	22-AUG-16
Katelyn Rhodes	NS9275	03	Reading Tutor	Hire Temp Appointment	1520.00	22-AUG-16
Cordell Ring	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Cordell Ring	NW8309	01	W/S Off-campus ARAMARK	Hire Temp Appointment	3150.00	22-AUG-16
Miranda Ristau	NS9280	00	SI Leader	Hire Temp Appointment	3500.00	22-AUG-16
Raekwon Robinson	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Kaleen Rolf	NW9465	01	Work Study-F.A. Office	Hire Temp Appointment	1440.00	22-AUG-16
Bianca Rosa	NS9364	00	Student Labor- Custodial	Hire Temp Appointment	3240.00	01-OCT-16
Bianca Rosa	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Molly Royals	NS9288	01	Musician-Supreme Crt Reception	Hire Temp Appointment	50.00	22-SEP-16
Lauren Rulofson	NW9451	00	Work Study-Political Science	Hire Temp Appointment	3330.00	22-AUG-16
Kylie Rusch	NS9288	00	Musician - BOR Reception	Hire Temp Appointment	50.00	22-SEP-16
Dawn Sahli	NW9329	00	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
James Salinas	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Philip Sauer	NS9471	03	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-16
Colton Schaefer	NS9364	00	Student Labor- Custodial	Hire Temp Appointment	3500.00	29-AUG-16
Colton Schaefer	NW9456	04	Work Study - Music	Hire Temp Appointment	3150.00	22-AUG-16
Michaela Schlecht	NS9317	03	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Michaela Schlecht	NW9455	00	Work Study-Art	Hire Temp Appointment	3600.00	22-AUG-16
Joanna Schleich	NW8293	01	Work Study-International	Hire Temp Appointment	3240.00	22-AUG-16
Michael Schlieue	NW9324	03	Work Study-Accounting	Hire Temp Appointment	3420.00	22-AUG-16
Nicolette Schmidt	NW8309	00	W/S Off Campus-SDBVI	Hire Temp Appointment	3150.00	22-AUG-16
Tabitha Schmidt	NW9421	00	Work Study-Custodial	Hire Temp Appointment	2880.00	22-SEP-16
Ann Schmitt	NS9280	00	SI Leader	Hire Temp Appointment	3150.00	22-SEP-16
Ann Schmitt	NW9467	00	Work Study-Counseling	Hire Temp Appointment	3150.00	22-AUG-16
Zyandra Schroeder	NW9317	00	Work Study-Registrar	Hire Temp Appointment	3150.00	22-AUG-16
Autumn Schulz	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Kyla Schuster	NS9438	00	Stu Pub - \$3./photo	Hire Temp Appointment	270.00	22-AUG-16
Kyla Schuster	NW9313	00	Work Study-Student Union	Hire Temp Appointment	3150.00	22-AUG-16
Kellcey Schwartz	NW9460	00	Work Study-University College	Hire Temp Appointment	1400.00	22-AUG-16
Levi Seefeldt	NS9365	01	Info Desk Staff	Hire Temp Appointment	3150.00	22-AUG-16
Daniel Severson	NG9292	00	GA-Wellness Center	Appointment	7188.00	22-AUG-16
Camila Shinoka De Sousa	NS9475	03	Student Labor - student union	Hire Temp Appointment	1368.00	22-AUG-16
Sydney Shintaffer	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Steven Shumaker	NW9316	01	Work Study-Wellness	Hire Temp Appointment	3150.00	22-AUG-16
Stormie Sickler	NS9471	00	Sports Info Worker	Hire Temp Appointment	4320.00	22-SEP-16
Chase Sievers	NS9277	01	Writing Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Chase Sievers	NW9460	00	Work Study-University College	Hire Temp Appointment	3240.00	22-AUG-16
Jacob Sigurdson	NW9324	01	W/S - Accounting	Hire Temp Appointment	3240.00	22-AUG-16
Kiley Skuza	NS9280	00	SI Leader	Hire Temp Appointment	3500.00	22-AUG-16
Brooke Smith	NS9292	01	Student Labor-Wellness Cntr	Hire Temp Appointment	3150.00	22-AUG-16
Brooke Smith	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Sabrina Smith-Mount	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Sabrina Smith-Mount	NS9438	00	Student Labor - Student Pub	Hire Temp Appointment	360.00	22-AUG-16
Sabrina Smith-Mount	NS9471	02	Student Labor-Men's Athletics	Hire Temp Appointment	1400.00	01-OCT-16
Sabrina Smith-Mount	NW9313	01	Work Study-Student Union	Hire Temp Appointment	3150.00	22-AUG-16
Donavan Soulek	NS9373	01	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Katherine Springer	NS9312	00	Peer Advisor	Hire Temp Appointment	3150.00	22-AUG-16
Rachael Springfield	NW9321	00	Work Study-Bookstore	Hire Temp Appointment	2800.00	22-SEP-16
Courtney Sronce	NS9438	00	Stu Pub - Copy Editor	Hire Temp Appointment	3078.00	22-AUG-16

Courtney Sronce	NS9438 01	Stu Pub - Writer \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16
Courtney Sronce	NW9323 01	Work Study-Alumni & Devel.	Hire Temp Appointment	3150.00	22-AUG-16
Sarka Stehnova	NS9280 01	SI Leader	Hire Temp Appointment	3600.00	22-AUG-16
Sarka Stehnova	NS9288 01	Musician - BOR Reception	Hire Temp Appointment	50.00	22-SEP-16
Tyler Stenberg	NS9471 01	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	01-SEP-16
Mercede Stotesbery	NG9288 01	GA-Office Field Experience	Hire Temp Appointment	7188.00	22-AUG-16
Adwoa Street	NG9287 00	GA - Disability Services	Hire Temp Appointment	7188.00	22-AUG-16
Brian Sumption	NW9319 04	Work Study-Computer Center	Hire Temp Appointment	3600.00	22-AUG-16
Nicole Svatos	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Elsa Swanson	NS9414 01	Student Labor Alumni/Devl	Hire Temp Appointment	1400.00	22-AUG-16
Elsa Swanson	NW9329 01	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Patrick Sweeney	NG9282 01	GA-HPER	Appointment	7188.00	22-AUG-16
Rebecca Swier	NG9299 00	Grad Assistant - Jerde Hall	Appointment	7188.00	22-AUG-16
Kaitlyn Szeles	NS9317 01	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Alexis Tappe	NW9408 03	Work Study-Intercoll Athl	Hire Temp Appointment	3600.00	22-SEP-16
Heidi Tayson	NS9365 00	Info Desk Staff	Hire Temp Appointment	3150.00	22-AUG-16
Crystal Terhune	NS9374 00	Student Labor - Library	Hire Temp Appointment	3150.00	27-AUG-16
Crystal Terhune	NW9329 00	Work Study-Library	Hire Temp Appointment	2800.00	28-SEP-16
Margaret Thares	NW9327 00	Work Study-Student Affairs	Hire Temp Appointment	3150.00	22-AUG-16
Christopher Theroux	NW9329 00	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Brooke Thielbar	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	3600.00	22-AUG-16
Mackenzie Thielen	NS9280 00	SI Leader	Hire Temp Appointment	3500.00	22-SEP-16
Emily Tillma	NS9471 02	Student Labor-Men's Athletics	Hire Temp Appointment	1400.00	01-OCT-16
Trevor Tomlinson	NS9292 01	Student Labor-Wellness Cntr	Hire Temp Appointment	3150.00	22-AUG-16
Paige Tooker	NS9295 01	Student Labor - Fin. Aid	Hire Temp Appointment	3240.00	22-AUG-16
Chance Torrence	NW8309 00	W/S Off Campus B&G Club	Hire Temp Appointment	3040.00	28-SEP-16
Alexander Torres	NW8309 00	W/S Off campus - Aramark	Hire Temp Appointment	4200.00	22-AUG-16
Kathryn Uittenbogaard	NS9280 00	SI Leader	Hire Temp Appointment	3500.00	22-SEP-16
Darcy Usher	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	3150.00	22-SEP-16
Alfonso Valles	NG9282 00	GA-HPER	Appointment	7188.00	22-AUG-16
Annika Van Oosbree	NS9277 00	Writing Tutor	Hire Temp Appointment	3150.00	22-SEP-16
Annika Van Oosbree	NS9280 00	SI Leader	Hire Temp Appointment	3500.00	22-AUG-16
Annika Van Oosbree	NS9438 01	Student Pub-Copy Editor	Hire Temp Appointment	3078.00	22-AUG-16
Annika Van Oosbree	NS9438 02	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	360.00	22-AUG-16
Holly Vancura	NS9280 01	SI Leader	Hire Temp Appointment	3600.00	22-AUG-16
Kristen Vanderostyne	NW9329 00	Work Study-Library	Hire Temp Appointment	3150.00	22-AUG-16
Tiffany Veal	NW9465 12	W/S - F.A. Office	Hire Temp Appointment	1520.00	22-AUG-16
Dylan Vincent	NS9377 00	Student Technology Fellow	Hire Temp Appointment	2424.00	22-SEP-16
Brandon Vockrodt	NS9273 01	Math Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Brandon Vockrodt	NS9306 00	SSS - Math Tutor	Hire Temp Appointment	3600.00	22-AUG-16
Brandon Vockrodt	NS9317 02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-16
Josephine Voegele	NW9329 03	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-16
Kamie Wagar	NS9280 01	SI Leader	Hire Temp Appointment	3600.00	22-AUG-16
Kamie Wagar	NS9294 00	Student Labor - Intramurals	Hire Temp Appointment	1050.00	22-SEP-16
Kamie Wagar	NS9397 00	Student Labor - Biology	Hire Temp Appointment	3240.00	22-AUG-16
Johanna Wahl	NS9275 01	Reading Tutor	Hire Temp Appointment	3240.00	22-AUG-16
Melayna Waisanen	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	4000.00	22-AUG-16
Taylor Wall	NS9460 01	Student Labor-AWAREWolves	Hire Temp Appointment	3240.00	22-AUG-16
Maida Walters	NS9280 00	SI Leader	Hire Temp Appointment	3500.00	22-AUG-16
Ellen Weber	NW8309 00	W/S Off Campus-Boys/Girls Club	Hire Temp Appointment	3420.00	22-AUG-16
Cory Weeks	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3150.00	22-AUG-16
Carrie Wegleitner	NS9373 01	Student Labor-Orientation fee	Hire Temp Appointment	250.00	22-AUG-16
Carrie Wegleitner	NW8424 01	Work Study - Placement	Hire Temp Appointment	3240.00	22-AUG-16
Mckenzie Werner	NW9468 00	Work Study-OCE	Hire Temp Appointment	3150.00	22-AUG-16
Carly Wetzel	NS9375 01	Student Labor-Computer Center	Hire Temp Appointment	3600.00	22-AUG-16
Kara Wetzel	NG9282 00	GA-HPER - Athl Training	Hire Temp Appointment	7188.00	22-AUG-16
James White	NS9365 00	Student Labor-Centrex	Hire Temp Appointment	3150.00	01-SEP-16
James White	NS9373 01	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-16
Luke Wietgreffe	NS9280 00	SI Leader	Hire Temp Appointment	3500.00	22-AUG-16
Rebecca Wieting	NS9294 00	Student Labor - Intramurals	Hire Temp Appointment	3150.00	22-SEP-16
Amy Wockenfuss	NS9397 00	Student Labor - Biology	Hire Temp Appointment	3240.00	22-AUG-16
Gary Wollman	NW9464 00	Work Study-Media Center	Hire Temp Appointment	3240.00	22-AUG-16
Erin Wolter	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	3150.00	22-AUG-16
Nathaniel Zeise	NS9471 02	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-16
Hattie Zinter	NW8465 00	Workstudy-Admissions	Hire Temp Appointment	3150.00	22-AUG-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Stephanie Anderson	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Mariah Block	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Jacque Bratcher	NS9288	01	Musician-Supreme Crt Reception	TV012	21-OCT-16
MiKayla Braun	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-16
Megan Brink	NS9373	02	Student Labor-Orientation fee	TV012	21-SEP-16
Christopher Brooks	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Michael Cooper	NS9355	00	Student Labor - Bookstore	TV012	21-OCT-16
Ian Coughlin	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-16
Allison Dockter	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-16
Shanae Doerr	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Hailey Duchsherer	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
McKenna Eisenbeisz	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Jasmine Frost	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Shelby Glover	NS9288	00	Musician-Supreme Crt Reception	TV012	21-OCT-16
Alec Heeren	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Joshua Hinkemeyer	NS9279	00	Individual Tutor	TV012	21-SEP-16
Holly Holborn	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Justin Howard	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Elizabeth Katz	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Hannah Kearns	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Elizabeth Kolda	NS9373	02	Student Labor-Orientation fee	TV012	21-SEP-16
Catherine Leber	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Sienna Marcott	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Bridgett McGillvrey	NS9321	00	Rural Student Teacher	TV012	21-SEP-16
Amanda McIlravy	NS9288	01	Musician-Supreme Crt Reception	TV012	21-OCT-16
Andrew Perleberg	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Molly Royals	NS9288	01	Musician-Supreme Crt Reception	TV012	21-OCT-16
Kylie Rusch	NS9288	00	Musician - BOR Reception	TV012	21-OCT-16
Brooke Smith	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Sabrina Smith-Mount	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Donavan Soulek	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-16
Sarka Stehnova	NS9288	01	Musician - BOR Reception	TV012	21-OCT-16
Nicole Svatos	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-16
Cindy Venegas Mata	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Carrie Wegleitner	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-16
James White	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-16
Amy Wockenfuss	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Katherine Wollman	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16
Molly Wynn	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-16

Faculty Benefit Eligible (FAC1)
Appointments (AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Allen Barclay	NE9472	17	Extension Overloads	Overload for Teaching	6709.92	22-AUG-16
Allen Barclay	NE9685	03	Department Chair - Business	Department Chair/Dean Duties	9319.00	22-AUG-16
Terry Beckler	NE9472	06	Extension Overloads	Overload for Teaching	3417.80	22-AUG-16
Terry Beckler	NE9714	02	Chair - School of Fine Arts	Overload for Teaching	7120.00	22-AUG-16
Terry Beckler	NE9829	08	MUEN 120/320 Marching Band	Overload for Teaching	379.76	22-AUG-16
Brian Bengs	NE9515	00	Assistant Professor	Appointment	52500.00	22-AUG-16
Lysbeth Benkert-Rasmussen	NE9826	00	Instructor	Supplemental Appointment	1000.00	22-AUG-16
Gregory Blair	NE9840	12	Overloads-Art	Overload for Teaching	1479.80	22-AUG-16
Gayle Bortnem	NE9472	16	OCE-EDFN 4/542-N800T	Continuing Education/Extension	2906.24	22-AUG-16
Gayle Bortnem	NE9472	17	OCE-EDFN-592-N800T	Continuing Education/Extension	1453.12	22-AUG-16
Gratia Brown	NE9447	00	Lecturer	Appointment	37000.00	22-AUG-16
Lori Bruns	NE9831	02	Supervise PE395/496 Students	Hire Temp Appointment	600.00	22-AUG-16
Lori Bruns	NE9831	03	Supervise 2PE 395 Students	Hire Temp Appointment	300.00	22-AUG-16
Ahmet Can	NE9525	00	Assistant Professor - 9	Appointment	55000.00	22-AUG-16
Ahmet Can	NE9838	00	Overloads-Psychology	Overload for Teaching	1000.00	22-AUG-16
Sara Christensen-Blair	NE9456	05	RS- Mentor 1secART121 Mitchell	Supplemental Appointment	550.00	22-SEP-16
Sara Christensen-Blair	NE9645	03	Faculty Athletic Rep	Supplemental Appointment	9756.00	22-AUG-16
Guangwei Ding	NE9456	05	RS Mentor 1 sec CHEM 106 Huron	Supplemental Appointment	550.00	22-SEP-16

Andrzej Duszenko	NE9472	27	Extension Overloads	Overload for Teaching	4815.04	22-AUG-16
Abderrahman Elkhader	NE9455	03	O/L -Teach MATH 021	Overload for Teaching	6429.00	22-AUG-16
Abderrahman Elkhader	NE9472	30	Extension Overloads	Overload for Teaching	2785.96	22-AUG-16
Marcela Faflak	NE9829	01	O/L 1 contact hr piano lessons	Hire Temp Appointment	1576.08	22-AUG-16
Mario Fontana	NE9831	01	Supervise 2 PE 496 Stdts	Supplemental Appointment	300.00	22-AUG-16
Gregory Francom	NE9472	16	Extension Overloads	Overload for Teaching	4634.80	22-AUG-16
Joanna Goetz	NE9478	01	Mentor-New Elearning Tchrs	Supplemental Appointment	500.04	22-SEP-16
Steven Gough	NE9478	03	Mentor New Elearning Tchrs	Supplemental Appointment	500.04	22-SEP-16
Steven Gough	NE9478	04	1:30sec SPAN1&13 stdts to 2:30	Supplemental Appointment	8000.00	22-SEP-16
David Grettler	NE9456	14	O/L RS@Centra/BV/Mitchell	Supplemental Appointment	2100.00	22-SEP-16
David Grettler	NE9472	16	OCE-HIST 379-N800T	Continuing Education/Extension	7720.64	22-AUG-16
David Grettler	NE9472	17	OCE-HIST 240-N800T	Continuing Education/Extension	7720.64	22-AUG-16
Elizabeth Haller	NE9472	24	Extension Overloads MCOM311	Overload for Teaching	4567.44	22-AUG-16
Frederic Hemke	NE9602	01	2 wks Rushmore Camp SU2016	Supplemental Appointment	2000.00	22-SEP-16
Jeffrey Jay	NE9472	19	Extension Overloads	Overload for Teaching	2715.40	22-AUG-16
Julie Johnson	NE9472	02	OCE-SPCM 101-N803T	Continuing Education/Extension	3231.00	22-AUG-16
Alyssa Kiesow	NE9472	22	Extension Overloads	Overload for Teaching	7904.52	22-AUG-16
Craig Kono	NE9568	10	Overloads - Education	Appointment	400.00	22-AUG-16
Keun Lee	NE9472	08	Extension Overloads	Overload for Teaching	6225.52	22-AUG-16
Michelle Lesnar	NE9472	01	OCE-BADM/ECON 220N800T	Continuing Education/Extension	3300.48	22-AUG-16
Virginia Lewis	NE9449	01	NSU Events/Barnett Ctr	Hire Temp Appointment	52.29	22-AUG-16
Virginia Lewis	NE9472	31	OCE-GER 201-N800T	Continuing Education/Extension	1957.48	22-AUG-16
Virginia Lewis	NE9478	00	Overload-Master Teacher	Overload for Teaching	100.00	22-AUG-16
Grant Manhart	NE9472	16	Extension Overloads	Overload for Teaching	5844.96	22-AUG-16
Arthur Marmorstein	NE9456	08	RS-Mentor 1sec HIST 121 Pierre	Hire Temp Appointment	550.00	22-SEP-16
Arthur Marmorstein	NE9839	16	O/L 1cr hr-IDL 190Humanities	Overload for Teaching	2067.00	22-SEP-16
Gayla Martens	NE9478	01	Mentor New Elearning Tchrs	Supplemental Appointment	500.04	22-SEP-16
Amber Mathern	NE9472	01	OCE-BADM 468-N800T	Continuing Education/Extension	5652.08	22-AUG-16
Andria Moon	NE9472	12	Extension Overloads	Appointment	1399.16	22-AUG-16
Todd Muehler	NE9472	13	OCE-BFS 720-N800T	Continuing Education/Extension	6949.88	22-AUG-16
Todd Muehler	NE9660	04	Dacotah Bank Scholars Prog	Supplemental Appointment	2500.00	22-SEP-16
Alan Neville	NE9472	22	Extension Overloads	Overload for Teaching	1525.20	22-AUG-16
Rolf Olson	NE9533	00	Associate Professor	Appointment	72000.00	22-AUG-16
Jacqueline Omland	NE9478	03	Mentor New Elearning Tchrs	Supplemental Appointment	500.04	22-SEP-16
Thomas Orr	NE9831	21	Supervise 13 PE 395/496 Stdts	Hire Temp Appointment	1950.00	22-AUG-16
Thomas Orr	NE9831	22	OL for PE208 Fall 2016	Overload for Teaching	1551.72	22-AUG-16
Penni Pearson	NE9456	14	RSmentor 10secENGL101-4Schools	Supplemental Appointment	3100.00	22-SEP-16
John Peterson	NE9836	07	1 cr O/L IDL 190 NBUS2	Overload for Teaching	2386.00	22-SEP-16
Scott Peterson	NE9472	05	Extension Overloads	Overload for Teaching	5013.36	22-AUG-16
Scott Peterson	NE9691	08	Director of Placement	Supplemental Appointment	6000.03	22-AUG-16
Robert Preston	NE9472	14	Extension Overloads	Appointment	6603.36	22-AUG-16
Robert Preston	NE9660	04	Dacotah Bank Scholars Prog	Supplemental Appointment	2500.00	22-SEP-16
Jodie Ramsay	NE9456	21	RS-Mentor BIO151/153-4 Schools	Supplemental Appointment	3050.00	22-SEP-16
Jodie Ramsay	NE9472	02	OCE-BIOL 407-N800T	Continuing Education/Extension	6471.12	22-AUG-16
Ricardo Rojas	NE9456	04	RS MentorMATH 123/102-BV/Mitch	Supplemental Appointment	2850.00	22-SEP-16
Sara Schmidt	NE9472	27	Extension Overloads	Overload for Teaching	7288.72	22-AUG-16
Sara Schmidt	NE9688	02	Chair, School of Business	Department Chair/Dean Duties	10123.00	22-AUG-16
Julie Schroer	NE9472	03	OCE-BIOL-101L N800T	Continuing Education/Extension	3396.56	22-AUG-16
Julie Schroer	NE9472	04	OCE-BIOL 101L -N801T	Continuing Education/Extension	1955.96	22-AUG-16
Elizabeth Sills	NE9570	00	Assistant Professor	Appointment	47500.00	22-AUG-16
Michael Skyles	NE9829	11	2 cr O/L MUS107/307	Overload for Teaching	2238.99	22-SEP-16
Danielle Thooft	NE9478	01	Mentor New Elearning Tchrs	Supplemental Appointment	500.04	22-SEP-16
Stacy Trentham	NE9534	00	Assistant Professor - 9	Appointment	49000.00	22-AUG-16
Wendy VanGent	NE9472	14	OCE-MUS 722-N800T	Continuing Education/Extension	3566.80	22-AUG-16
Jessica Vogel	NE9472	00	OCE EDEN 592-N702T	Continuing Education/Extension	1226.68	22-AUG-16
Jessica Vogel	NE9546	00	Instructor	Appointment	46000.00	22-AUG-16
Brian Wallace	NE9591	00	Assistant Professor	Appointment	55000.00	22-AUG-16
Paula Wetenkamp	NE9785	01	1 Section SPAN 101	Overload for Teaching	4308.00	22-AUG-16
Cheryl Wold	NE9472	05	OCE EDEN 592-N701T	Continuing Education/Extension	1356.20	22-AUG-16
Timothy Woods	NE9474	06	Conduct NSU Choral Festl-09/28	Supplemental Appointment	660.00	22-SEP-16
Timothy Woods	NE9829	15	Director MME Program	Supplemental Appointment	5016.96	22-AUG-16
Daniel Yurgaitis	NE9709	00	Artistic Director summer theat	Supplemental Appointment	2100.00	22-AUG-16

Faculty Benefit Eligible (FAC1)								
Permanent Salary Adjustment (SP)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Adj.								
Marla Fogderud	NE9639	00	Assistant Professor	Change Faculty Rank	38286.00	42000.00	3714.00	
Audrey Miller	NE9520	00	Assistant Professor-Clarinet	Change Faculty Rank	42400.00			
William Wieland	NE9510	00	Professor	Change in Appointment Type	85564.00	94846.00	9282.00	

Faculty Benefit Eligible (FAC1)					
Terminated					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Lysbeth Benkert-Rasmussen	NE9826	00	Instructor	TV013	21-SEP-16
Lori Bruns	NE9831	02	Supervise PE395/496 Students	TV013	21-SEP-16
Ahmet Can	NE9838	00	Overloads-Psychology	TV013	21-SEP-16
Frederic Hemke	NE9602	01	2 wks Rushmore Camp SU2016	TV013	21-OCT-16
Craig Kono	NE9568	10	Overloads - Education	TV013	21-SEP-16
Virginia Lewis	NE9449	00	NSU Events/Barnett Ctr	TV013	11-SEP-16
Virginia Lewis	NE9478	00	Overload-Master Teacher	TV013	21-SEP-16
Timothy Woods	NE9474	06	Conduct NSU Choral Festl-09/28	TV013	21-OCT-16
Daniel Yurgaitis	NE9709	00	Artistic Director summer theat	TV013	21-SEP-16

Faculty Non-Benefit Eligible (FAC2)					
Appointments (AA)					
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Shelly Baker	NE9974	43	OCE- BADM 463-N800T	Hire Temp Appointment	3951.00 22-AUG-16
Shelly Baker	NE9974	44	OCE-BADM 482-N800T	Hire Temp Appointment	3951.00 22-AUG-16
Heidi Barclay	NE9974	24	Adj Instr-Online/Cont Ed	Appointment	3231.00 22-AUG-16
Heidi Barclay	NE9974	25	BADM 457	Appointment	3231.00 22-AUG-16
Lois Beckner	NE9974	00	Adj Online ARTH100-NHU01	Appointment	3231.00 22-AUG-16
Michael Bockorny	NE9974	29	Adj Instr-Online/Cont Ed	Appointment	3231.00 22-AUG-16
Wendy Bragg	NE9832	00	RS - 1 sec BIO 151 @ Huron HS	Hire Temp Appointment	549.99 22-SEP-16
Gwendolyn Briscoe	NE9655	05	Adjunct Instructor - Theatre	Appointment	1428.00 22-AUG-16
Lisa Brown	NE9841	00	ADJ-SOC270/315	Hire Temp Appointment	6462.00 22-AUG-16
Debra Bukrey	NE9479	01	Student Teacher Sprvsr	Appointment	476.00 22-AUG-16
Steven Caron	NE9466	10	ADJ Math 102 Sec. 3	Hire Temp Appointment	3231.00 22-AUG-16
Matthew Christensen	NE9832	08	RS-4 sec ENGL 101 BV HS	Hire Temp Appointment	2200.00 22-SEP-16
Krista Croghan	NE9974	45	OCE-SPAN 101-N800T	Hire Temp Appointment	4308.00 22-AUG-16
Krista Croghan	NE9974	46	OCE-SPAN 101-N801T	Hire Temp Appointment	4308.00 22-AUG-16
Krista Croghan	NE9974	47	OCE-SPAN 102-N800T	Hire Temp Appointment	4308.00 22-AUG-16
Nancy Cutler	NE9479	03	Supervise 3 tchr candidates	Hire Temp Appointment	1428.00 22-AUG-16
Nancy Cutler	NE9479	04	Sprvse 8 ELED/SPED 496 Stdts	Hire Temp Appointment	1428.00 22-SEP-16
Rachel Deutsch	NE9974	01	OCE-BADM 312-N800T	Hire Temp Appointment	3231.00 22-AUG-16
Amy Dolan	NE9483	07	ADJ - 3Sec BIO survey labs	Hire Temp Appointment	7770.33 22-AUG-16
Amy Dolan	NE9974	03	OCE-BIOL 383-N800T	Hire Temp Appointment	3951.00 22-AUG-16
Paul Dutt	NE9757	09	Adjunct Instructor -Music	Appointment	1436.00 22-AUG-16
Jonathon Evenson	NE9647	03	Assistant TR Coach	Hire Temp Appointment	14000.00 22-AUG-16
Jonathon Evenson	NE9867	03	PE100 WEL 100	Appointment	4308.00 22-AUG-16
Carol Fischer	NE9757	05	Adjunct Instructor -Music	Hire Temp Appointment	1463.00 22-AUG-16
Alisa Fleming	NE9974	01	Adj Online BADM360-N800T	Appointment	3231.00 22-AUG-16
Patricia Geggelman	NE9739	00	Supervising Student Teacher	Hire Temp Appointment	476.00 22-AUG-16
Roberta Gellhaus	NE9461	04	Adjunct Instructor-Education	Appointment	3231.00 22-AUG-16
Roberta Gellhaus	NE9479	04	Student Teacher Sprvsr	Appointment	3231.00 22-AUG-16
Becky Guffin	NE9461	12	Adjunct Instructor-Education	Appointment	3951.00 22-AUG-16
Allen Hogie	NE9832	05	RS - 3 sec MATH 123 BV HS	Hire Temp Appointment	1649.97 22-SEP-16
Laura Jacobs	NE9832	13	RS-2 sec ENGL 101 Canton HS	Hire Temp Appointment	1100.00 22-SEP-16
Melanie Jacobson	NE9832	03	RS-4 sec MATH 102 Mitchell HS	Hire Temp Appointment	2199.96 22-SEP-16
Sharon Johnson	NE9832	05	RS-1 sec ART 121 Mitchell HS	Hire Temp Appointment	550.00 22-SEP-16
Janelle Klapperich	NE9479	04	Student Teacher Sprvsr	Appointment	2380.00 22-AUG-16
Tina Lamb	NE9974	17	Adj Instr-Online/Cont Ed	Appointment	3951.00 22-AUG-16
Susan Landon-Arnold	NE9974	14	Adj Instr-Online/Cont Ed	Appointment	6584.68 22-AUG-16
Susan Landon-Arnold	NE9974	15	Adj Instr-Online/Cont Ed	Appointment	6584.68 22-AUG-16

Jerome Letcher	NE9757	00	ADJ-Marching Band/Low Brass	Hire Temp Appointment	8257.00	22-AUG-16
Jerome Letcher	NE9757	01	ADJ-1 addl conthr LowBrass Lsn	Hire Temp Appointment	3231.00	22-AUG-16
Justin Lovrien	NE9832	00	RS-2 sec BIOL 151 BV HS	Hire Temp Appointment	1099.98	22-SEP-16
Ramona Lundberg	NE9832	08	RS-1 sec BIO 151/153 Deuel HS	Hire Temp Appointment	1099.98	22-SEP-16
Mustafa Magbool	NE9974	08	OCE-BADM 310-N800T	Hire Temp Appointment	3231.00	22-SEP-16
Dennis McDermott	NE9693	00	Judge Gypsy Day Band Compete	Hire Temp Appointment	100.00	22-SEP-16
Dennis McDermott	NE9757	16	Adjunct MUEN 180N01	Appointment	1436.00	22-AUG-16
Dennis McDermott	NE9757	17	Adjunct MUS 292	Appointment	1436.00	22-AUG-16
Lynette Messerole	NE9974	00	Adj Online BADM101-NCC01	Appointment	3231.00	22-AUG-16
Edward Mickelson	NE9832	05	RS-1sec HIST 121 - Pierre	Hire Temp Appointment	550.00	22-SEP-16
Stephen Morgan	NE9832	10	RS-1 sec HIST 151 Mitchell HS	Hire Temp Appointment	550.00	22-SEP-16
Camma Murphy	NE9974	03	Adj Instr-Online SOC-100	Appointment	3231.00	22-AUG-16
Camma Murphy	NE9974	04	Online SOC-100-N801T	Appointment	3231.00	22-AUG-16
James Musil	NE9832	01	RS-1sec CHEM106/L Huron HS	Hire Temp Appointment	549.99	22-SEP-16
Gaye Nachreiner	NE9974	08	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Gaye Nachreiner	NE9974	09	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Hillar Neumann	NE9974	18	Adj Instr-Online/Cont Ed	Appointment	3951.00	22-AUG-16
Kristina O'Brien	NE9832	11	RS-3 sec ENGL 101 Wtn HS	Hire Temp Appointment	1650.00	22-SEP-16
Julie Olson	NE9832	04	RS-2 sec BIO 151 Mitchell HS	Hire Temp Appointment	1099.98	22-SEP-16
Mat Orr	NE9867	04	WEL 100N01N02 PE203 WEL100L	Appointment	4308.00	22-AUG-16
Mat Orr	NE9974	27	Adj Online WEL-100-N802T	Appointment	2154.00	22-AUG-16
Mat Orr	NE9974	28	Adj Online WEL100-N800T	Appointment	2154.00	22-AUG-16
Mat Orr	NE9974	29	Adj Instr WEL100-N802-T	Appointment	2153.67	22-AUG-16
Mat Orr	NE9974	30	OCE-WEL100L/N801T	Hire Temp Appointment	538.50	22-SEP-16
Matthew Osborne	NE9461	01	Adjunct ECE 412	Appointment	3231.00	22-AUG-16
Jessica Perkins	NE9974	17	OCE-MSU100-N800T	Hire Temp Appointment	3231.00	22-AUG-16
Douglas Pietz	NE9974	03	OCE-BADM-280-NHU01	Hire Temp Appointment	3231.00	22-AUG-16
Christian Pirlet	NE9832	01	RS-2sec HIST 151 Abn Central	Hire Temp Appointment	1100.00	22-SEP-16
Julie Poeppel	NE9461	03	SEED 400-N01A SEED392-N02	Appointment	4308.00	22-AUG-16
Julie Poeppel	NE9479	08	Student Teacher Sprvsr	Appointment	476.00	22-AUG-16
Kraig Presler	NE9832	05	RS-4sec MATH 102 BV HS	Hire Temp Appointment	2199.96	22-SEP-16
Daniel Rieck	NE9757	00	ADJ Instr 1 cr Marching Band	Hire Temp Appointment	714.00	22-AUG-16
Jennifer Ring	NE9655	01	Adjunct THEA282 THEA 381	Appointment	5268.00	22-AUG-16
Jeremy Risty	NE9832	08	RS-3 sec HIST 151 BV HS	Hire Temp Appointment	1650.00	22-SEP-16
Erica Schauer	NE9974	04	OCE-FREN 101-N800T	Hire Temp Appointment	5268.00	22-SEP-16
Brian Schultz	NE9655	00	Adjunct THEA 100	Appointment	2142.00	22-AUG-16
Micah Siegel	NE9479	01	Student Teacher Sprvsr	Appointment	700.00	22-AUG-16
Michael Smith Jr	NE9974	23	OCE-ARTH 100 N800T	Hire Temp Appointment	3951.00	22-SEP-16
Amber Stern	NE9974	01	OCE-EDFN 4/575 N800T	Hire Temp Appointment	3231.00	22-AUG-16
Amber Stern	NE9974	02	OCE-EDFN 475-N801T	Hire Temp Appointment	3231.00	22-AUG-16
Brandon Tetrault	NE9867	01	ADJ INST-PE354 & PE 354L	Hire Temp Appointment	3231.00	22-AUG-16
Joshua Trandall	NE9974	02	OCE-WEL 100L NHU01	Hire Temp Appointment	2154.00	22-AUG-16
William Trentham	NE9466	00	Adjunct Instructor-Math	Hire Temp Appointment	987.75	22-SEP-16
William Trentham	NE9801	00	Math Instructor	Hire Temp Appointment	6000.00	22-SEP-16
Tanya Vanderlinde	NE9974	19	Adj Instr-Online ENGL-101	Appointment	3231.00	22-AUG-16
Tanya Vanderlinde	NE9974	20	Online ENGL101-N800T	Appointment	3231.00	22-AUG-16
Phillip Wagner	NE9974	11	OCE-SPCM101-N801T	Hire Temp Appointment	3951.00	22-AUG-16
Phillip Wagner	NE9974	12	OCE-SPCM 101N802T	Hire Temp Appointment	3951.00	22-AUG-16
Phillip Wagner	NE9974	13	OCE-SPCM 101-N800T	Hire Temp Appointment	3951.00	22-AUG-16
Kelly Wallace	NE9867	00	ADJ-PE360/480/Hth321WEL100L	Hire Temp Appointment	8616.00	22-AUG-16
Tetiana White	NE9852	02	ADJ - SPAN101 Fall 2016	Hire Temp Appointment	4308.00	22-AUG-16
Larry Wild	NE9974	18	Adj Instr-Online/Cont Ed	Appointment	3951.00	22-AUG-16
Megan Wollman	NE9974	07	OCE-ENGL-101 NHU01	Hire Temp Appointment	3231.00	22-AUG-16

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Patricia Geggelman	NE9739	00	Supervising Student Teacher	TV013	21-SEP-16
Dennis McDermott	NE9693	00	Judge Gypsy Day Band Compete	TV013	21-OCT-16
Mat Orr	NE9974	29	Adj Instr WEL100-N802-T	TV013	21-SEP-16
Daniel Rieck	NE9757	00	ADJ Instr 1 cr Marching Band	TV013	21-OCT-16

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

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/04/2016 08:34:06

Date Range : 22-AUG-16 thru 21-OCT-16
For :SDSMT

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Julia Easton	ME9403	00	Web/Interactive Specialist	Appointment	39477.64	29-AUG-16
Gina Edwards	ME9915	00	Secretary	Appointment	10304.20	22-AUG-16
Brittany Hunter	ME9191	00	Secretary	Appointment	10155.99	22-AUG-16
Jodi Mathis	ME9448	00	Marketing Specialist (PAII)	Appointment	34319.34	12-OCT-16
Megan Rank	ME9269	00	Facility Worker	Appointment	22567.57	29-AUG-16
Timothy Tillman	ME9311	00	Crpntr/Pntr (Sr Bldg Maint Wrk	Appointment	30221.82	22-AUG-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
Amy Biggins	ME9284	00	Facility Worker	End of Probation Adjust	22900.36	24044.34	1143.98	
Reta Davies	ME9772	00	Program Assistant I	Title Change	32488.98	32488.98	0.00	
Coral Selken	ME9758	00	Asst to Dean Stdts/VP Stdt Dev	Reclassification	33653.75	36399.30	2745.55	
Leslie Stephens	ME9217	00	Auxiliary Custodial Supervisor	End of Probation Adjust	32509.77	34132.14	1622.37	
Alana Wells	ME9351	00	Program Assistant I	Reclassification	14456.56	22866.34	8409.78	

Career Service Benefit Eligible (CSA1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Mareeda Fakhry	ME9448	00	Marketing Specialist	TV000	21-SEP-16
John Kieffer	ME9288	00	Facility Worker - Nights	TV000	21-SEP-16
Tera Krull	ME9796	00	Accounting Assistant	TV000	02-SEP-16
Cathy Durkin	ME9258	00	Test Proctor	TV013	21-SEP-16
Cathy Durkin	ME9258	00	Test Proctor	TV013	21-OCT-16

Career Service Non-Benefit Eligible (CSA2)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Charles Schilling	ME9747	00	Laboratory Techn (Fab Techn)	Hire Temp Appointment	17280.00	22-AUG-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-AUG-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-SEP-16

Career Service Non-Benefit Eligible (CSA2)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Grace Gilley	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	TV013	22-SEP-16
Marie Romano	ME9258	00	Test Proctor	TV013	21-SEP-16
Marie Romano	ME9608	00	Temp Bookstore	TV013	21-SEP-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-SEP-16
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-OCT-16

Non-Faculty Benefit Eligible (NFE1) (NFE1)						
Appointments (AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kathryn Alley	DS8972	00	DSU AQIP	Hire Temp Appointment	250.00	22-SEP-16
Cabot-Ann Christofferson	ME9549	00	Instructor	Overload for Teaching	5000.00	22-AUG-16
Erica Haller-Stevenson	ME9186	00	Pre-Health Pathways Advisor	Appointment	50000.00	29-SEP-16
Fangjia Li	ME9208	00	Postdoctoral Researcher	Appointment	48000.00	07-SEP-16
Tyg Long	ME9188	00	Fresh/Soph Stdnt Success Advr	Appointment	35005.73	06-SEP-16
Brittney Lystad	ME9196	00	Regional Recruiter	Appointment	35000.00	22-AUG-16
Patricia Mahon	SE6776	01	Temporary Instructor	Supplemental Appointment	4630.00	22-AUG-16
Devin Moeller	ME9231	00	Research Sci I	Appointment	50000.00	22-AUG-16
Danielle Serratos	ME9752	01	Asst Dir Museum of Geology	Appointment	44989.53	18-OCT-16

Non-Faculty Benefit Eligible (NFE1) (NFE1)						
Permanent Salary Adjustment (SP)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base
Adj.						Diff.
						New
Bradley Blume	ME9666	00	Asst AD of Athl Communications	Title Change	42889.92	42889.92
Kinsey Gustafson	ME9683	00	Adms Cnslr&Social Media Coord	Title Change	37203.60	37203.60
Praveen Kolla	ME9242	00	Research Scientist I	Reclassification	44644.32	44644.32

Non-Faculty Benefit Eligible (NFE1) (NFE1)						
Terminated						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date	
Stephanie Baxter	ME9198	00	GEAR UP Regional Coordinator	TL001	12-SEP-16	
Keith Gaudsmith	ME9383	00	Assoc Dir Acad Info Sytms	TV000	04-OCT-16	
Samantha Hustoft	ME9752	00	Asst Director Museum Geology	TV000	21-OCT-16	
Kristen Kugler	ME9331	00	Asst Dir of Admissions	SA011	22-AUG-16	
Danielle Serratos	ME9752	01	Asst Dir Museum of Geology	SA017	21-OCT-16	
Sarah Von Eye	ME9949	00	Admissions Counselor	TV000	16-SEP-16	
Yong Zhao	ME9467	00	Research Scientist I	TV000	22-SEP-16	
Kathryn Alley	DS8972	00	DSU AQIP	TV013	21-OCT-16	
Tyg Long	SE9806	00	Assistant Coach-Track & Field	TV013	26-AUG-16	

Student Employment and NFE Non-Benefit Eligible (NFE2)						
Appointments (AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Ajibola Adewole	MG9964	00	GRA/CBE/Salem	Hire Temp Appointment	18720.00	22-AUG-16
Vivek Agarwal	MG9999	00	GRA/MES/Safarzadeh	Hire Temp Appointment	3830.00	22-AUG-16
Adams Ahmadu	MS9928	02	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-16
Adams Ahmadu	MW9985	00	FWS - Library	Hire Temp Appointment	2500.00	20-SEP-16
Kayode Ajayi	MG9976	01	GRA MEM Tukkaraja	Hire Temp Appointment	7660.00	22-AUG-16
Tope Akinmoladun	MG9975	01	GTA MEM Tukkaraja	Hire Temp Appointment	8618.00	22-AUG-16
Rotimi Akinnuoye	MG9975	02	GTA MEM Kelli	Hire Temp Appointment	8618.00	22-AUG-16
Rotimi Akinnuoye	MS9986	00	Museum Asst-Student Emp	Hire Temp Appointment	3240.00	07-SEP-16
Abdulrahman Alharbi	MS9902	00	Facilities Student Worker	Hire Temp Appointment	4924.80	25-AUG-16
Othman Ali	MG9986	00	GRA/ECE/Zhao	Hire Temp Appointment	3830.00	22-AUG-16
Othman Ali	MS9962	00	ECE Grader/Rausch	Hire Temp Appointment	1920.00	22-AUG-16
Tavis Allam	MW9976	00	FWS-SALC	Hire Temp Appointment	2500.00	22-AUG-16
Aimee Allcock	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Aaron Alphonsus	MS9901	00	International Peer Mentor	Hire Temp Appointment	500.00	22-AUG-16
Vinod Amar	MS9970	00	CBE Student Hourly	Hire Temp Appointment	10880.00	22-AUG-16
Lukmon Aminu	MG9998	00	GTA/MES/Jasthi	Hire Temp Appointment	8618.00	22-AUG-16
Lukmon Aminu	MS9990	00	AMP Grad Hourly-Jasthi	Hire Temp Appointment	2871.60	22-AUG-16
Grace Andersen	MS9928	01	Residential Peer Mentor	Hire Temp Appointment	2000.07	22-AUG-16
Michael Angelo	MS9900	00	Campus Safety - Student	Hire Temp Appointment	1710.00	22-AUG-16
Michael Angelo	MS9901	00	International Peer Mentor	Hire Temp Appointment	500.00	22-AUG-16
Brandon Antoine	MS9928	03	Assistant Area Coordinator	Hire Temp Appointment	5000.00	22-AUG-16
Seth Arndt-Maynard	MW9945	00	FWS - Off Campus America Reads	Hire Temp Appointment	2500.00	22-AUG-16
Christopher Arnott	MW9942	00	FWS-Wellness Center	Hire Temp Appointment	2500.00	22-AUG-16

Alireza Asiaee	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2652.80	22-AUG-16
Alireza Asiaee	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2652.80	22-SEP-16
Arjun Ayyangar	MS9936	00	REU RA / MCS / Garlick	Hire	Temp	Appointment	2000.00	22-AUG-16
Ethan Baillargeon	MW9986	00	FWS- ITS	Hire	Temp	Appointment	2500.00	22-AUG-16
Amir Bajramovic	MG9987	00	CEE/GTA/Lingwall	Hire	Temp	Appointment	3830.00	22-AUG-16
Amir Bajramovic	MG9988	00	GRA/CEE/Nam	Hire	Temp	Appointment	8618.00	22-AUG-16
Elijah Balavitch	MW9985	00	FWS - Library	Hire	Temp	Appointment	2000.00	03-OCT-16
Santosh Rathana Paul Bandalamudi	MG9964	00	GRA/CBE/Benjamin	Hire	Temp	Appointment	8808.00	22-AUG-16
William Bane	MS9953	00	MET UG Hourly	Hire	Temp	Appointment	3999.60	22-AUG-16
William Bane	MS9977	01	MET Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Ross Barney	MS9926	00	Sports Information Stdt Worker	Hire	Temp	Appointment	478.80	24-SEP-16
Kelsey Barnhill	MG9984	00	GRA/PALE/Anderson	Hire	Temp	Appointment	22000.05	22-AUG-16
Broc Barthel	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Avijit Basu	ME9540	00	Instructor	Hire	Temp	Appointment	8000.00	22-AUG-16
Luke Bauske	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Anil Baysal	MS9947	02	Hourly MEM Tukkaraja	Hire	Temp	Appointment	1244.36	22-AUG-16
Zachary Berghorst	MS9959	00	Student Labor/GGE/Lisenbee	Hire	Temp	Appointment	1733.20	22-AUG-16
Rahul Bhargava	MG9976	00	GRA MEM Tukkaraja	Hire	Temp	Appointment	3830.00	22-AUG-16
Eden Bhatta	MG9995	00	BioSNTR SDRIC GRA Crawford	Hire	Temp	Appointment	18000.00	22-AUG-16
Venkata Bhattiprolu	MG9993	00	GRA AMP Widener	Hire	Temp	Appointment	17500.05	22-AUG-16
Mohit Bibra	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	8660.00	22-AUG-16
Daniel Biorn	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	1250.00	22-AUG-16
Darryl Birge	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Logan Blackburn	MS9917	00	Orientation Tri-Chair	Hire	Temp	Appointment	500.00	22-AUG-16
Henri Blancett	MW9963	00	FWS-MET	Hire	Temp	Appointment	2500.00	22-AUG-16
Tanner Blank	MS9976	00	ITS Student Worker	Hire	Temp	Appointment	7020.00	22-AUG-16
Allison Bodvig	MS9908	00	Grad Ed student employee	Hire	Temp	Appointment	1800.00	22-AUG-16
Allison Bodvig	MS9977	00	Math Supplemental Instructor	Hire	Temp	Appointment	3000.06	22-AUG-16
Jordan Boesch	MS9929	02	Rockner Maintenance	Hire	Temp	Appointment	3240.00	22-AUG-16
Rudresh Bommadihalli Rajappagoda	MG9971	00	Chemistry GTA - Smirnova	Hire	Temp	Appointment	7000.00	22-AUG-16
Wei Boo	MS9932	01	Hourly Undergrad - Schnee	Hire	Temp	Appointment	2100.00	22-AUG-16
Scyller Borglum	MG9983	00	GTA/GGE/ANDERSON	Hire	Temp	Appointment	8618.00	22-AUG-16
Tyler Borgwardt	MG9957	01	Physics GRA Strieder	Hire	Temp	Appointment	21500.00	22-AUG-16
Tyler Borgwardt	MS9908	00	Wells NSTec hourly	Hire	Temp	Appointment	597.20	22-SEP-16
Brady Bos	MS9940	00	CABS/UGResearch/Christofferson	Hire	Temp	Appointment	8499.60	22-AUG-16
Jacob Boschee	MG9957	01	Physics GRA Oszwaldowski	Hire	Temp	Appointment	24000.00	22-AUG-16
Aaron Bost	MS9950	01	ME-Research Student	Hire	Temp	Appointment	5416.88	22-AUG-16
Cooper Bowen	MS9965	00	HRLY/CEE/Capehart	Hire	Temp	Appointment	1200.00	22-AUG-16
Hallie Bower	MS9977	00	GEOL Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Michael Bowles	MG9957	01	Physics GRA Schnee	Hire	Temp	Appointment	24500.07	22-AUG-16
Ryan Bozer	MS9959	00	Student Labor/GEOL/Anderson	Hire	Temp	Appointment	1906.52	22-AUG-16
Julian Brackins	MG9969	00	GTA-CSC170-TestPrctr/MCS Riley	Hire	Temp	Appointment	6100.00	22-AUG-16
Grant Brewer	MW9985	00	FWS - Library	Hire	Temp	Appointment	2500.00	22-AUG-16
Sophie Brogdon	MS9926	00	Yoga Instructor	Hire	Temp	Appointment	500.00	22-AUG-16
Megan Brown	MS9917	00	Orientation Tri-Chair	Hire	Temp	Appointment	500.00	22-AUG-16
Witerson Brutus	MW9960	00	FWS-Athletics	Hire	Temp	Appointment	2000.00	03-OCT-16
Reeha Jasmine Budatala	MG9993	00	GRA AMP Widener	Hire	Temp	Appointment	3830.00	22-SEP-16
Genevieve Bullhead	MS9959	00	Student Labor/GEOL/Sawyer	Hire	Temp	Appointment	2426.48	22-AUG-16
Remington Bullis	MS9962	00	ECE Grader/Rausch	Hire	Temp	Appointment	1920.00	22-AUG-16
Rachel Caesar	MS9965	00	HRLY/CEE	Hire	Temp	Appointment	1200.00	22-AUG-16
John Cahill	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Kimberlynn Cameron	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	3830.00	22-AUG-16
Marcus Cannon	MW9967	00	FWS-Civil Engr	Hire	Temp	Appointment	2500.00	22-AUG-16
Zhendan Cao	MS9959	00	STUDENT LABOR/GGE/LI	Hire	Temp	Appointment	1733.20	22-AUG-16
Scott Carda	MG9969	00	GTA CSC314/MCS/Riley-Pyeatt	Hire	Temp	Appointment	9200.07	22-AUG-16
Courtney Carlson	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	1600.00	22-AUG-16
Samuel Carroll	MG9969	00	GTA CSC 150L / MCS - Riley	Hire	Temp	Appointment	9200.07	22-AUG-16
Mindy Castle	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Rebecca Ceremuga	MS9977	00	ME Peer mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Rebecca Ceremuga	MW9962	00	FWS - Mechanical Engr	Hire	Temp	Appointment	1824.00	22-AUG-16
Josef Ceritelli	MS9936	00	UG Math 102 LL / MCS / Riley	Hire	Temp	Appointment	736.00	22-AUG-16
Anurag Chakraborty	MG9977	00	ME/GTA/Ash	Hire	Temp	Appointment	3830.00	22-AUG-16
Jacob Chambers	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	5760.00	06-OCT-16
Michael Chantry	MG9956	01	Physics GTA Oszwaldowski	Hire	Temp	Appointment	10500.00	22-AUG-16
Michael Chantry	MG9957	01	Physics GRA Oszwaldowski	Hire	Temp	Appointment	10500.00	22-AUG-16
Hari Chapagain	MG9956	01	Physics GTA Oszwaldowski	Hire	Temp	Appointment	10750.05	22-AUG-16
Hari Chapagain	MG9957	01	Physics GRA Oszwaldowski	Hire	Temp	Appointment	10750.05	22-AUG-16
Clinton Chapman	MG9964	00	GRA/CBE/Hadley	Hire	Temp	Appointment	8333.00	22-AUG-16

Clinton Chapman	MS9970 00	CBE Student Hourly	Hire Temp Appointment	3830.40	22-AUG-16
Nathaniel Chapman	MS9970 00	CBE Student Hourly	Hire Temp Appointment	2000.16	22-AUG-16
Nathaniel Chapman	MS9977 00	CBE Peer Mentor	Hire Temp Appointment	500.00	22-AUG-16
Perry Chesebro	MS9959 00	Student Labor/GGE/Belanger	Hire Temp Appointment	1733.20	22-AUG-16
Krishna Govinda Rajan Chilkoor	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	8333.00	22-AUG-16
Akshay Chowdu	MS9900 00	Campus Safety - Student	Hire Temp Appointment	1710.00	22-AUG-16
Akshay Chowdu	MS9947 02	GTA Kelli MEM	Hire Temp Appointment	1700.80	22-AUG-16
Gregory Christensen	MS9990 00	AMP Grad Hourly	Hire Temp Appointment	11486.40	22-AUG-16
Jorge Cisneros Hernandez	MW9957 00	FWS-Math & Computer Science	Hire Temp Appointment	2000.00	03-OCT-16
Nicholas Claggett	MG9988 00	GRA/CEE/Shearer	Hire Temp Appointment	7664.00	22-AUG-16
Rebecca Clark	MS9977 01	ABS Peer Mentor	Hire Temp Appointment	500.00	22-AUG-16
Blake Claus	MS9992 03	TLC Tutor	Hire Temp Appointment	1760.00	22-AUG-16
Kodee Click	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Kodee Click	MS9977 01	CBE Peer Mentor	Hire Temp Appointment	500.00	22-AUG-16
Kyla Coan	MS9944 00	Student Social Media Worker	Hire Temp Appointment	1282.50	22-AUG-16
Madigan Cochran	MS9986 00	Museum Asst - Student Employee	Hire Temp Appointment	2880.00	26-SEP-16
Samuel Coffin	MS9962 00	ECE Grader/Linde	Hire Temp Appointment	1920.00	22-AUG-16
Shaina Colombe	MS9936 00	REU RA / MCS / Garlick	Hire Temp Appointment	2000.00	22-AUG-16
Breanna Conrardy	MS9928 02	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-16
Zane Cooper	MS9981 00	BOOKSTORE STUDENT EMPLOYEE	Hire Temp Appointment	3308.85	22-AUG-16
Juan Correal	MS9959 00	Student Labor/GGE/Lisenbee	Hire Temp Appointment	1299.90	22-SEP-16
John Costello IV	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	13000.05	22-AUG-16
Dorian Cowart	MW9960 00	FWS-Equipmnt Room	Hire Temp Appointment	2500.00	22-AUG-16
Caitlin Crandall	MG9991 00	GRA/CBE/Menkhaus	Hire Temp Appointment	9000.00	22-AUG-16
Zachery Crandall	MS9953 00	MES-Research Student Kellar	Hire Temp Appointment	2488.72	12-SEP-16
Zachery Crandall	MS9992 00	TLC Tutor	Hire Temp Appointment	2000.00	22-AUG-16
Brianna Crawford	MW9945 00	FWS - Off Campus America Reads	Hire Temp Appointment	2500.00	22-AUG-16
Samuel Crawford	MW9948 00	FWS - Enviro Health & Safety	Hire Temp Appointment	2500.00	22-AUG-16
Kathryn Croell	MS9965 00	HRLY/CEE	Hire Temp Appointment	1200.00	22-AUG-16
Cody Cronin	MS9928 02	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-16
Kerrick Dando	MG9960 00	Nano GRA	Hire Temp Appointment	9520.00	22-AUG-16
Mathew Daniel	MS9962 00	ECE Grader/Linde	Hire Temp Appointment	1920.00	22-AUG-16
Kristin Darnell	MS9904 36	WiSE Student Employee	Hire Temp Appointment	501.00	05-OCT-16
Battsengel Dashdorj	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	4000.00	22-AUG-16
Aditi David	MG9964 01	GRA/CBE/Sani	Hire Temp Appointment	7660.00	22-AUG-16
Aditi David	MS9970 00	CBE Student Hourly	Hire Temp Appointment	1915.20	22-AUG-16
Jake Davidson	MW9957 00	FWS- Math CompSci Office Asst	Hire Temp Appointment	1250.00	22-AUG-16
Jake Davidson	MW9957 01	FWS-MCS CSC 250 TA Grader	Hire Temp Appointment	1250.00	22-AUG-16
Katrina Davidson	MW9955 00	FWS-PE/Athletic Training	Hire Temp Appointment	2500.00	22-AUG-16
Justin Davis	MS9913 01	CAPE / UG / CNAM	Hire Temp Appointment	4416.00	22-AUG-16
Michael Day	MW9989 00	FWS - Museum of Geology	Hire Temp Appointment	2500.00	22-AUG-16
Rahel Dean-Pelikan	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Adrian Del Grosso	MS9962 00	ECE Grader/Rausch	Hire Temp Appointment	1920.00	22-AUG-16
Quinn Del Val	MS9936 00	SI Math 125 CalcII / MCS-Riley	Hire Temp Appointment	3000.06	22-AUG-16
Caleb Dillinger	MG9966 00	AML Grad	Hire Temp Appointment	17236.08	22-AUG-16
Yichun Ding	MG9994 00	BME GRA - Zhu	Hire Temp Appointment	18000.00	22-AUG-16
Ashley Ditlev	MS9940 00	CABS Lab Asst - DeVeaux	Hire Temp Appointment	3685.22	22-AUG-16
Steven Dixler	MS9950 00	ME/Langerman/Grader	Hire Temp Appointment	225.72	22-SEP-16
Steven Dixler	MS9950 01	Researcher/Hourly/Muci	Hire Temp Appointment	3828.80	22-SEP-16
Jonathan Dixon	MG9969 00	GTA CSC 170L/MCS-Riley Corwin	Hire Temp Appointment	9200.07	22-AUG-16
William Doering	MW9986 00	FWS-ITS	Hire Temp Appointment	2500.00	22-AUG-16
Theodore Donovan	MG9984 00	GRA/GEOL/ROGGENTHEN	Hire Temp Appointment	8000.00	22-AUG-16
Ayden Drabek	MS9974 00	ITS Tech Fellow	Hire Temp Appointment	6480.00	22-AUG-16
Kimberly Drennon	MG9988 00	GRA/CEE/Benning	Hire Temp Appointment	7660.00	22-AUG-16
Emmy Dressen	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Nathan Ducasse	MS9900 00	Campus Safety Student	Hire Temp Appointment	1710.00	22-AUG-16
Rohit Dulal	MS9921 00	AML Grad Hourly	Hire Temp Appointment	6891.84	22-AUG-16
Colter Dunagan	MS9940 00	CABS/UGResearch/Christofferson	Hire Temp Appointment	8499.60	22-AUG-16
Hannah Duncan	MW9969 00	FWS-Human Resources	Hire Temp Appointment	2500.00	22-AUG-16
Emily Dvorak	MG9956 01	Physics GTA Bai	Hire Temp Appointment	10750.05	22-AUG-16
Emily Dvorak	MG9957 01	Physics GRA Bai	Hire Temp Appointment	10750.05	22-AUG-16
Michael Eagan	MS9921 01	AML UG Hourly	Hire Temp Appointment	7200.00	22-AUG-16
Garret Ecoffey	MW9942 00	FWS-Wellness Center	Hire Temp Appointment	2500.00	22-AUG-16
Rishikesh Ederada	MS9970 00	CBE Student Hourly	Hire Temp Appointment	1340.64	22-AUG-16
Gina Elmore	MS9917 00	Student Senate President	Hire Temp Appointment	3000.06	22-AUG-16
Dylan Emerick	MW9985 00	FWS - Library	Hire Temp Appointment	2500.00	22-AUG-16
Molly Erickson	MS9940 00	CABS UG Research - Kunza	Hire Temp Appointment	3000.00	22-AUG-16
Doruk Erogul	MS9947 02	Hourly MEM Tukkaraja	Hire Temp Appointment	1244.36	22-AUG-16

Lauren Estridge-Zwanzig	MG9994 00	BME GRA - Tolle	Hire Temp Appointment	18000.00	22-AUG-16
Clayton Evans	MW9992 00	FWS-AMP	Hire Temp Appointment	2500.00	22-AUG-16
Jessica Evans	MG9994 00	BME GRA - DeVeaux	Hire Temp Appointment	18000.00	22-AUG-16
Taylor Evans	MS9956 00	IE UG Stdt hr, P Jensen	Hire Temp Appointment	1760.00	22-AUG-16
Jeremy Feist	MS9965 00	HRLY/CEE/Shearer	Hire Temp Appointment	2240.00	22-AUG-16
Tacio Vinicius Ferreira Lopes	MG9976 01	MEM GRA Brickey	Hire Temp Appointment	9989.52	22-AUG-16
Tacio Vinicius Ferreira Lopes	MS9900 00	Campus Safety Student	Hire Temp Appointment	1710.00	22-AUG-16
Cameron Frey	MS9932 00	Physics Hourly Krosschell	Hire Temp Appointment	918.00	22-SEP-16
Elizabeth Friesen	MS9965 00	HRLY/CEE	Hire Temp Appointment	1200.00	22-AUG-16
Emory Fryberger	MW9947 00	FWS - Career Learn Center	Hire Temp Appointment	2500.00	22-AUG-16
Abigail Fuller	MS9956 00	IE UG Stdt hrly/Dr. Dean Jense	Hire Temp Appointment	1792.00	22-AUG-16
Jennifer Galvin	MG9980 00	GRA/MES/Safarzadeh	Hire Temp Appointment	3830.00	22-AUG-16
Jeremy Gamet	MS9926 01	Wellness Ctr Stdt Supervisor	Hire Temp Appointment	3420.00	22-AUG-16
Bridget Gasper	ME9347 00	Cheerleading Coach	Hire Temp Appointment	3120.00	25-AUG-16
Amin Ghorbanpour	MG9977 00	ME/GTA/Langerman	Hire Temp Appointment	3830.00	22-AUG-16
Austin Gill	MS9936 00	UG SI Math 125 / MCS / Riley	Hire Temp Appointment	3000.06	22-AUG-16
Austin Gill	MW9986 00	FWS ITS	Hire Temp Appointment	2500.00	22-AUG-16
Katherine Giorgio	MS9928 02	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-16
Ian Godfrey	MS9900 00	Campus Safety - Student	Hire Temp Appointment	1593.00	22-AUG-16
Brandon Golenda	MS9940 00	CABS UG Research - Smirnova	Hire Temp Appointment	1200.00	05-OCT-16
Taylor Green	MS9965 00	HRLY/CEE	Hire Temp Appointment	1200.00	22-AUG-16
Taylor Green	MW9945 00	FWS - Off Campus America Reads	Hire Temp Appointment	2500.00	22-AUG-16
Aaron Grimm	MS9917 00	Student Senate Secretary	Hire Temp Appointment	1500.00	22-AUG-16
Karjana Hagen	MG9981 00	GTA/IE/A Piper	Hire Temp Appointment	3830.00	22-AUG-16
Karjana Hagen	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Anahita Haghighizadeh	MG9995 00	Nano GRA	Hire Temp Appointment	9520.00	22-AUG-16
James Haiston	MS9990 01	AMP Grad Hourly	Hire Temp Appointment	17229.60	22-AUG-16
Kristen Haller	MS9928 01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-16
Michaela Halvorson	MG9972 00	CABS GRA - Kunza	Hire Temp Appointment	3830.00	22-AUG-16
Mark Hanhardt	MG9957 01	Physics GRA Strieder	Hire Temp Appointment	3830.00	22-AUG-16
Kody Hanson	MS9950 00	ME-Research Student	Hire Temp Appointment	1600.00	03-OCT-16
Kristen Harders	MS9944 01	Hourly/Adm/Telecounselor	Hire Temp Appointment	5365.00	22-AUG-16
Colby Harris	MS9928 02	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-16
Colby Harris	MW9972 00	FWS-APEX Gallery	Hire Temp Appointment	2500.00	22-AUG-16
Md Raqibull Hasan	MG9986 00	GRA/ECE/Zhao	Hire Temp Appointment	3830.00	22-AUG-16
Asif Hassan	MG9986 00	GRA/ECE/Tian	Hire Temp Appointment	3830.00	22-AUG-16
Anna Haydock	MS9911 00	Math Tutor	Hire Temp Appointment	750.00	22-SEP-16
Anna Haydock	MS9925 01	Career Planning Office Assist	Hire Temp Appointment	3420.00	22-AUG-16
Kyle Hazelwood	MG9983 00	GTA/GGE/ANDERSON	Hire Temp Appointment	8618.00	22-AUG-16
Kyle Hazelwood	MS9916 01	GTA/RANCH A/UZUNLAR	Hire Temp Appointment	300.00	22-AUG-16
Matthew Hedgespeth	MW9951 00	FWS-Alumni Association	Hire Temp Appointment	1179.00	22-AUG-16
Kaleb Hedman	MW9967 00	FWS-Civil Engr	Hire Temp Appointment	2500.00	22-AUG-16
Spencer Heidbrink	MS9965 00	HRLY/CEE	Hire Temp Appointment	1200.00	22-AUG-16
Andrew Heimark	MS9986 00	Museum Student Employee	Hire Temp Appointment	3240.00	22-AUG-16
Andrew Heimark	MW9989 00	FWS - Museum of Geology	Hire Temp Appointment	2000.00	03-OCT-16
Cheyenne Herbert	MS9992 04	TLC Tutor	Hire Temp Appointment	2160.00	22-AUG-16
Cheyenne Herbert	MW9988 00	FWS Ivanhoe	Hire Temp Appointment	2500.00	22-AUG-16
Saige Herbert	MW9993 00	FWS-Faculty/Staff Lounge	Hire Temp Appointment	2500.00	22-AUG-16
John Hillard	MS9921 00	AML UG Hourly	Hire Temp Appointment	8640.00	22-AUG-16
Kathryn Hines	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Drew Hinker	MS9965 00	HRLY/CEE	Hire Temp Appointment	1200.00	22-AUG-16
Ryan Hinrichs	MS9944 01	Hourly/Adm/Telecounselor	Hire Temp Appointment	2047.50	22-AUG-16
Tasha Hodges	MG9988 00	GRA/CEE/Lingwall	Hire Temp Appointment	17236.08	22-AUG-16
Kyle Hohn	MS9962 00	ECE Grader/Montoya	Hire Temp Appointment	1920.00	22-AUG-16
Carl Holloman	MS9974 00	ITS Tech Fellow	Hire Temp Appointment	7020.00	22-AUG-16
Austin Holmes	MW9945 00	FWS - Off Campus America Reads	Hire Temp Appointment	2500.00	22-AUG-16
Zhiming Hong	MS9962 01	Zhao Hourly Grad	Hire Temp Appointment	3828.80	22-AUG-16
Jordan Hoops	MG9964 00	GRA/CBE/Brenza	Hire Temp Appointment	18750.00	22-AUG-16
Jordan Hoops	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-16
Josiah Horner	MS9928 01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-16
Matthew Howard	MS9977 00	ME Peer Mentor	Hire Temp Appointment	500.00	22-AUG-16
Robert Huber	MG9983 00	GTA/GGE/ANDERSON	Hire Temp Appointment	8618.00	22-AUG-16
Stacie Hull	MW9960 00	FWS-Athletics/Laundry Room	Hire Temp Appointment	2000.00	03-OCT-16
Peter Hunter	MS9928 01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-16
Samuel Huntington	MS9900 00	Campus Safety - Student	Hire Temp Appointment	1755.00	22-AUG-16
Samuel Irwin	MW9945 00	FWS-OffCmps Am Reads/DscvryGB	Hire Temp Appointment	2500.00	22-AUG-16
Claudia Isola	MS9965 00	HRLY/CEE/Stone	Hire Temp Appointment	9600.00	22-AUG-16
Joshua Jacini	MS9926 00	Football Student Worker	Hire Temp Appointment	2736.00	12-SEP-16

Jayvon Jackson	MS9926	00	Football Student Worker	Hire	Temp	Appointment	900.00	26-AUG-16
Samuel Jacobs	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
David Jakpor	MS9908	00	Grad Ed student assistant	Hire	Temp	Appointment	1800.00	22-AUG-16
Brian James	MS9990	00	AMP Grad Hourly	Hire	Temp	Appointment	19440.00	22-AUG-16
Jayla Jarnagin	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Rajneesh Jaswal	MS9900	00	Campus Safety - Student	Hire	Temp	Appointment	1800.00	22-AUG-16
Rajneesh Jaswal	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	10611.20	22-AUG-16
Brianna Jaward	MS9980	01	Surbeck Event Manager	Hire	Temp	Appointment	3330.00	22-AUG-16
Brianna Jaward	MW9960	00	FWS-Athletics	Hire	Temp	Appointment	2500.00	22-AUG-16
Christopher Jensen	MG9981	00	GTA/IE/A Piper	Hire	Temp	Appointment	3830.00	22-AUG-16
Elizabeth Jensen	MS9940	01	Graduate research - DeVeaux	Hire	Temp	Appointment	1000.00	22-AUG-16
Amber Jerke	MG9964	01	GRA/CBE/Brenza	Hire	Temp	Appointment	18747.00	22-AUG-16
Amber Jerke	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	3000.24	22-AUG-16
Dillon John	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Marit Johnson	MG9994	01	BME GRA - Piper	Hire	Temp	Appointment	18000.00	22-AUG-16
Matthew Johnson	MS9959	00	Student Labor/GEOL/Anderson	Hire	Temp	Appointment	4289.67	22-AUG-16
Samantha Johnson	MS9977	00	CHEM Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Samantha Johnson	MW9959	00	FWS-CABS	Hire	Temp	Appointment	2500.00	22-AUG-16
Tiffany Johnson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Nayda Jones	MS9911	00	Chemistry Tutor	Hire	Temp	Appointment	750.00	22-SEP-16
Rachel Jones	MW9972	00	FWS-Apex Art Gallery	Hire	Temp	Appointment	2500.00	22-AUG-16
Tannyr Jones	MW9963	00	FWS-MME	Hire	Temp	Appointment	1250.00	22-AUG-16
Thomas Kadlecek	MG9956	01	Physics GTA Strieder	Hire	Temp	Appointment	10750.05	22-AUG-16
Thomas Kadlecek	MG9957	01	Physics GRA Strieder	Hire	Temp	Appointment	10750.05	22-AUG-16
Eswar ArunKumar Kalaga	MG9964	01	GRA/CBE/Brenza	Hire	Temp	Appointment	18747.00	22-AUG-16
Lin Kang	MG9995	00	BioSNTR Nano GRA Smith	Hire	Temp	Appointment	21420.00	22-AUG-16
Sushma Priyanka Karanam	MG9979	00	GTA/MES/WEST	Hire	Temp	Appointment	3830.00	22-AUG-16
Sushma Priyanka Karanam	MS9965	00	HRLY/CEE/Gadhamshetty	Hire	Temp	Appointment	4160.00	22-AUG-16
Nihal Karanth	MS9992	02	TLC Tutor	Hire	Temp	Appointment	1600.00	22-AUG-16
Victoria Karnes	MW9997	00	FWS-Music	Hire	Temp	Appointment	2500.00	22-AUG-16
Rebekkah Kary	MS9900	00	Campus Safety student	Hire	Temp	Appointment	1710.00	22-AUG-16
Nicholas Kasanke	MS9965	00	HRLY/CEE/Lingwall	Hire	Temp	Appointment	1920.00	22-AUG-16
Balarama Krishna Reddy Keesari	MG9991	00	GRA/CBE/Dixon	Hire	Temp	Appointment	7660.00	22-AUG-16
Mackenzie Kenney	MG9988	00	GRA/CEE/Geza	Hire	Temp	Appointment	8618.00	22-AUG-16
Mackenzie Kenney	MS9926	00	Athletics General	Hire	Temp	Appointment	1400.00	22-AUG-16
Mackenzie Kenney	MS9926	01	Intramurals	Hire	Temp	Appointment	1152.00	01-SEP-16
Mitchell Kern	MG9974	00	GRA/AES/Capehart	Hire	Temp	Appointment	8000.00	22-AUG-16
Dowain Kerner	MS9911	01	Jump Start Peer Mentor	Hire	Temp	Appointment	1368.00	22-AUG-16
Charles Kieffer	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Young Jae Kim	MW9983	00	FWS-Intramurals	Hire	Temp	Appointment	2500.00	22-AUG-16
Justin King	MS9950	00	ME/Lessani/Grader	Hire	Temp	Appointment	461.70	22-SEP-16
Erdi Kiris	MG9975	01	GTA MEM	Hire	Temp	Appointment	8618.00	22-AUG-16
Nicolas Kirkvold	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Matthew Kirkvold	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Amanda Klein	MS9986	00	Museum Asst-Student Employee	Hire	Temp	Appointment	2880.00	30-SEP-16
Tyler Kleinsasser	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Mitchell Kleven	MW9960	00	FWS-Equipment Room	Hire	Temp	Appointment	2500.00	22-AUG-16
Andrew Klingaman	MW9966	00	FWS-ECE	Hire	Temp	Appointment	2500.00	22-AUG-16
John Knetemann	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	7020.00	22-AUG-16
Kai Knipper	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2400.00	22-AUG-16
Joshua Knock	MS9965	00	HRLY/CEE/Kenner	Hire	Temp	Appointment	1920.00	22-AUG-16
Alec Knox	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Chance Knutson	MS9973	00	Student Apex Gallery	Hire	Temp	Appointment	3600.00	22-AUG-16
Joshua Koenig	MG9991	01	GRA/CBE/Groven	Hire	Temp	Appointment	20250.00	22-AUG-16
Broc Kokesh	MG9984	00	GRA/PALE/Anderson	Hire	Temp	Appointment	22000.05	22-AUG-16
Evan Kolbet	MS9977	00	Mining Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Divya Kota	MG9995	00	BioSNTR Nano GRA Liu	Hire	Temp	Appointment	21420.00	22-AUG-16
Scott Kottkamp	MG9983	00	GTA/PALE/ANDERSON	Hire	Temp	Appointment	8618.00	22-AUG-16
Thanasis Kouris	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Mitchell Kramer	MW9992	00	FWS-AMP	Hire	Temp	Appointment	2500.00	22-SEP-16
Chase Krog	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Rachel Krohn	MG9969	00	GTA CSC 150L / MCS / Riley	Hire	Temp	Appointment	4600.00	22-AUG-16
Cody Kronaizl	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	5760.00	06-OCT-16
Kuanysh Kuramysova	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	8998.40	22-AUG-16
Abigail Labahn	MS9947	00	Hourly MEM Brickey	Hire	Temp	Appointment	1600.00	22-AUG-16
Kyle Lady	MS9936	00	UG SalaryTA Math123/MCS-Riley	Hire	Temp	Appointment	3000.06	22-AUG-16
Beverly Lalama Del Salto	MS9944	01	Admissions Student Assistant	Hire	Temp	Appointment	2821.50	29-AUG-16
Max Lampert	MS9970	00	CBE Student	Hire	Temp	Appointment	1500.00	22-SEP-16

David Langerman	MS9953	00	MET/Kellar/Hourly Student	Hire	Temp	Appointment	2469.81	22-SEP-16
Anna Larson	MS9965	00	HRLY/CEE	Hire	Temp	Appointment	1200.00	22-AUG-16
Skylar Larson	MS9926	00	Volleyball Student Worker	Hire	Temp	Appointment	324.75	12-SEP-16
Tom Laskowski	MS9974	01	ITS Tech Fellow	Hire	Temp	Appointment	10080.00	22-AUG-16
Devin Last	MG9983	00	GTA/GGE/ANDERSON	Hire	Temp	Appointment	8618.00	22-AUG-16
Joseph Lauzon	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Hyojin Lee	MG9988	00	GRA/CEE/Nam	Hire	Temp	Appointment	4500.00	22-AUG-16
Sunghye Lee	MS9928	01	Residential Peer Mentor	Hire	Temp	Appointment	2000.07	22-AUG-16
Sunghye Lee	MS9977	02	Math Supplemental Instructor	Hire	Temp	Appointment	3000.06	22-AUG-16
Clint Leeper	MG9974	00	GRA/AES/Capehart	Hire	Temp	Appointment	8000.00	22-AUG-16
Derek Lehmann	MS9962	00	ECE Grader/Linde	Hire	Temp	Appointment	1920.00	22-AUG-16
Adam Lenox	MW9960	00	FWS-Equipment Room	Hire	Temp	Appointment	2500.00	22-AUG-16
Hans Leonhardt	MW9962	00	FWS - Mechanical	Hire	Temp	Appointment	1000.00	22-AUG-16
Hans Leonhardt	MW9996	00	FWS-CAMP	Hire	Temp	Appointment	1500.00	22-AUG-16
Hannah Leppert	MS9940	00	CABS Storeroom Employee - UG	Hire	Temp	Appointment	1368.00	22-AUG-16
Tyler Liebsch	MG9956	01	Physics GTA Sobolev	Hire	Temp	Appointment	11050.00	22-AUG-16
Tyler Liebsch	MG9957	01	Physics GRA Sobolev	Hire	Temp	Appointment	11050.00	22-AUG-16
Jordan Lienau	MW9966	00	FWS ECE	Hire	Temp	Appointment	2500.00	22-AUG-16
Steffen Link	MS9962	00	ECE Grader/Rausch	Hire	Temp	Appointment	1920.00	22-AUG-16
Mingrui Liu	MG9998	00	GTA/MES/Kellar	Hire	Temp	Appointment	17236.08	22-AUG-16
Christopher Lomatayo	MG9990	00	GTA/CBE/Groven	Hire	Temp	Appointment	1676.00	22-AUG-16
Christopher Lomatayo	MG9991	00	GRA/CBE/Groven	Hire	Temp	Appointment	4000.00	22-AUG-16
Alexis Long	MS9965	00	HRLY/CEE/Benning	Hire	Temp	Appointment	3000.00	22-AUG-16
Brooke Long	MG9984	00	GRA/PALE/Anderson	Hire	Temp	Appointment	25000.00	22-AUG-16
Kelly Lubbers	MW9989	00	FWS - Museum of Geology	Hire	Temp	Appointment	2500.00	22-AUG-16
Chris Lynde	MS9940	00	CABS - Lab GTA - Filipova	Hire	Temp	Appointment	3350.20	22-AUG-16
Nathan Lynum	MG9974	00	GRA/AES/Capehart/French	Hire	Temp	Appointment	8000.00	22-AUG-16
Xiaojing Ma	MG9960	00	Nano GRA	Hire	Temp	Appointment	9520.00	22-AUG-16
Ryan Macy	MG9993	00	AMP GRA	Hire	Temp	Appointment	17236.08	22-AUG-16
Bharathkiran Maddipudi	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	957.60	22-AUG-16
Timothy Magstadt	MS9926	00	Wellness Ctr Stdt Supervisor	Hire	Temp	Appointment	2052.00	22-AUG-16
Antoine Maines	MW9962	00	FWS - Mechanical	Hire	Temp	Appointment	1250.00	23-SEP-16
Antoine Maines	MW9992	00	FWS-AMP	Hire	Temp	Appointment	1250.00	22-SEP-16
Kevin Mairose	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Dale Malinzak	MG9984	00	GRA/GEOL/SAWYER	Hire	Temp	Appointment	7660.00	22-AUG-16
MD Manjur-A-Elahi	MG9988	00	GRA/CEE/Shearer	Hire	Temp	Appointment	17874.00	22-AUG-16
Bryce Mann	MS9926	01	Intramural Referee	Hire	Temp	Appointment	2430.00	22-AUG-16
Michael Mansfield	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Patrick Marshall	MS9908	00	Grad Ed student assistant	Hire	Temp	Appointment	1800.00	22-AUG-16
Angela Martinez	MW9950	00	Off Campus - WAVI	Hire	Temp	Appointment	2500.00	22-AUG-16
Christian Martinez	MW9989	00	FWS - Museum of Geology	Hire	Temp	Appointment	2500.00	22-AUG-16
Marc Mascarenhas	MS9992	00	TLC Tutor	Hire	Temp	Appointment	1600.00	29-AUG-16
Davis Mathieu	MS9940	00	Chemistry Lab Asst - Gilley	Hire	Temp	Appointment	820.80	22-AUG-16
Jamie Mathison	MG9976	00	MEM GRA Brickey	Hire	Temp	Appointment	22000.05	22-AUG-16
Karli Mattson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Abigail McBride	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Sagan McClendon	MS9911	01	Jump Start Peer Mentor	Hire	Temp	Appointment	1368.00	22-AUG-16
Isiah McGuire	MW9960	00	FWS-Athletics Laundry	Hire	Temp	Appointment	2475.00	22-AUG-16
Marcus McKinney	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Colton Medler	MS9977	00	GEOL Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Blake Messegue	MW9985	00	FWS - Library	Hire	Temp	Appointment	2500.00	22-AUG-16
Jevin Meyerink	MG9994	01	BME GRA - Crawford	Hire	Temp	Appointment	14000.00	22-AUG-16
Brett Michels	MS9944	01	Admissions Student Assistant	Hire	Temp	Appointment	648.00	22-AUG-16
Strider Miller	MS9947	00	MEM Hourly McCormick	Hire	Temp	Appointment	1600.00	22-AUG-16
Alec Millner	MS9940	00	CABS/Chem Lab Grader-UG/Meyer	Hire	Temp	Appointment	410.40	01-SEP-16
Alec Millner	MS9940	01	CABS/Chem Lab Asst-UG/Marshall	Hire	Temp	Appointment	837.90	02-SEP-16
Alec Millner	MS9992	00	TLC Tutor	Hire	Temp	Appointment	1600.00	22-AUG-16
Robert Minick	MS9926	00	Wellness Ctr Stdt Supervisor	Hire	Temp	Appointment	3420.00	22-AUG-16
James Mishoulam	MS9959	00	Student Labor/GEOL/Anderson	Hire	Temp	Appointment	4289.67	22-AUG-16
Andrew Mitchell	MW9989	00	FWS-Museum	Hire	Temp	Appointment	2500.00	22-AUG-16
Cory Mohill-Smith	MS9977	00	ME Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Brenna Mollet	MS9928	03	Assistant Area Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-16
Brenna Mollet	MS9977	00	Math Peer Mentor	Hire	Temp	Appointment	300.00	22-AUG-16
Taylor Molstad	MS9926	01	Volleyball Student Worker	Hire	Temp	Appointment	1440.00	13-SEP-16
Shane Mommerency	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	6480.00	22-AUG-16
John Monroe	MS9936	00	UG SI Math 123 / MCS / Riley	Hire	Temp	Appointment	3000.06	22-AUG-16
Michael Montalbano	MG9956	01	Physics GTA French	Hire	Temp	Appointment	8000.00	22-AUG-16
Michael Montalbano	MG9957	01	Physics GRA French	Hire	Temp	Appointment	14000.00	22-AUG-16

Melissa Montoya Mairena	MS9965	00	HRLY/CEE	Hire	Temp	Appointment	1200.00	22-AUG-16
Melissa Montoya Mairena	MS9965	01	CEE/HRLY/Geza	Hire	Temp	Appointment	1920.00	31-AUG-16
Melissa Montoya Mairena	MS9977	00	CEE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Daniel Moore	MG9967	00	Physics MS GTA Oszwaldowski	Hire	Temp	Appointment	3830.00	22-AUG-16
Daniel Moore	MS9992	08	TLC Tutor	Hire	Temp	Appointment	2160.00	22-AUG-16
John Moore	MG9991	00	GRA/CBE/Gilcrease	Hire	Temp	Appointment	7660.00	22-AUG-16
Anthony Morast	MS9936	00	GRA MathPilot Data / MCS Riley	Hire	Temp	Appointment	2400.00	22-AUG-16
Neyala Motlagh	MG9994	00	BME GRA - Gilley	Hire	Temp	Appointment	14000.00	22-AUG-16
Kayleigh Muilenburg	MS9959	00	Student Labor/GEOL/Anderson	Hire	Temp	Appointment	4289.67	22-AUG-16
Taylor Muncie	MW9962	00	FWS - Mechanical	Hire	Temp	Appointment	2500.00	22-AUG-16
Jonathon Murray	MW9983	00	FWS-Intramurals	Hire	Temp	Appointment	612.00	03-OCT-16
Kelsey Murray	MG9994	00	BME GRA - DeVeaux	Hire	Temp	Appointment	18000.00	22-AUG-16
Caleb Musick	MW9997	00	FWS-Music	Hire	Temp	Appointment	2500.00	22-AUG-16
Elexious Musick	MW9986	00	FWS-ITS	Hire	Temp	Appointment	2500.00	22-AUG-16
Daniel Nagel	MS9953	00	MET UG Hourly	Hire	Temp	Appointment	2640.00	22-AUG-16
Fredric Neiderer	MW9992	00	FWS-AMP	Hire	Temp	Appointment	2500.00	22-AUG-16
Derek Neubert	MG9991	00	GRA/CBE/Groven	Hire	Temp	Appointment	7660.00	22-AUG-16
Derek Neubert	MS9970	02	CBE Student Hourly	Hire	Temp	Appointment	1404.48	22-AUG-16
Miles Neville	MS9913	00	CAPE / UG / CNAM	Hire	Temp	Appointment	4416.00	22-AUG-16
Joseph Newkirk	MS9950	00	ME/Degen/Undergrad Researcher	Hire	Temp	Appointment	2800.00	22-AUG-16
Emily Newton	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Walelign Nikshi	MS9950	00	ME/Hourly/Muci	Hire	Temp	Appointment	2986.46	22-AUG-16
Daniel Nix	MG9995	00	BioSNTR SDRIC GRA Anderson	Hire	Temp	Appointment	21420.00	22-AUG-16
Mikenzie Nordeen	MS9940	00	CABS UG Research - Heglund	Hire	Temp	Appointment	800.00	22-SEP-16
Mikenzie Nordeen	MS9977	00	CHEM Supplemental Instructor	Hire	Temp	Appointment	1000.00	22-AUG-16
Megan Norr	MG9984	00	GRA/PALE/Anderson	Hire	Temp	Appointment	22000.05	22-AUG-16
Mariah Novak	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Abu Md Numan-Al-Mobin	MG9972	00	CABS GRA - Smirnova	Hire	Temp	Appointment	4000.00	22-AUG-16
Abu Md Numan-Al-Mobin	MS9900	00	Campus Safety student	Hire	Temp	Appointment	2736.00	20-OCT-16
Ni Putu Dewi Nurmalasari	MG9995	00	BioSNTR Nano GRA Liu	Hire	Temp	Appointment	9520.00	22-AUG-16
Kristen O'Connor	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	3830.00	22-AUG-16
Spencer Oeltjenbruns	MS9981	00	BOOKSTORE STUDENT EMPLOYEE	Hire	Temp	Appointment	3308.85	22-AUG-16
Omololu Ogunseye	MG9988	01	GRA/CEE/Lingwall	Hire	Temp	Appointment	7660.00	22-AUG-16
Mojolaoluwa Ojoawo	MS9962	00	ECE Student Hourly	Hire	Temp	Appointment	3828.80	22-AUG-16
Ike Okparaekwe	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Oladimeji Oladepo	MG9993	00	AMP GRA	Hire	Temp	Appointment	3830.00	22-AUG-16
Sean Oolman	MW9986	00	FWS-ITS	Hire	Temp	Appointment	2500.00	22-AUG-16
Christopher Oram	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Jacob Otteman	MS9944	00	Student Social Media Worker	Hire	Temp	Appointment	1282.50	22-AUG-16
Victoria Oveson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Mark Owens	MS9953	01	MET UG Research Student	Hire	Temp	Appointment	3999.60	22-AUG-16
Ozan Cagatay Ozdemir	MG9993	01	AMP GRA	Hire	Temp	Appointment	21000.06	22-AUG-16
Yong Pan	MG9976	00	GRA MEM Tukkaraja	Hire	Temp	Appointment	1915.00	22-AUG-16
Virali Parekh	MG9994	01	BME GRA - Sinden	Hire	Temp	Appointment	22500.00	22-AUG-16
Victoria Parks	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Charles Parsons	MG9969	00	GTA Test Proctor / MCS / Riley	Hire	Temp	Appointment	4000.00	22-AUG-16
Charles Parsons	MS9992	06	TLC Tutor	Hire	Temp	Appointment	2160.00	22-AUG-16
Samuel Patzer	MW9986	00	FWS ITS	Hire	Temp	Appointment	2500.00	22-AUG-16
Bo Paulsen	MS9911	01	ME Tutor	Hire	Temp	Appointment	750.00	07-OCT-16
Bo Paulsen	MS9965	00	HRLY/CEE/Benning	Hire	Temp	Appointment	5400.00	01-SEP-16
Bo Paulsen	MS9965	01	HRLY/CEE/Benning	Hire	Temp	Appointment	1800.00	04-OCT-16
Diana Peck	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Andrew Peitz	MW9945	00	FWS - Off Campus America Reads	Hire	Temp	Appointment	1600.00	22-AUG-16
Mario Pena	MS9990	00	AMP UG Hourly	Hire	Temp	Appointment	4500.00	22-AUG-16
Amanda Penning	MS9936	00	UG Math 102 TA / MCS / Riley	Hire	Temp	Appointment	1288.00	22-AUG-16
Kurukulasuriya Perera	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Kurukulasuriya Perera	MS9944	01	Hourly/Adm/Telecounselor	Hire	Temp	Appointment	2106.00	22-AUG-16
Jacob Petersen	MG9999	00	GRA/MES/Kellar	Hire	Temp	Appointment	22475.25	22-AUG-16
Joseph Petres	MS9940	00	CABS/BiolLab Asst-UG/Gilcrease	Hire	Temp	Appointment	1795.50	22-AUG-16
Joseph Petres	MS9940	01	CABS UG Research - Kunza	Hire	Temp	Appointment	800.00	22-AUG-16
Ryan Peyton	MW9990	00	FWS-Engr Min Exprmnt Stn	Hire	Temp	Appointment	2500.00	22-AUG-16
Jason Phillips	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	15300.00	22-AUG-16
Matthew Phillips	MS9913	02	CAPE / UG / CNAM	Hire	Temp	Appointment	4416.00	22-AUG-16
Micah Picasso	MW9972	00	FWS-Apex Gallery	Hire	Temp	Appointment	2500.00	22-AUG-16
Alex Pickel	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	5760.00	06-OCT-16
Elizabeth Pierce	MG9977	00	ME/GTA/Abata	Hire	Temp	Appointment	3830.00	22-AUG-16
Rajeshwar Shilpika Podali	MG9983	00	GTA/GGE/ANDERSON	Hire	Temp	Appointment	8618.00	22-AUG-16
Nikhil Pokharel	MG9995	00	Nano NASA GRA Ahrenkiel	Hire	Temp	Appointment	9520.00	22-AUG-16

Karishma Pokhrel	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	3830.00	22-AUG-16
Taylor Popham	MW9967	00	FWS-CEE	Hire	Temp	Appointment	2500.00	22-AUG-16
Kristin Pratscher	MS9959	00	Student Labor/GGE/Anderson	Hire	Temp	Appointment	4289.67	22-AUG-16
Vicki Prautzsch	MS9940	00	CABS - Lab GTA - Fong	Hire	Temp	Appointment	2680.16	22-AUG-16
Shaun Preszler	MG9987	00	GTA/CEE/Kenner	Hire	Temp	Appointment	3830.00	22-AUG-16
Lina Pu	ME9187	00	Research Engineer	Hire	Temp	Appointment	42933.40	29-AUG-16
Nathan Pumulo	MG9956	00	Physics GTA Corwin	Hire	Temp	Appointment	8543.07	22-AUG-16
Nathan Pumulo	MG9957	00	Physics GRA Corwin	Hire	Temp	Appointment	12457.08	22-AUG-16
Jesse Punsal	MG9988	00	GRA/CEE/Stone	Hire	Temp	Appointment	20000.07	22-AUG-16
Kari Radke	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Jacob Radtke	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Nicholas Radzykewycz	MW9962	00	FWS - Mechanical	Hire	Temp	Appointment	2500.00	22-AUG-16
Gary Rank	MW9985	00	FWS - Library	Hire	Temp	Appointment	2000.00	03-OCT-16
John Rapp	MS9921	01	AML UG Hourly	Hire	Temp	Appointment	14400.00	22-AUG-16
Elliott Rarden	MS9936	00	TA CSC 111 / MCS Riley	Hire	Temp	Appointment	736.00	22-AUG-16
Elliott Rarden	MS9944	01	Hourly/Adm/Telecounselor	Hire	Temp	Appointment	2106.00	22-AUG-16
Elliott Rarden	MS9977	00	CSC Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Ishara Ratnayake	MG9995	00	BioSNTR GRA	Hire	Temp	Appointment	21420.00	22-AUG-16
Shailabh Rauniyar	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	8333.00	22-AUG-16
Shailabh Rauniyar	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	1404.48	22-AUG-16
Abhishek Ray	MS9900	00	Student Campus Safety	Hire	Temp	Appointment	1539.00	22-AUG-16
Abhishek Ray	MS9977	00	GEOE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Darien Raymond	MS9911	01	Jump Start Peer Mentor	Hire	Temp	Appointment	1368.00	22-AUG-16
Darien Raymond	MS9940	00	CABS Storeroom Employee - UG	Hire	Temp	Appointment	1368.00	22-AUG-16
Rachel Raysby	MS9917	00	Orientation Tri-Chair	Hire	Temp	Appointment	500.00	22-AUG-16
Daniel Rederth	MG9957	01	Physics GRA Oszwaldowski	Hire	Temp	Appointment	24000.00	22-AUG-16
Brendan Reed	MG9957	01	Physics GRA Luke Corwin	Hire	Temp	Appointment	21500.00	22-AUG-16
Kristine Reed	MG9988	00	GRA/CEE/Kenner	Hire	Temp	Appointment	4000.00	22-AUG-16
Shannon Reed	ME9684	00	Assistant Track/Field Coach	Hire	Temp	Appointment	5264.60	29-AUG-16
Kali Regenold	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Sterling Richard	MS9977	00	GEOE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Nicole Ridgwell	MG9984	00	GRA/GEOL/ANDERSON	Hire	Temp	Appointment	9778.00	22-AUG-16
Rashad Ridley	MW9960	00	FWS-Equipment Room	Hire	Temp	Appointment	2500.00	22-AUG-16
Margaret Rizor	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Jorge Robles Arancibia	MS9902	00	Custodian	Hire	Temp	Appointment	3078.00	16-SEP-16
Christopher Romanjenko	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Noah Rosolek	MW9977	00	FWS-Facilities	Hire	Temp	Appointment	2500.00	22-AUG-16
Gina Rossi	MS9965	00	HRLY/CEE	Hire	Temp	Appointment	1200.00	22-AUG-16
Sara Row	MG9991	00	GRA/CBE/Groven	Hire	Temp	Appointment	9000.00	22-AUG-16
Micah Runner	MW9983	00	FWS-Intamurals	Hire	Temp	Appointment	2500.00	22-AUG-16
Alysia Rupp	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Alysia Rupp	MS9956	36	IE UG Stdt hrly/Dr. Dean Jense	Hire	Temp	Appointment	1792.00	22-AUG-16
Dakotah Rusley	MS9976	01	ITS Student Worker	Hire	Temp	Appointment	7560.00	22-AUG-16
Fidel Ruz-Nuglo	MG9964	00	GRA/CBE/Groven	Hire	Temp	Appointment	22500.00	22-AUG-16
Tyler Ryther	MS9902	00	Facilities Intern	Hire	Temp	Appointment	3240.00	22-AUG-16
Tyler Ryther	MS9940	00	CABS Storeroom Employee - UG	Hire	Temp	Appointment	1368.00	22-AUG-16
Tyler Ryther	MS9940	01	CABS/lectgrader/Christofferson	Hire	Temp	Appointment	547.20	22-AUG-16
Tyler Ryther	MS9940	02	CABS/Chem Lab Grader/Heglund	Hire	Temp	Appointment	136.71	23-SEP-16
Tyler Ryther	MS9977	00	CHEM Supplemental Instructor	Hire	Temp	Appointment	2000.07	22-AUG-16
Mariya Sachek	MS9908	00	Grad Ed student assistant	Hire	Temp	Appointment	1800.00	22-AUG-16
Marcus Sanchez	MW9960	00	FWS-Athletics	Hire	Temp	Appointment	2000.00	03-OCT-16
Karli Sanders	MS9965	00	HRLY/CEE	Hire	Temp	Appointment	1200.00	22-AUG-16
Joree Sandin	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Morgan Schaefer	MS9940	00	CABS UG Research - Kunza	Hire	Temp	Appointment	800.00	22-AUG-16
Morgan Schaefer	MS9940	01	CABS/Lectgrader-Lab asst/Coble	Hire	Temp	Appointment	3078.00	25-AUG-16
Simon Schaefer	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Matthew Schallenkamp	MS9977	00	Math/CSC Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Alexander Schimbeno	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Philip Schmeichel	MS9926	00	Sports Info Stdt Worker	Hire	Temp	Appointment	1330.00	03-SEP-16
Eric Schmid	MG9960	00	GRAD/CNAM/SALEM	Hire	Temp	Appointment	21420.00	22-AUG-16
Nathan Scholl	MG9977	00	ME/GTA/Ellingsen	Hire	Temp	Appointment	3830.00	22-AUG-16
Theodore Schoper	MS9962	00	ECE Grader/Rausch	Hire	Temp	Appointment	1920.00	22-AUG-16
Robert Schrock	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Thomas Schroeder	MS9900	00	Student - Campus Safety	Hire	Temp	Appointment	1755.00	22-AUG-16
Jeremy Schumacher	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	7020.00	22-AUG-16
Roye Schwab	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Roye Schwab	MS9977	02	ME Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Rebecca Scott	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16

Timothy Scott	MW9966	00	FWS-ECE	Hire	Temp	Appointment	2500.00	22-AUG-16
Robert Seivert	MS9977	00	MET Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Kailey Selby	MW9991	00	FWS-Financial Aid Office	Hire	Temp	Appointment	2500.00	22-AUG-16
Chamaka Senarath	MS9992	00	TLC Tutor	Hire	Temp	Appointment	1600.00	22-AUG-16
Kenneth Shaffner	MS9965	00	HRLY/CEE/Shearer	Hire	Temp	Appointment	2240.00	22-AUG-16
Malik Shakur	MS9926	00	Intramural Official	Hire	Temp	Appointment	1152.00	01-SEP-16
Malik Shakur	MW9960	00	FWS-Athletics Equipmnt Room	Hire	Temp	Appointment	1250.00	26-AUG-16
Jordan Shannon	MG9991	00	GRA/CBE/Shende	Hire	Temp	Appointment	7660.00	22-AUG-16
Jordan Shannon	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	702.24	22-AUG-16
Madan Sharma Timalisina	MG9956	01	Physics GTA Reichenbacher	Hire	Temp	Appointment	6300.00	22-AUG-16
Madan Sharma Timalisina	MG9957	01	Physics GRA Reichenbacher	Hire	Temp	Appointment	14700.06	22-AUG-16
Sharon Sharon	MG9984	00	GRA/GGE/BELANGER	Hire	Temp	Appointment	17799.00	22-AUG-16
Patrick Shaw	MG9988	00	GRA/CEE/Kenner	Hire	Temp	Appointment	12000.06	22-AUG-16
Patrick Shaw	MS9926	01	Intramural Supervisor	Hire	Temp	Appointment	1536.00	01-SEP-16
Timothy Shenk	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	12000.00	22-AUG-16
Timothy Shenk	MS9970	01	CBE Student Hourly	Hire	Temp	Appointment	957.60	22-AUG-16
Ishaan Shetye	MS9956	00	EE UG stdt hrly, Dr. Kerk	Hire	Temp	Appointment	1550.00	22-AUG-16
Jungmin Shin	MS9900	00	Campus Safety student	Hire	Temp	Appointment	2736.00	20-OCT-16
Jungmin Shin	MS9936	00	UG Math 102 LL/MCS/Riley	Hire	Temp	Appointment	736.00	22-AUG-16
Megan Shoemaker	MS9926	00	Intramural Student Worker	Hire	Temp	Appointment	2592.00	01-SEP-16
Namita Shrestha	MG9988	00	GRA/CEE/Gadhamshetty	Hire	Temp	Appointment	8333.00	22-AUG-16
Prashansa Shrestha	MG9988	00	GRA/CEE/Stone	Hire	Temp	Appointment	20700.00	22-AUG-16
Ramila Shrestha	MS9962	00	GRA/Anagnostou	Hire	Temp	Appointment	7845.60	22-SEP-16
Weston Shutts	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	1800.00	22-AUG-16
Weston Shutts	MW9962	00	FWS - Mechanical	Hire	Temp	Appointment	700.00	12-SEP-16
Gavin Silveira	MS9992	03	TLC Tutor	Hire	Temp	Appointment	1760.00	22-AUG-16
Tristen Simons	MS9950	00	ME/Degen/Grader	Hire	Temp	Appointment	461.70	22-SEP-16
Dakotah Simpson	MS9962	00	ECE Grader/Rausch	Hire	Temp	Appointment	1920.00	22-AUG-16
Riley Singer	MW9985	00	FWS - Library	Hire	Temp	Appointment	2500.00	22-AUG-16
Amandeep Singh	MS9900	00	Student Campus Safety	Hire	Temp	Appointment	1915.20	22-SEP-16
Suraj Singh	MS9962	00	ECE Student Hourly	Hire	Temp	Appointment	7657.60	22-AUG-16
Donald Skillings	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	3840.00	22-AUG-16
Nathan Smaglik	MG9995	00	Nano GRA	Hire	Temp	Appointment	9520.00	22-AUG-16
Blake Smith	MS9990	00	AML UG Hourly	Hire	Temp	Appointment	4500.00	22-AUG-16
Gary Smith	MS9926	01	Insanity Instructor Wellness C	Hire	Temp	Appointment	960.00	07-OCT-16
Ryan Smith	MW9955	00	FWS-Athletics/PE	Hire	Temp	Appointment	2500.00	22-AUG-16
Seth Snyder	MW9985	00	FWS - Library	Hire	Temp	Appointment	2500.00	22-AUG-16
Samuel Sorger	MS9965	00	HRLY/CEE	Hire	Temp	Appointment	1200.00	22-AUG-16
Leila Sorkhi	MG9998	00	GTA/MES/Crawford	Hire	Temp	Appointment	3830.00	22-AUG-16
Leila Sorkhi	MG9999	00	GRA/MES/Crawford	Hire	Temp	Appointment	7074.00	22-AUG-16
Ventura Sowers	MS9977	00	CBE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Ventura Sowers	MW9949	00	FWS - Police Dept Off Campus	Hire	Temp	Appointment	2500.00	22-AUG-16
Matthew Spandl	MW9985	00	FWS - Library	Hire	Temp	Appointment	2500.00	22-AUG-16
Hunter Sperling	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Alexander Spilman	MS9977	00	CBE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Eileen Spilman	MS9980	00	Surbeck Event Manager	Hire	Temp	Appointment	1998.00	22-AUG-16
Eileen Spilman	MS9985	00	Student Programmer	Hire	Temp	Appointment	1702.80	22-AUG-16
Bradley Spurlock	MS9926	00	Sports Information Stdtd Worker	Hire	Temp	Appointment	1400.00	03-SEP-16
Saiprasad Sreekumar Ajitha	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	3830.00	22-AUG-16
William Staib	MS9929	01	Rocker Square Facilities	Hire	Temp	Appointment	3240.00	29-AUG-16
Shane Star	MS9965	00	HRLY/CEE/Gadhamshetty	Hire	Temp	Appointment	3072.00	22-AUG-16
Emily Stickney	MG9972	00	CABS GRA - Kunza	Hire	Temp	Appointment	6080.00	22-AUG-16
Emily Stickney	MS9940	01	CABS Lab Asst - Kunza	Hire	Temp	Appointment	1919.19	22-AUG-16
Cody Stock	MG9983	00	GTA/GGE/ANDERSON	Hire	Temp	Appointment	8618.00	22-AUG-16
Jason Stock	MG9956	00	Physics GTA Reichenbacher	Hire	Temp	Appointment	11043.00	22-AUG-16
Jason Stock	MG9957	01	Physics GRA Reichenbacher	Hire	Temp	Appointment	12457.08	22-AUG-16
Bobbi Strange	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Bobbi Strange	MW9980	00	FW-Office of President & Prvst	Hire	Temp	Appointment	2500.00	22-AUG-16
Joseph Street	MG9957	01	Physics GRA Schnee	Hire	Temp	Appointment	23500.08	22-AUG-16
Brylee Streeter	MG9987	00	CEE/GTA/Shearer	Hire	Temp	Appointment	3830.00	22-AUG-16
Jessy Stueven	MW9992	00	FWS-AMP	Hire	Temp	Appointment	2500.00	22-AUG-16
Nicholas Stullenburger	MW9989	00	FWS - Museum of Geology	Hire	Temp	Appointment	2500.00	22-AUG-16
Anne-Marie Suriano	MG9972	00	CABS GRA - Christofferson	Hire	Temp	Appointment	14000.00	22-AUG-16
Suvarna Talluri	MG9964	00	GRA/CBE/Salem	Hire	Temp	Appointment	10610.00	22-AUG-16
Wyatt Tatge	MW9949	00	FWS - Police Dept Off Campus	Hire	Temp	Appointment	2500.00	22-AUG-16
Christina Taylor	MS9977	01	ME Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Danielle Taylor	MS9944	01	Hourly/Adm/Telecounselor	Hire	Temp	Appointment	2106.00	22-AUG-16
Jessica Teeslink	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16

Jessica Teeslink	MS9962	00	ECE Grader/Rausch	Hire	Temp	Appointment	1920.00	22-AUG-16
Joshua Thomas	MW9960	00	FWS-Equipment Room	Hire	Temp	Appointment	2300.00	22-AUG-16
Forest Thompson	MG9993	00	AMP GRA	Hire	Temp	Appointment	8618.00	22-AUG-16
Forest Thompson	MG9999	00	GRA/MES/Crawford	Hire	Temp	Appointment	8618.00	22-AUG-16
Jessica Thompson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Kelsey Thompson	MS9919	00	Student Worker	Hire	Temp	Appointment	3500.00	19-OCT-16
Nicole Thompson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Nicole Thompson	MS9965	00	HRLY/CEE/Shearer	Hire	Temp	Appointment	2240.00	22-AUG-16
William Tibbitt	MW9974	00	FWS-Rockershop/Bookstore	Hire	Temp	Appointment	2500.00	22-AUG-16
Douglas Tiedt	MG9957	01	Physics GRA Bai	Hire	Temp	Appointment	24667.00	22-AUG-16
Ambrose Tingan	MS9926	00	Athletics General	Hire	Temp	Appointment	960.00	03-SEP-16
Ambrose Tingan	MS9926	01	Sports Information	Hire	Temp	Appointment	150.00	29-AUG-16
Dylan Tobacco	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Michael Tomac	MG9991	00	GRA/CBE/Dixon	Hire	Temp	Appointment	10800.00	22-AUG-16
James Tomich	MS9921	00	AML Grad Hourly	Hire	Temp	Appointment	31500.00	22-AUG-16
Danielle Tourtillott	MW9967	00	FWS-Civil Engr	Hire	Temp	Appointment	2500.00	22-AUG-16
Nav Tran	MW9992	00	FWS-AMP	Hire	Temp	Appointment	2500.00	22-AUG-16
Cassidy Trapp	MS9977	01	CEE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
William Trevillyan	MS9913	00	CAPE / UG / CNAM	Hire	Temp	Appointment	4416.00	22-AUG-16
Lexy Trotter	MS9977	00	IS Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Gemechu Turi	MG9976	02	MEM GRA Tukkaraja	Hire	Temp	Appointment	3830.00	22-AUG-16
Gemechu Turi	MS9900	00	Campus Safety - Student	Hire	Temp	Appointment	3078.00	22-AUG-16
John Tyler	MS9926	00	Athletics Student Worker	Hire	Temp	Appointment	864.00	03-SEP-16
John Tyler	MW9960	00	FWS-Athletics	Hire	Temp	Appointment	2000.00	03-OCT-16
Caleb Ubl	MG9988	00	GRA/CEE/Kenner	Hire	Temp	Appointment	5000.00	22-AUG-16
Eirik Valseth	MG9977	00	ME/GTA/Romkes	Hire	Temp	Appointment	3830.00	22-AUG-16
Taylor Van Horn	MS9907	00	Student Programmer	Hire	Temp	Appointment	1702.80	22-AUG-16
Joseph Vandriel	MW9956	00	FWS-PHYSICS	Hire	Temp	Appointment	1250.00	22-AUG-16
Vaughn Vargas	MS9959	00	Student Labor/GEOE/Sawyer	Hire	Temp	Appointment	2426.48	22-AUG-16
Vaughn Vargas	MS9965	00	HRLY/CEE/Benning	Hire	Temp	Appointment	5400.00	22-AUG-16
Andrea Vargas Castano	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Raul Vasquez	MG9988	00	GRA/CEE/GEZA	Hire	Temp	Appointment	8618.00	22-SEP-16
Grant Vaucher	MW9965	00	FWS-GGE	Hire	Temp	Appointment	2500.00	22-AUG-16
Lyle Vaz	MS9992	01	TLC Tutor	Hire	Temp	Appointment	2000.00	22-AUG-16
Carrie Veer	MG9969	00	GTA CSC 170 / MCS / Riley	Hire	Temp	Appointment	9200.07	22-AUG-16
Camden Veurink	MS9900	00	Student Campus Safety Officer	Hire	Temp	Appointment	1539.00	22-AUG-16
Anthony Videckis	MS9917	00	Student Senate Vice President	Hire	Temp	Appointment	2000.07	22-AUG-16
Hunter Vincent	MS9977	01	CEE Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Sarah Vincent	MW9985	00	FWS - Library	Hire	Temp	Appointment	2000.00	03-OCT-16
Samuel Vollmer	MW9972	00	FWS Apex Gallery	Hire	Temp	Appointment	2500.00	22-AUG-16
Adrian Vopnford	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Adrian Vopnford	MS9974	01	ITS Tech Fellow	Hire	Temp	Appointment	7560.00	22-AUG-16
Michael Vortherms	MS9974	01	ITS Tech Fellow	Hire	Temp	Appointment	7560.00	22-AUG-16
Thomas Waddell	MS9928	02	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Baylor Wagehoft	MS9928	01	Assistant Area Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-16
Victoria Walton	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	6480.00	22-AUG-16
Jia Wang	MG9960	00	GRA/CBE/Salem	Hire	Temp	Appointment	8333.00	22-AUG-16
Tongtong Wang	MG9960	00	MS/GRA POConcept / SALEM	Hire	Temp	Appointment	17236.08	22-AUG-16
Kaelin Washington-Blair	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Mark Wathen	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Kyl Watson	MG9991	00	GRA/CBE/Dixon	Hire	Temp	Appointment	3830.00	22-AUG-16
Sarah Watson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-16
Hannah Wegehaupt	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-16
Hannah Wegehaupt	MS9977	00	MATH Peer Mentor	Hire	Temp	Appointment	300.00	22-AUG-16
Henry Wegehaupt	MS9962	00	ECE Grader/Simonson	Hire	Temp	Appointment	1920.00	22-AUG-16
Benjamin Wegner	MW9993	00	FWS Faculty/Staff Lounge	Hire	Temp	Appointment	2500.00	22-AUG-16
Samantha Wehrkamp	MS9926	00	Intramural Supervisor	Hire	Temp	Appointment	1536.00	01-SEP-16
Regan Wess	MW9960	00	FWS-Women's Basketball	Hire	Temp	Appointment	2500.00	22-AUG-16
Alexander Westerbuhr	MS9928	01	Facilities Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-16
Brent Whitaker	MS9947	00	Hourly MEM Brickley	Hire	Temp	Appointment	1350.00	22-AUG-16
Troy Whiteto	MS9926	01	Volleyball Student Worker	Hire	Temp	Appointment	1200.00	13-SEP-16
Matthew Wilcox	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	1676.16	22-AUG-16
Matthew Wilcox	MS9970	02	CBE Student Hourly	Hire	Temp	Appointment	8344.80	22-SEP-16
Joseph Wilder	MG9987	00	GTA/CEE/Kenner	Hire	Temp	Appointment	5745.00	22-AUG-16
Joseph Wilder	MG9988	00	GRA/CEE/Gadhamshetty	Hire	Temp	Appointment	1915.00	22-AUG-16
Grace Wilson	MS9923	00	Proctor/ADA/Reder-Schopp	Hire	Temp	Appointment	1350.00	01-SEP-16
Owen Winger	MW9942	00	FWS-Wellness Center	Hire	Temp	Appointment	2500.00	22-AUG-16
Atherton Wiseman	MW9986	00	FWS ITS	Hire	Temp	Appointment	2500.00	22-AUG-16

Vladimir Sobolev	ME9732 01	Acting Head/Director	Temporary Additional Duties	1835.92	2753.88
4589.80					

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Dimitrios Anagnostou	ME9652	00	Associate Professor	Sabbatical Leave	91166.00	22-AUG-16
Maribeth Price	ME9769	00	Professor	Sabbatical Leave	93536.00	22-AUG-16
James Stone	ME9729	00	Professor	Sabbatical Leave	95890.00	22-AUG-16

Faculty Benefit Eligible (FAC1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Dimitrios Anagnostou	ME9652	01	Associate Professor	TV013	21-OCT-16
Vladimir Sobolev	ME9732	01	Acting Head/Director	TV013	21-OCT-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
David Bapst	ME9543	00	Instructor	Hire Temp Appointment	5500.00	22-AUG-16
Michael Batchelder	ME9542	00	Senior Lecturer	Hire Temp Appointment	9000.00	22-AUG-16
Steven Becker	ME9541	00	Instructor	Hire Temp Appointment	7000.00	22-AUG-16
Richard Chancellor	ME9547	00	Instructor	Hire Temp Appointment	6000.00	22-AUG-16
Kelly Corwin	ME9551	00	Instructor	Hire Temp Appointment	8500.00	22-AUG-16
Thomas Fontaine	ME9541	00	Senior Instructor	Hire Temp Appointment	7000.00	22-AUG-16
Erin Handberg	ME9551	00	Instructor	Hire Temp Appointment	5000.00	22-AUG-16
Kathleen Hanley	ME9541	00	Instructor	Hire Temp Appointment	10500.00	22-AUG-16
Carlie Herrick	ME9624	00	Instructor	Hire Temp Appointment	16000.00	22-AUG-16
Sharon Kirkpatrick-Sanchez	BE9478	00	Adj Inst PSYC 492	Hire Temp Appointment	3228.00	22-AUG-16
Sharon Kirkpatrick-Sanchez	ME9620	00	Instructor	Hire Temp Appointment	16000.00	22-AUG-16
Ardell Knudson	ME9628	00	Instructor	Hire Temp Appointment	13500.00	22-AUG-16
Lowell Kolb	ME9542	00	Instructor	Hire Temp Appointment	9000.00	22-AUG-16
Jennifer Leberknight	ME9634	00	Lecturer	Hire Temp Appointment	18000.00	22-AUG-16
Mark Lippincott	ME9541	00	Instructor	Hire Temp Appointment	7500.00	22-AUG-16
Antonette Logar	ME9551	00	Senior Lecturer	Hire Temp Appointment	30000.00	22-AUG-16
Val Manes	ME9623	00	Instructor	Hire Temp Appointment	12750.00	22-AUG-16
Natalie Neumann	ME9624	00	Instructor	Hire Temp Appointment	13250.00	22-AUG-16
Natalie Neumann	ME9624	01	Instructor	Overload for Teaching	150.00	22-SEP-16
Samuel Papendick	ME9540	00	Instructor	Hire Temp Appointment	8000.00	22-AUG-16
Curtis Price	ME9543	00	Instructor	Hire Temp Appointment	9917.00	22-AUG-16
Sina Sadeghi Bagsorkhi	ME9542	00	Instructor	Hire Temp Appointment	9000.00	22-AUG-16
Tammy Schnittgrund	ME9550	00	Instructor	Hire Temp Appointment	2000.00	22-AUG-16
Benjamin Simmons	ME9628	00	Lecturer	Hire Temp Appointment	24000.00	22-AUG-16
Larry Simonson	ME9632	00	Senior Lecturer	Hire Temp Appointment	9000.00	22-AUG-16
Shannon Thornburg	ME9542	00	Instructor	Hire Temp Appointment	9000.00	22-AUG-16
Kelly Weischedel	ME9624	00	Instructor	Hire Temp Appointment	12000.00	22-AUG-16
Karen Westergaard	ME9624	00	Instructor	Hire Temp Appointment	16000.00	22-AUG-16

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Natalie Neumann	ME9624	01	Instructor	TV013	21-OCT-16

ECLS 45 Volunteers
Banner ID Name

Department

Institution

A00207310	Navanietha Krishnaraj Rathinam	Chemical & Biological Engineering	SDSMT
A00163524	Kailey Anderson	Dept of Chem & Applied Bio Sciences	SDSMT
A00185629	Jacy Grieves	Dept of Chem & Applied Bio Sciences	SDSMT
A00192884	Tessa Hacecky	Dept of Chem & Applied Bio Sciences	SDSMT
A00207293	Gary Hansen	Electrical & Computer Engineering	SDSMT
A00205735	Dallas Richter	Intercollegiate Athletics	SDSMT
A00206740	Stan Allard	Mining Engineering & Management	SDSMT
A00207860	Nicole Aslesen	President	SDSMT
A00207301	Sarah Joyce	Student Affairs	SDSMT

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/04/2016 08:36:16

Date Range : 22-AUG-16 thru 21-OCT-16
For :SDSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Meseret Abay	SE8385	00	Facility Worker	Appointment	24543.53	22-SEP-16
Vijaya Lakshmi Akode	SE6404	00	Programmer/Analyst	Appointment	39519.24	12-SEP-16
Jill Alms	SE4983	00	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Joella Anderson	SE4983	11	Concert Ticket Taker	Supplemental Appointment	45.00	22-AUG-16
Joella Anderson	SE4983	12	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Rachael Anello	SE8584	00	Laundry Room Supervisor	Appointment	29577.03	24-AUG-16
Debra Archer	SE4498	00	Temp Event Parking	Supplemental Appointment	360.00	22-AUG-16
Debra Archer	SE4983	02	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Kamara Bartels	SE8838	00	Training Specialist	Appointment	39519.24	22-AUG-16
Karen Barthel	SE4983	00	Temp Ticket Taker	Supplemental Appointment	80.00	22-SEP-16
Christopher Busmann	SE7725	00	Building Maintenance Specialis	Appointment	43679.16	06-SEP-16
Jeffrey Conrad	SE7668	00	Univ Law Enforcement Officer	Appointment	45322.33	15-SEP-16
Rachelle Cook	SE4983	05	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Alex Dahl	SE6410	00	Road Maintenance Worker	Appointment	35359.32	01-SEP-16
Teresa Dawkins	SE4983	07	Temp Ticket Taker/seller	Supplemental Appointment	250.00	22-AUG-16
Nancy DeMains	SE8880	00	Program Assistant I	Appointment	31989.78	11-OCT-16
Kelley Dragt	SE8769	00	Senior Secretary	Appointment	30263.42	25-AUG-16
Michelle Duncan	SE8362	00	Facility Worker	Appointment	28745.05	08-SEP-16
Darren Eilertson	SE4983	00	Concert Ticket Taker	Supplemental Appointment	54.00	22-AUG-16
Michele Elbers	SE4983	11	Concert Ticket Taker	Supplemental Appointment	42.75	22-AUG-16
Michele Elbers	SE4983	12	Temp Ticket Taker/seller	Supplemental Appointment	250.00	22-AUG-16
Jessica Fasel	SE8015	00	Facility Worker	Appointment	25167.52	22-SEP-16
Aren Field	SE8801	00	Laboratory Technician	Appointment	29577.03	22-AUG-16
Sharon Foley	SE4983	00	Temp Ticket Taker	Supplemental Appointment	25.00	22-SEP-16
Stephanie Frank	SE8771	00	Program Assistant I	Appointment	32759.37	22-SEP-16
Luke Gassman	SE8542	00	Communications Network Analyst	Appointment	49000.00	13-OCT-16
Wendy Geidel	SE4498	00	Temp Event Parking	Supplemental Appointment	280.00	22-SEP-16
David Gillespie	SE8423	00	Facility Worker	Appointment	25167.52	11-OCT-16
Deborah Gulbranson	SE4983	13	Concert Ticket Taker	Supplemental Appointment	45.00	22-AUG-16
Deborah Gulbranson	SE4983	14	Temp Ticket Taker/seller	Supplemental Appointment	250.00	22-AUG-16
Nicole Gustafson	SE8405	00	Facility Worker	Appointment	25791.50	11-OCT-16
Maria Hall	SE4983	09	Concert Ticket Taker	Supplemental Appointment	45.00	22-AUG-16
Maria Hall	SE4983	10	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Tara Harvey	SE8431	00	Facility Worker	Appointment	28183.46	06-SEP-16
Krista Haug	SE6647	00	Program Assistant I	Appointment	33279.36	01-SEP-16
Dora Herrera	SE8433	00	Facility Worker	Appointment	25167.52	11-OCT-16
Darren Hoffer	SE8583	00	Storekeeper	Appointment	28204.26	22-SEP-16
Peggy Hofwalt	SE4983	00	Concert Ticket Taker	Supplemental Appointment	54.00	22-AUG-16
Sean Hollearn	SE8562	00	Nutrition Assistant	Appointment	29701.83	09-SEP-16
Joshua Huyck	SE8356	00	Custodial Services Supv II	Appointment	33445.76	30-AUG-16
Bryan Jones	SE4983	12	Concert Ticket Taker	Supplemental Appointment	45.00	22-AUG-16
Bryan Jones	SE4983	13	Temp Ticket taker/seller	Supplemental Appointment	250.00	22-AUG-16
Harriet Kandell	SE8854	00	Policy/Data Analyst	Appointment	37626.48	03-OCT-16
Melissa Kasuske	SE8438	00	Facility Worker	Appointment	24543.53	11-OCT-16
Manabe Korjo	SE9631	00	Facility Worker	Appointment	24543.53	22-SEP-16
Heather Landmark	AE8270	00	Accountant	Appointment	44719.14	26-SEP-16
Jolene Landmark	SE8658	00	Accountant	Appointment	38458.46	03-OCT-16
Michelle Leeds	SE6603	00	Secretary	Appointment	27039.48	22-SEP-16
Delorus Limmer	SE4498	00	Temp Event Parking	Supplemental Appointment	610.00	22-AUG-16
Meredith McCuen	SE6390	00	Road Maintenance Worker	Appointment	29577.03	24-AUG-16
Caleb McCullough	SE8424	00	Facility Worker	Appointment	26810.68	08-SEP-16
Renae Mills	SE4983	05	Cocnert Ticket Taker	Supplemental Appointment	54.00	22-AUG-16
Renae Mills	SE4983	06	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Bradlee Nelson	SE8300	00	Road Maintenance Worker	Appointment	35359.32	18-OCT-16
Susan Neuharth	SE4498	00	Temp Event Parking	Supplemental Appointment	360.00	22-AUG-16

Tracy Nordstrom	SE4983 02	Concert Ticket Taker	Supplemental Appointment	45.00	22-AUG-16
Tracy Nordstrom	SE4983 03	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Uta A Obsa	SE8383 00	Facility Worker	Appointment	25791.50	11-OCT-16
Logan Pederson	SE4498 00	Temp Event Parking	Supplemental Appointment	550.00	22-AUG-16
Kalli Perry Voss	SE8718 00	Senior Secretary	Appointment	31199.40	19-SEP-16
Robert Redlinger	SE7505 00	Facility Worker	Appointment	28453.85	19-OCT-16
Debra Reeves Coaker	SE4983 06	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Pamela Rice	SE4983 06	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Kamie Richardson	SE6735 00	Facility Worker	Appointment	24543.53	22-SEP-16
Amanda Roehl	SE8669 01	Program Assistant I	Appointment	35484.12	06-SEP-16
Michele Sage	SE4983 11	Concert Ticket Taker	Supplemental Appointment	54.00	22-AUG-16
Michele Sage	SE4983 12	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Danielle Schulz	SE4498 00	Temp Event Parking	Supplemental Appointment	455.00	22-AUG-16
Charles Smith	SE4983 10	Concert Ticket Taker	Supplemental Appointment	49.50	22-AUG-16
Charles Smith	SE4983 11	Temp Ticket Taker/Seller	Supplemental Appointment	250.00	22-AUG-16
Kim Sterrett	SE4983 11	Concert Ticket Taker	Supplemental Appointment	54.00	22-AUG-16
Kim Sterrett	SE4983 12	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Amanda Stirling	SE4983 02	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Shannon Wade	SE8874 00	Secretary	Appointment	27039.48	07-SEP-16
Blanca Warne	SE6425 00	BOR HR Generalist II	Appointment	44802.34	01-OCT-16
Dennis White	SE8241 00	Building Maint Specialist	Appointment	46715.90	22-SEP-16
Jia You	AE9877 00	Program Assistant I	Appointment	35359.32	03-OCT-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

Kara Hendrickson	SE8506 00		Microbiologist	Sal Adj to 5% Range at 6 mo	35026.53	35213.72	187.19	
Kristi Johnson	SE8378 00		Laundry Supervisor	Permanent Additional Duties	29577.03	30471.41	894.38	
Mary Olson	SE8460 00		Student Health Nurse	Permanent Change in FTE	28742.13	35926.11	7183.98	
Laura Schanning	SE8800 00		Laboratory Technician	End of Probation Adjust	28849.05	30284.22	1435.17	
Emily Trias	SE8707 00		Program Assistant I	Sal Adj to 5% Range at 6 mo	31677.79	32759.37	1081.58	

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New

Joseph Brust	SE8533 00		Buildings Engineer Assistant	Temporary Additional Duties	51541.41		2577.07	
54118.48								
April Flemming	SE8835 00		Training Specialist	Temporary Additional Duties	42805.58		4280.56	
47086.14								
Brendan Platt	SE7642 00		Facility Worker	Temporary Additional Duties	28682.65		1434.13	
30116.78								
Kassandra Williams-Ponto	SE8678 00		Program Assistant I	Temporary Additional Duties	34984.93		1749.25	
36734.18								

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date

Blake Azevedo	SE9621 00		Facility Worker	TV003	21-OCT-16
Nancy DeMains	SE8744 00		Secretary	SA011	10-OCT-16
Michelle Duncan	SE7347 00		Lead Facility Worker	SA017	07-SEP-16
Barbara Dyer	SE8851 00		Program Assistant II	TR001	21-SEP-16
Jessica Fasel	SE6734 00		Facility Worker	SA017	21-SEP-16
Stephanie Frank	SE9612 00		Senior Secretary	SA011	21-SEP-16
Tara Harvey	SE6735 00		Facility Worker	SA017	05-SEP-16
Joshua Huyck	SE8363 00		Custodial Services Supv I	SA011	29-AUG-16
Harriet Kandell	SE8778 00		Secretary	SA011	02-OCT-16
Jolene Landmark	SE8880 00		Program Assistant I	SA011	02-OCT-16

Vanessa Lavender	SE8770	00	Program Assistant I	TV001	26-AUG-16
Caleb McCullough	SE8433	00	Facility Worker	SA017	07-SEP-16
Dianne Mulder	SE8787	00	Secretary	TV001	21-SEP-16
Kamie Richardson	SE8400	00	Facility Worker	SA017	21-SEP-16
Doris Scanlan	SE6646	00	Senior Accountant	TV001	09-SEP-16
Bernadette Terrell	SE8567	00	Nutrition Assistant	TV001	21-SEP-16
Christina Van Ruler	EE9711	00	Senior Secretary-Sx Falls	TV001	08-SEP-16
Blanca Warne	SE8854	00	Policy Data Analyst	SA017	30-SEP-16
Dennis White	SE8447	00	Building Maint Specialist	SA017	21-SEP-16
Meseret Abay	SE8385	00	Facility Worker	TV010	06-OCT-16
Debra Anderson	SE6603	00	Secretary	TV009	30-AUG-16
Joella Anderson	SE4983	11	Concert Ticket Taker	TV013	21-SEP-16
Karen Barthel	SE4983	00	Temp Ticket Taker	TV013	21-OCT-16
Janet Casper	SE6618	00	Program Assistant I	TV009	26-SEP-16
Darren Eilertson	SE4983	00	Concert Ticket Taker	TV013	21-SEP-16
Michele Elbers	SE4983	11	Concert Ticket Taker	TV013	21-SEP-16
Sharon Foley	SE4983	00	Temp Ticket Taker	TV013	21-OCT-16
Deborah Gulbranson	SE4983	13	Concert Ticket Taker	TV013	21-SEP-16
Maria Hall	SE4983	09	Concert Ticket Taker	TV013	21-SEP-16
Peggy Hofwalt	SE4983	00	Concert Ticket Taker	TV013	21-SEP-16
Linda Howard	SE6890	00	Secretary	TR000	30-SEP-16
Bryan Jones	SE4983	12	Concert Ticket Taker	TV013	21-SEP-16
Rena Mills	SE4983	05	Concert Ticket Taker	TV013	21-SEP-16
Tracy Nordstrom	SE4983	02	Concert Ticket Taker	TV013	21-SEP-16
Diane Rieken	SE7160	00	Program Assistant I	TR000	21-OCT-16
Michele Sage	SE4983	11	Concert Ticket Taker	TV013	21-SEP-16
Charles Smith	SE4983	10	Concert Ticket Taker	TV013	21-SEP-16
Kim Sterrett	SE4983	11	Concert Ticket Taker	TV013	21-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Amel Abdalla	AE4532	00	Temp Lab Technician	Hire Temp Appointment	24959.52	13-SEP-16
Woubet Alemu	SE4496	00	Temp Geospatial Resrch Asst	Hire Temp Appointment	31199.40	01-SEP-16
Christopher Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	190.00	22-AUG-16
Christopher Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	355.00	22-SEP-16
Emily Anderson	SE4501	00	Temp Flute instructor	Hire Temp Appointment	33279.36	08-SEP-16
Jessica Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	190.00	22-AUG-16
Jessica Anderson	SE4498	00	Temp Event Parking	Hire Temp Appointment	275.00	22-SEP-16
Debra Bakken	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	49.50	22-SEP-16
Jonathan Bakken	SE4501	00	Temp String Project Instructor	Hire Temp Appointment	66558.72	22-AUG-16
Amybeth Ballou	SE4509	00	Temp Substitute PreK Mentor	Hire Temp Appointment	35359.32	22-AUG-16
Girma Birru	AE4539	00	Temp Seasonal lab assistant	Hire Temp Appointment	19239.63	22-SEP-16
Todd Bortnem	AE4652	00	Temp Ag Research Tech	Hire Temp Appointment	31199.40	29-AUG-16
Cheyenne Bowers	SE4560	00	Temp Group Fitness Non Cert	Hire Temp Appointment	18199.65	23-AUG-16
Cheyenne Bowers	SE4560	01	Temp Personal Training	Hire Temp Appointment	18199.65	23-AUG-16
Christina Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	305.00	22-AUG-16
Christina Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	100.00	22-SEP-16
Nicholas Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	305.00	22-AUG-16
Nicholas Castillo	SE4498	00	Temp Event Parking	Hire Temp Appointment	85.00	22-SEP-16
Jackson Cornish	SE4498	00	Temp Event Parking	Hire Temp Appointment	125.00	22-AUG-16
Jackson Cornish	SE4498	00	Temp Event Parking	Hire Temp Appointment	95.00	22-SEP-16
Mina Doerner	SE4507	00	Temp Special Projects Assist	Hire Temp Appointment	34319.34	01-SEP-16
Ashish Dubey	SE4502	00	Temp Research Assistant	Hire Temp Appointment	33279.36	22-AUG-16
Barbara Dyer	SE4500	00	Temp Program Assistant II	Hire Temp Appointment	43325.57	06-OCT-16
Laura Engelmann	SE4501	00	Temp String Project Instructor	Hire Temp Appointment	66558.72	22-AUG-16
David Falco	SE4504	00	Temp Seasonal I	Hire Temp Appointment	18199.65	22-AUG-16
Michael Frederiksen	SE4983	03	Concert Ticket Taker	Hire Temp Appointment	42.75	22-AUG-16
Kimberly Freeseaman	SE4505	00	Temp Program Assistant	Hire Temp Appointment	33279.36	30-AUG-16
Deanna Gilkerson	SE4509	00	Temp Substitute PreK Mentor	Hire Temp Appointment	35359.32	22-AUG-16
Deborah Gilliland	SE4605	02	Temp Test proctor	Hire Temp Appointment	20799.60	22-AUG-16
Feven Goitom	SE4493	00	Temp Tutor	Hire Temp Appointment	20799.60	15-OCT-16
Jason Grady	SE4560	00	Temp Group Fitness Non Cert	Hire Temp Appointment	17783.66	23-AUG-16
Jason Grady	SE4560	01	Temp Cert Personal Trainer	Hire Temp Appointment	17783.66	01-SEP-16
Marci Green	AE4535	00	Temp Research Assistant	Hire Temp Appointment	32946.57	22-AUG-16
Todd Gulbranson	SE4983	30	Concert Ticket Takers	Hire Temp Appointment	42.75	22-AUG-16

Peggy Hanafin	SE4605	02	Temp Test Proctor	Hire Temp Appointment	20799.60	22-AUG-16
Tyler Hartman	SE4497	00	Temp Seasonal I	Hire Temp Appointment	20799.60	22-AUG-16
Ashlee Haselhorst	SE4509	00	Temp Substitute PreK Mentor	Hire Temp Appointment	35359.32	22-AUG-16
Shiann Hauptert	SE4512	00	Temp Law Enforcement Officer	Hire Temp Appointment	41204.01	22-AUG-16
Kevin Henseler	AE4541	01	Temp Seasonal II	Hire Temp Appointment	22879.56	22-SEP-16
Barbara Hillestad	SE4983	26	Concert Ticket Takers	Hire Temp Appointment	40.50	22-AUG-16
Dianne Hoff	SE4983	19	Concert Ticket Takers	Hire Temp Appointment	54.00	22-AUG-16
Doris Hornby	SE4983	00	Concert Ticket takers	Hire Temp Appointment	54.00	22-AUG-16
Navid Mohammad Imran	SE4494	00	Temp Lab Tech	Hire Temp Appointment	31199.40	03-OCT-16
Kate Jansen	SE4559	00	Temp Research Technician	Hire Temp Appointment	21839.58	27-SEP-16
Sara Jaragoske	SE4517	00	Temp Communications Specialist	Hire Temp Appointment	28162.66	01-SEP-16
Benjamin Jastorff	SE4982	00	Temp Bookstore	Hire Temp Appointment	40996.01	15-SEP-16
Paula Johnson	SE4983	06	Concert Ticket Taker	Hire Temp Appointment	54.00	22-AUG-16
Steven Johnson	SE4983	06	Concert Ticket Taker	Hire Temp Appointment	54.00	22-AUG-16
Faye Jones	SE4983	28	Concert Ticket Taker	Hire Temp Appointment	36.00	22-AUG-16
Isabella Kappenman	AE4530	00	Temp River Research Tech	Hire Temp Appointment	20799.60	17-OCT-16
Jungsook Kim	AE4539	00	Temp Lab Aide	Hire Temp Appointment	18199.65	22-AUG-16
Cody Kirsch	SE4511	00	Temp Equipment Shop Foreman	Hire Temp Appointment	41599.20	22-AUG-16
Dale Knode	EE4938	00	Temp State Fair Assist	Hire Temp Appointment	21319.59	26-AUG-16
Katrina Knudsen	SE4532	00	Temp Seasonal I	Hire Temp Appointment	21839.58	22-SEP-16
Betty Knutsen	SE4983	19	Concert Ticket Taker	Hire Temp Appointment	54.00	22-AUG-16
Brian Kontz	AE4647	01	Temp Research Assistant	Hire Temp Appointment	41599.20	22-SEP-16
Jessica Koupal	SE4743	00	Temp PT Clinical assistant	Hire Temp Appointment	39997.63	22-AUG-16
Elizabeth Krohmer	EE4938	00	Temp State Fair General Assist	Hire Temp Appointment	20799.60	26-AUG-16
Mao Liang	SE4502	00	Temp Visting Research Scholar	Hire Temp Appointment	29119.44	22-SEP-16
Gokul Mayuram	SE4655	00	Temp Geospatial Research Asst	Hire Temp Appointment	20799.60	03-OCT-16
Taylor McKeown	SE4515	00	Temp Museum Aide	Hire Temp Appointment	18719.64	22-AUG-16
Lance Merrick	AE4538	00	Temp Seasonal	Hire Temp Appointment	31199.40	22-AUG-16
Elizabeth Nayebare	AE4655	00	Temp Ag Research Tech	Hire Temp Appointment	23919.54	22-AUG-16
Phu Nguyen	SE4491	00	Temp Web Editor/Newspaper	Hire Temp Appointment	20799.60	24-AUG-16
Kimberly Otterness	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	80.00	22-SEP-16
Mark Parrott	SE4983	02	Concert Ticket Taker	Hire Temp Appointment	49.50	22-AUG-16
Karen Paugh	SE4499	00	Temp Sr Ag Research Tech	Hire Temp Appointment	31199.40	22-SEP-16
Karen Paugh	SE4535	00	Temp Sr Ag Research Tech	Hire Temp Appointment	31199.40	22-AUG-16
Joel Pedersen	SE4539	00	Temp IM official	Hire Temp Appointment	17783.66	02-SEP-16
Stephanie Perkins	AE4537	00	Temp Sr Ag Research Tech	Hire Temp Appointment	33279.36	31-AUG-16
Jianli Qi	AE4533	00	Temp Lab Tech	Hire Temp Appointment	25999.50	01-SEP-16
Arla Reed	SE4983	30	Concert Ticket Taker	Hire Temp Appointment	40.50	22-AUG-16
Cassandra Richter	SE4498	00	Temp Event Parking	Hire Temp Appointment	195.00	22-AUG-16
Cassandra Richter	SE4498	00	Temp Event Parking	Hire Temp Appointment	85.00	22-SEP-16
Jacob Royer	SE4889	02	Temp Seasonal I	Hire Temp Appointment	20799.60	22-SEP-16
Jody Schumaker	SE4504	00	Temp Seasonal I	Hire Temp Appointment	20799.60	08-SEP-16
Ayush Shakya	SE4506	00	Temp Research assistant	Hire Temp Appointment	29119.44	22-AUG-16
Steven Skeels	SE4983	05	Concert Ticket Taker	Hire Temp Appointment	49.50	22-AUG-16
Orville Skorseth	SE4583	02	Temp Civil Engineering Tech	Hire Temp Appointment	53558.97	22-SEP-16
Cody Sleiter	EE4938	00	Temp State Fair Assist	Hire Temp Appointment	21319.59	26-AUG-16
Ryan Soren	SE4498	00	Temp Event Parking	Hire Temp Appointment	120.00	22-SEP-16
Todd Sterrett	SE4983	31	Concert Ticket Taker	Hire Temp Appointment	54.00	22-AUG-16
Nicole Vandenberg	SE4508	00	Temp Research Technician	Hire Temp Appointment	24959.52	22-AUG-16
Jai Walter	EE4938	00	Temp State Fair General Assist	Hire Temp Appointment	21319.59	26-AUG-16
Nicholas Welbig	SE4497	00	Temp Seasonal I	Hire Temp Appointment	20799.60	09-SEP-16
Stephanie Wootton	AE4534	00	Temp Lab Aide	Hire Temp Appointment	24959.52	22-AUG-16
Susan Wortman	EE4884	00	Temp Senior Secretary	Hire Temp Appointment	27039.48	12-SEP-16
Huihui Yin	SE4559	02	Temp Research Tech	Hire Temp Appointment	21839.58	01-SEP-16
Wenjin Yue	SE4502	00	Temp Visiting Research Scholar	Hire Temp Appointment	29119.44	01-SEP-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

Elizabeth Nayebare	AE4655	00	Temp Ag Research Tech	Sal Adj-Unusual Circumstance	23919.54	24439.53	519.99	

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Donna Adrian	EE4885	00	Temp Program Assistant I	TV013	21-OCT-16
William Alden	SE4538	00	Temp Geospatial Data Process	TV013	30-SEP-16
Christopher Anderson	SE4498	00	Temp Event Parking	TV013	21-SEP-16
Christopher Anderson	SE4498	00	Temp Event Parking	TV013	21-OCT-16
Emily Anderson	SE4501	00	Temp Flute instructor	TV012	21-OCT-16
Jessica Anderson	SE4498	00	Temp Event Parking	TV013	21-SEP-16
Jessica Anderson	SE4498	00	Temp Event Parking	TV013	21-OCT-16
Roger Assmus	AE4668	00	Temp soil science expert	TV013	08-SEP-16
Edward Aurand	AE4830	02	Temp Ag Research Tech Seasonal	TV013	21-OCT-16
Debra Bakken	SE4983	00	Temp Ticket Taker	TV013	21-OCT-16
Christina Castillo	SE4498	00	Temp Event Parking	TV013	21-SEP-16
Christina Castillo	SE4498	00	Temp Event Parking	TV013	21-OCT-16
Nicholas Castillo	SE4498	00	Temp Event Parking	TV013	21-SEP-16
Nicholas Castillo	SE4498	00	Temp Event Parking	TV013	21-OCT-16
White Dove Clifford	EE4888	00	Temp AmeriCorps	TV013	21-SEP-16
Jackson Cornish	SE4498	00	Temp Event Parking	TV013	21-SEP-16
Jackson Cornish	SE4498	00	Temp Event Parking	TV013	21-OCT-16
Addison DeHaven	SE4889	03	Temp seasonal I	TV013	21-SEP-16
Hunter Distad	AE4671	00	Temp Research Tech	TV013	21-SEP-16
Mary Ducheneaux	EE4887	00	Temp Garden Educator	TV013	29-SEP-16
Margerie Durban	EE4888	01	Temp AmeriCorps	TV013	21-SEP-16
Fahd Emam Eisa	SE4572	02	Temp Research Technician	TV013	31-AUG-16
Christopher Evans	SE4535	00	Temp Field Tech	TV013	21-OCT-16
John Fan	SE4546	01	Temp lab assistant fellow	TV013	27-AUG-16
Li Juan Feng	SE4560	00	Temp Group Exercise Cert	TV013	22-AUG-16
Michael Frederiksen	SE4983	03	Concert Ticket Taker	TV013	21-SEP-16
Jennifer Freeman	EE4888	01	Temp AmeriCorps	TV013	21-OCT-16
Marietta Gassman	SE4513	00	Temp Program Assistant	TV013	30-AUG-16
Lee Gilbertson	AE4536	00	Temp Sr Ag Research Tech	TV013	21-SEP-16
Christopher Greene	AE4671	00	Temp Field Tech	TV013	26-AUG-16
Todd Gulbranson	SE4983	30	Concert Ticket Takers	TV013	21-SEP-16
Karie Haynes	SE4560	00	Temp Group Fitness Certified	TV013	22-AUG-16
Kevin Henseler	AE4541	00	Temp Seasonal II	TV013	21-SEP-16
Mary Hercher	EE4889	01	Temp Seasonal Horticulture Ast	TV013	21-SEP-16
Jennifer Hershelman	EE4888	01	Temp AmeriCorps	TV013	21-SEP-16
Barbara Hillestad	SE4983	26	Concert Ticket Takers	TV013	21-SEP-16
Dianne Hoff	SE4983	19	Concert Ticket Takers	TV013	21-SEP-16
Doris Hornby	SE4983	00	Concert Ticket takers	TV013	21-SEP-16
Benjamin Jastorff	BE9184	00	JZ SP Assistant	TV013	31-AUG-16
Benjamin Jastorff	BE9387	00	Bookstore Assistant	TV013	31-AUG-16
Paula Johnson	SE4983	06	Concert Ticket Taker	TV013	21-SEP-16
Steven Johnson	SE4983	06	Concert Ticket Taker	TV013	21-SEP-16
Faye Jones	SE4983	28	Concert Ticket Taker	TV013	21-SEP-16
Melissa Kelson	AE4672	00	Temp Ag Research Tech	TV013	30-SEP-16
Erica Keoke	EE4888	00	Temp AmeriCorps	TV013	21-OCT-16
Dale Knode	EE4938	00	Temp State Fair Assist	TV013	09-SEP-16
Betty Knutsen	SE4983	19	Concert Ticket Taker	TV013	21-SEP-16
Matthew Konrad	SE4560	00	Temp Group Fitness non-cert	TV013	12-OCT-16
Brian Kontz	AE4647	00	Temp Research Assistant	TV013	21-SEP-16
Elizabeth Krohmer	EE4938	00	Temp State Fair General Assist	TV013	09-SEP-16
Kelsey Norton	AE4671	00	Temp Field Tech	TV013	21-SEP-16
Kimberly Otterness	SE4983	00	Temp Ticket Taker	TV013	21-OCT-16
Mary Jo Parker	EE4888	00	Temp AmeriCorps	TV013	21-OCT-16
Mark Parrott	SE4983	02	Concert Ticket Taker	TV013	21-SEP-16
Karen Paugh	SE4535	00	Temp Sr Ag Research Tech	TV013	21-SEP-16
Stephanie Perkins	AE4682	00	Temp Sr Ag Research Tech	TV013	31-AUG-16
Rachel Preheim	SE4560	00	Temp Group Fitness-Cert	TV013	22-AUG-16
Anjali Ranadive	SE4560	00	Temp Personal Trainer Cert	TV013	01-SEP-16
Anjali Ranadive	SE4560	01	Temp Personal Trainer Cert	TV013	01-SEP-16
Arla Reed	SE4983	30	Concert Ticket Taker	TV013	21-SEP-16
Thomas Reeves	AE4662	00	Temp Groundskeeper	TV013	21-OCT-16
Miranda Reinson	AE4671	00	Temp Field Technician	TV013	21-OCT-16
Bethany Rennich	AE4644	00	Temp farm crew	TV013	01-SEP-16
Bethany Rennich	AE4644	01	Temp farm crew holiday	TV013	01-SEP-16
Bethany Rennich	SE4552	00	Temp farm crew	TV013	01-SEP-16

Bethany Rennich	SE4552	01	Temp farm crew holiday	TV013	01-SEP-16
Cassandra Richter	SE4498	00	Temp Event Parking	TV013	21-SEP-16
Cassandra Richter	SE4498	00	Temp Event Parking	TV013	21-OCT-16
Jacob Royer	SE4889	01	Temp seasonal I	TV013	21-SEP-16
Melissa Sagmoe	SE4794	08	Temp Staff Assistant	TV013	24-AUG-16
Cindy Schnabel	EE4889	01	Temp Seasonal Horticulture Ast	TV013	21-SEP-16
Emily Schumann	AE4671	00	Temp Field Tech	TV013	21-SEP-16
Jessika Simon	AE4694	00	Temp lab aide	TV013	21-SEP-16
Steven Skeels	SE4983	05	Concert Ticket Taker	TV013	21-SEP-16
Cody Sleiter	EE4908	01	Temp Staff Assistant	TV013	21-SEP-16
Cody Sleiter	EE4938	00	Temp State Fair Assist	TV013	09-SEP-16
Jack Sonnenburg	SE4532	00	Temp Seasonal I	TV013	21-OCT-16
Ryan Soren	AE4655	00	Temp Ag Research Tech	TV013	21-SEP-16
Ryan Soren	SE4498	00	Temp Event Parking	TV013	21-OCT-16
Todd Sterrett	SE4983	31	Concert Ticket Taker	TV013	21-SEP-16
Ardis Sween	SE4513	00	Temp Program Assistant	TV013	30-AUG-16
Hilary Syvertson	AE4991	00	Temp Research Tech	TV013	21-SEP-16
Brandon Vanderbush	AE4671	00	Temp Seasonal lab aide	TV013	21-OCT-16
Sherry Walkowicz	SE4560	00	Temp Group Fitness Non-Cert	TV013	23-AUG-16
Jai Walter	EE4938	00	Temp State Fair General Assist	TV013	09-SEP-16
Ernest Weston	EE4888	00	Temp AmeriCorps	TV013	21-SEP-16
Karin Woltjer	EE4889	01	Temp Seasonal Horticulture Ast	TV013	21-SEP-16
Huihui Yin	SE4559	01	Temp Research Technician	TV013	31-AUG-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Christopher Bono	SE9814	04	Head Coach-Wrestling	Supplemental Appointment	22320.00	22-AUG-16
Nicole Cirillo	SE9817	02	Head Coach-Volleyball	Supplemental Appointment	3000.00	22-SEP-16
Hailey Cowles	SE9801	04	Assistant Coach-Volleyball	Supplemental Appointment	3500.00	22-SEP-16
Wendy Dailey	SE8864	10	Fac & Serv Employment Coord	Supplemental Appointment	500.00	22-SEP-16
C Eidsness	SE9802	14	Associate Head Coach-Football	Supplemental Appointment	2500.00	22-SEP-16
Bradley Erickson	SE9813	11	Head Coach-Swimming	Supplemental Appointment	6770.00	22-AUG-16
Leo Gannon	SE4983	02	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Eric Hanenberger	SE8176	01	Associate Coach-Track & Field	Supplemental Appointment	115.00	22-AUG-16
Kathleen Heylens	SE8855	12	Sr Assc AD-Compliance/SWA	Supplemental Appointment	500.00	22-SEP-16
Kathleen Heylens	SE8855	13	Sr Assc AD-Compliance/SWA	Supplemental Appointment	500.00	22-SEP-16
Karla Howard	SE8026	00	Assistant to the Provost	Appointment	56730.00	22-SEP-16
Lauren Kinter	SE6564	01	ESL Instructor	Appointment	36119.00	22-AUG-16
Aimee Maher	SE6866	00	Coordinator-Grad Admn/Recruit	Appointment	42493.58	06-SEP-16
Ashley McConnell	SE6424	00	Academic Advisor	Appointment	48000.00	03-OCT-16
Janet Miller	SE4983	02	Concert Ticket Taker	Supplemental Appointment	36.00	22-AUG-16
Janet Miller	SE4983	03	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Vance Owens	SE9827	03	Director-SGI/Professor	Supplemental Appointment	1157.50	22-AUG-16
Adam Parsons	SE6888	02	Asst Coach-Strength & Conditio	Supplemental Appointment	2260.00	22-AUG-16
Cameron Pewe	SE9867	00	Livestock Unit Manager-Swine	Appointment	50000.00	26-SEP-16
Cynthia Pfennig	SE7055	00	Special Events Coordinator	Appointment	49000.00	19-SEP-16
Jonathan Reader	SE6752	02	Assistant Coach-Wrestling	Supplemental Appointment	3000.00	22-AUG-16
Lorna Saboe-Wounded Head	EE9833	00	Extension Field Specialist IIII	Appointment	64000.00	22-AUG-16
Stephen Saiz	SE6718	00	Liaison CHD Dept	Hire Temp Appointment	39337.00	22-SEP-16
Adam Satterwhite	SE7558	00	Coordinator-Football Operation	Appointment	33990.00	22-AUG-16
Aaron Schopp	SE7012	01	Assistant Coach-Wrestling	Supplemental Appointment	1500.00	22-AUG-16
Bridget Skeels	SE4983	05	Concert Ticket Takers	Supplemental Appointment	54.00	22-AUG-16
Bridget Skeels	SE4983	06	Temp Ticket Taker	Supplemental Appointment	250.00	22-AUG-16
Sean Smalley	SE9624	00	Asst Director-Ticket Sales/Svc	Appointment	36504.00	24-AUG-16
David St John	SE9793	03	Assc Head Coach-Track & Field	Supplemental Appointment	475.00	22-AUG-16
Ronnie Straub	SE9900	00	IT Services Manager	Appointment	64595.00	02-SEP-16
Brock Thompson	SE9797	20	Assistant Coach-Women's Soccer	Supplemental Appointment	7965.00	22-AUG-16
Marjoanne Thompson	SE6869	01	Coord/Advisor/Instructor	Supplemental Appointment	1500.00	22-SEP-16
Patrick Wagner	EE9874	00	Extension Field Specialist I	Appointment	58000.00	22-AUG-16
Frank Wedemeyer	SE9818	21	Head Coach-Women's Soccer	Supplemental Appointment	15850.00	22-AUG-16
Jason Zimmerman	SE8209	01	Associate Dean	Supplemental Appointment	9999.99	22-SEP-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

Eric Adolph	SE7320	00	Assc Coach-Strength & Conditio	Change Salary Rate/Pay Grade	37943.00	43000.00	5057.00	
Christopher Bono	SE9814	00	Head Coach-Wrestling	Change Salary Rate/Pay Grade	100000.00	110000.00	10000.00	
Stephanie Brown	SE6956	00	Program Coordinator	Change Salary Rate/Pay Grade	45104.00	48500.00	3396.00	
Julie Ohlsen	SE6571	00	Program Coordinator	Change Salary Rate/Pay Grade	44205.00	48500.00	4295.00	
Laura Ruesch	SE8489	00	Research Associate II	Permanent Change in FTE	22096.86	38670.30	16573.44	
Karyn Weber	SE6401	00	Chief of Staff	Title Change	92752.00	92752.00	0.00	
Kimberly Wilson-Sweebe	EE9259	00	EFNEP & FNP Extension Assoc	Permanent Additional Duties	43384.00	47500.00	4116.00	

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

Russel Chavez 52572.30	SE8868	00	Coordinator-Veterans Affairs	Temporary Additional Duties	48754.00		3818.30	
Christopher Funk 71041.04	SE7493	00	Chief Aircraft Mechanic	Temporary Additional Duties	64582.76		6458.28	
Nathania Knight 40162.75	EE8996	00	Extension Associate--Comm Dvlp	Temporary Additional Duties	36453.00		3709.75	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date

Karla Howard	SE8884	00	Program Assistant II	SA011	21-SEP-16
Marissa Mickelson	EE9732	00	Extension 4H Advisor	TI002	12-OCT-16
Julie Ohlsen	SE6571	00	Program Coordinator	TV008	14-OCT-16
David Rule	SE9790	00	Associate Athletic Trainer	TV008	21-SEP-16
Ronnie Straub	SE8906	00	Info Technology Specialist	SA011	01-SEP-16
Rusty Wienk	SE6694	00	Assistant Director--ESL	SA017	21-OCT-16
David Wood	SE9600	00	Bldg Automation System Spec	TV000	20-SEP-16
Christopher Bono	SE9814	04	Head Coach-Wrestling	TV013	21-SEP-16
Nicole Cirillo	SE9817	02	Head Coach-Volleyball	TV013	21-OCT-16
Hailey Cowles	SE9801	04	Assistant Coach-Volleyball	TV013	21-OCT-16
Wendy Dailey	SE8864	10	Fac & Serv Employment Coord	TV013	21-OCT-16
C Eidsness	SE9802	14	Associate Head Coach-Football	TV013	21-OCT-16
Bradley Erickson	SE9813	11	Head Coach-Swimming	TV013	21-SEP-16
Jodi Friedel	SE8589	00	Manager Retail Operations	TD000	25-AUG-16
Eric Hanenberger	SE8176	01	Associate Coach-Track & Field	TV013	21-SEP-16
Kathleen Heylens	SE8855	12	Sr Assc AD-Compliance/SWA	TV013	21-OCT-16
Kathleen Heylens	SE8855	13	Sr Assc AD-Compliance/SWA	TV013	21-OCT-16
Lauren Kinter	SE6564	01	ESL Instructor	TV013	21-OCT-16
Ashley McConnell	SE7687	00	Visiting Instructor	TV013	30-SEP-16
Janet Miller	SE4983	02	Concert Ticket Taker	TV013	21-SEP-16
Adam Parsons	SE6888	02	Asst Coach-Strength & Conditio	TV013	21-SEP-16
Jonathan Reader	SE6752	02	Assistant Coach-Wrestling	TV013	21-SEP-16
Aaron Schopp	SE7012	01	Assistant Coach-Wrestling	TV013	21-SEP-16
Bridget Skeels	SE4983	05	Concert Ticket Takers	TV013	21-SEP-16
David St John	SE9793	03	Assc Head Coach-Track & Field	TV013	21-SEP-16
Brook Thompson	SE9797	20	Assistant Coach-Women's Soccer	TV013	21-SEP-16
Marjoanne Thompson	SE8869	01	Coord/Advisor/Instructor	TV013	21-OCT-16
Frank Wedemeyer	SE9818	21	Head Coach-Women's Soccer	TV013	21-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date

Megan Aadland	SW9518	00	WS Office assistant	Hire Temp Appointment	4104.00	29-AUG-16
David Aaron	SE6356	00	Temp Laboratory Support	Hire Temp Appointment	6961.97	02-SEP-16

Muzaffar Abbas	SG9849	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2000.00	22-AUG-16
Abdelbaset Abdalla	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	19900.00	22-AUG-16
Karim Abdelazim Soliman	SS7927	00	student hrly workshop leader	Hire	Temp	Appointment	4800.00	22-AUG-16
Clay Abrahamson	AS9216	00	student hrly feedlot farm work	Hire	Temp	Appointment	4320.00	22-AUG-16
Kaitlyn Abrahamson	SG7922	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8634.00	22-AUG-16
Amy Abrams	AG9812	00	Graduate Research Assistant	Hire	Temp	Appointment	23384.00	22-AUG-16
Abdelrahim Abulbasher	SG7998	02	Graduate Research Assistant	Hire	Temp	Appointment	8276.00	22-AUG-16
Mohamed Aburweis	SG7909	03	Grad Teach Assist-Instructor	Hire	Temp	Appointment	19900.00	22-AUG-16
Rajan Acharya	SS7871	00	student hrly custodial staff	Hire	Temp	Appointment	4104.00	07-SEP-16
Subash Acharya	AG9817	00	Graduate Research Assistant	Hire	Temp	Appointment	23384.00	22-AUG-16
Felix Acheampong	SG7794	01	Graduate Research Assistant	Hire	Temp	Appointment	15772.00	22-AUG-16
Kayla Ackerman	SW9887	02	WS office assistant	Hire	Temp	Appointment	4224.00	22-AUG-16
Karly Ackermann	SG7744	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-16
Philip Adalikwu	SG7735	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2109.00	22-AUG-16
Philip Adalikwu	SG7912	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6240.00	22-AUG-16
Zachary Adam	AS9221	01	student hrly lab technician	Hire	Temp	Appointment	5280.00	22-AUG-16
John Adams	SS7966	01	student hrly shop worker	Hire	Temp	Appointment	4320.00	22-AUG-16
Sarah Adams Inkoom	AG9798	02	Graduate Research Assistant	Hire	Temp	Appointment	18752.00	22-AUG-16
Rose Adamski	SS7922	00	student hrly lab assistant	Hire	Temp	Appointment	5640.00	22-AUG-16
Rose Adamski	SW9557	00	WS lab assistant	Hire	Temp	Appointment	5520.00	24-AUG-16
Sefa Adekpui	SG7922	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	4264.00	22-AUG-16
Olawale Adewale	SS7755	00	student hrly facilities	Hire	Temp	Appointment	4800.00	26-SEP-16
Ezaldeen Adhamash	SG7801	01	Graduate Research Assistant	Hire	Temp	Appointment	1200.00	22-AUG-16
Ezaldeen Adhamash	SG7912	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6240.00	22-AUG-16
Amit Adhikari	SG9864	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	10665.00	22-AUG-16
Sandeep Adhikari	SS7724	00	student hrly Ghabchi assist	Hire	Temp	Appointment	5760.00	20-SEP-16
Sandeep Adhikari	SS7724	01	StdT Hrly-Lab Assistant	Hire	Temp	Appointment	5760.00	22-AUG-16
Sandeep Adhikari	SS7867	00	student hrly Custodial worker	Hire	Temp	Appointment	4800.00	26-SEP-16
Robyn Adler	SE6708	04	Temporary Clinical Assistant	Hire	Temp	Appointment	2000.00	22-SEP-16
Patience Afedi	SG7799	00	Grad Teach Assist-Instr	Hire	Temp	Appointment	15772.00	22-AUG-16
Abimbola Agbaje	SS7755	00	student hrly facilities	Hire	Temp	Appointment	5040.00	22-AUG-16
Madison Agey	SS7845	01	student hrly IM official	Hire	Temp	Appointment	4128.00	02-SEP-16
Heather Ahlgrim	SS7782	00	student hrly EE & CS	Hire	Temp	Appointment	5760.00	22-AUG-16
A K M Ahsan Ahmed	SG7799	00	Grad Teach Assist-Instr	Hire	Temp	Appointment	15772.00	22-AUG-16
Rezvi Ahmed	SS7845	00	student hrly IM official	Hire	Temp	Appointment	4104.00	07-OCT-16
David Ahrens	AS9221	00	student hrly lab tech	Hire	Temp	Appointment	4800.00	13-SEP-16
Kristen Akers	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	22-SEP-16
Ehsan Al Ainizi	AG9781	00	Graduate Research Assistant	Hire	Temp	Appointment	11300.00	22-SEP-16
Mustafa Al Sowij	AS9168	00	student hrly lab assistant	Hire	Temp	Appointment	7200.00	22-AUG-16
Mustafa Al Sowij	AS9168	01	stdnt hrly Duccweek lab asst	Hire	Temp	Appointment	7200.00	22-SEP-16
Alahakoon Achchillage Dilmini	AG7023	00	Graduate Research Assistant	Hire	Temp	Appointment	16904.00	22-AUG-16
Nicole Albert	SE6793	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2000.00	22-SEP-16
Taylin Albrecht	SS7912	00	student hrly Assoc Exec Board	Hire	Temp	Appointment	4104.00	22-AUG-16
Chelsea Albus	SG6030	01	Graduate Admin Assistant	Hire	Temp	Appointment	7799.40	24-AUG-16
Laura Alexander	SS7845	00	student hrly IM supervisor	Hire	Temp	Appointment	4224.00	22-SEP-16
Laura Alexander	SS7845	01	student hrly IM official	Hire	Temp	Appointment	4224.00	22-SEP-16
Samuel Alfred	AS9176	00	student hrly Vet & Biomed	Hire	Temp	Appointment	4344.00	22-AUG-16
Samuel Alfred	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4104.00	22-AUG-16
Kate Allen	SS8606	00	student hrly Briggs Library	Hire	Temp	Appointment	4104.00	22-SEP-16
Ryan Alley	AS9215	01	student hrly lab assistant	Hire	Temp	Appointment	5880.00	22-SEP-16
Troy Alley	SE6708	03	Temporary Clinical Assistant	Hire	Temp	Appointment	6260.00	22-AUG-16
Anil Aluru	SS7755	00	student hrly facilities	Hire	Temp	Appointment	5040.00	22-AUG-16
Henrique Alves Pereira	SS8147	00	student hrly lab assistant	Hire	Temp	Appointment	6000.00	29-AUG-16
Jenessa Amdahl	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	22-AUG-16
Jenessa Amdahl	SW9612	01	WS office assistant	Hire	Temp	Appointment	4104.00	22-AUG-16
Archibald Amoako	SG7915	00	Grad Teach Assist - Instructor	Hire	Temp	Appointment	11326.00	22-AUG-16
Lauretta Amon Otopah	SG7916	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6935.00	22-AUG-16
Ethan Andersen	SG7742	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-16
Cassie Anderson	SG7990	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16222.00	22-AUG-16
Halley Anderson	AS9160	00	student hrly feed mill	Hire	Temp	Appointment	4104.00	22-AUG-16
Kathryn Anderson	SS8328	00	student hrly research assist	Hire	Temp	Appointment	5040.00	22-AUG-16
Kathryn Anderson	SS8328	01	student hrly EA Martin Program	Hire	Temp	Appointment	5040.00	24-AUG-16
Kirsten Anderson	AS9189	00	student hrly lab assistant	Hire	Temp	Appointment	4800.00	22-AUG-16
Natalie Anderson	SE6761	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2660.00	22-AUG-16
Chelsea Anderson Patton	SS7735	00	student hrly Pharmacy	Hire	Temp	Appointment	4320.00	22-AUG-16
Christopher Andrews	SW9547	00	WS Cahsier	Hire	Temp	Appointment	4800.00	31-AUG-16
Danielle Angileno	SS7741	00	student hrly lab tech	Hire	Temp	Appointment	4800.00	22-AUG-16
Linto Antony	AG8037	02	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-SEP-16

Elliane Antrim	SS7836	00	student hrly Briggs Library	Hire	Temp	Appointment	4104.00	22-AUG-16
Rebecca Apland	SS7911	00	student hrly Tutor	Hire	Temp	Appointment	4200.00	29-AUG-16
Israel Appel	SS8765	00	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
John Apraku	SG7799	00	Grad Teach Assist-Instr	Hire	Temp	Appointment	15772.00	22-AUG-16
Emma Arends	SS8748	03	student hrly comm studies	Hire	Temp	Appointment	4104.00	22-SEP-16
Nicholas Arens	SS7748	00	student hrly teaching assist	Hire	Temp	Appointment	4104.00	22-AUG-16
Tessa Armstrong	SS7750	00	student hrly Peer mentor	Hire	Temp	Appointment	4104.00	22-AUG-16
Francis Arpan	SG7990	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	17724.00	22-AUG-16
Francis Arpan	SG8040	01	Graduate Research Assistant	Hire	Temp	Appointment	1000.00	22-AUG-16
Sadikshya Aryal	AG9889	00	Graduate Research Assistant	Hire	Temp	Appointment	16000.00	22-AUG-16
Sampson Asare	SG8022	03	Graduate Research Assistant	Hire	Temp	Appointment	15772.00	22-AUG-16
Christina Ascheman	SG7753	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6468.00	22-AUG-16
Brianna Ashauer	SS7879	00	student hrly PT	Hire	Temp	Appointment	4320.00	05-OCT-16
Brianna Ashauer	SS7879	01	student hrly Fitness Attendant	Hire	Temp	Appointment	4104.00	05-OCT-16
Taylor Aubrey	AG8010	00	Graduate Research Assistant	Hire	Temp	Appointment	16350.00	26-AUG-16
Maria Aune	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Josephine Ausdemore	SS7729	00	student hrly Peer mentor	Hire	Temp	Appointment	4200.00	22-AUG-16
Josephine Ausdemore	SS7751	00	student hrly SI leader	Hire	Temp	Appointment	4320.00	22-AUG-16
Madeline Ausdemore	SG7909	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-16
Max Ausdemore	SS8073	00	student hrly office assistant	Hire	Temp	Appointment	4800.00	29-AUG-16
Cassandra Auxt	AW9738	00	WS Technician	Hire	Temp	Appointment	4800.00	22-AUG-16
Naresh Avula	SS7755	00	student hrly facilities	Hire	Temp	Appointment	4800.00	05-OCT-16
Naresh Avula	SS7871	00	student hrly custodial staff	Hire	Temp	Appointment	4104.00	07-SEP-16
Naresh Avula	SS8037	00	student hrly facility worker	Hire	Temp	Appointment	4104.00	22-AUG-16
Ayodeji Awoyemi	SS7755	00	student hrly facilities	Hire	Temp	Appointment	5040.00	22-AUG-16
Brady Ayers	SS7913	00	student hrly Parking services	Hire	Temp	Appointment	5040.00	22-AUG-16
Nujhat Azad	SS7837	02	student hrly Briggs Library	Hire	Temp	Appointment	4104.00	22-AUG-16
Nazia Azim	AG9798	00	Graduate Research Assistant	Hire	Temp	Appointment	16133.00	22-AUG-16
Mohammad Badawi	SS9793	01	student hrly Fundraiser Suprv	Hire	Temp	Appointment	4680.00	22-AUG-16
Kristie Bade	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Wei Bai	SG7838	00	Graduate Research Assistant	Hire	Temp	Appointment	14104.00	22-AUG-16
Elizabeth Bailey	SG7798	03	Graduate Research Assistant	Hire	Temp	Appointment	15772.00	22-AUG-16
Michael Bailey	SS8861	03	student hrly technology fellow	Hire	Temp	Appointment	9456.00	22-AUG-16
Surendra Bajagain	SG7801	00	Graduate Research Assistant	Hire	Temp	Appointment	3005.00	22-AUG-16
Surendra Bajagain	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	3005.00	22-AUG-16
Abhilasha Bajracharya	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8668.00	22-AUG-16
Bennet Baker	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4344.00	22-AUG-16
Trina Baker	SS7910	00	student hrly military science	Hire	Temp	Appointment	4800.00	30-AUG-16
Emily Baldwin	AG9767	02	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-AUG-16
Ashley Bamsey	SS8134	00	student hrly Hobo Shoppe	Hire	Temp	Appointment	4104.00	11-OCT-16
Abiral Baniya	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	4161.00	22-AUG-16
Katie Banks	SS7721	00	student hrly Writing Tutor	Hire	Temp	Appointment	4560.00	13-SEP-16
Andrea Barahona Guerrero	SG7902	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12227.00	22-AUG-16
Naif Bardan	SS7836	00	student hrly Briggs Library	Hire	Temp	Appointment	4104.00	22-AUG-16
Valerie Bares	SG7763	02	Graduate Research Assistant	Hire	Temp	Appointment	19900.00	22-AUG-16
Isaiah Barlow	SW9513	00	WS Night laundry	Hire	Temp	Appointment	4104.00	21-SEP-16
Palak Barmaiya	AS9195	00	student hrly PISciX72491000	Hire	Temp	Appointment	4800.00	22-AUG-16
Erik Barnes	SW9563	00	WS office/lab assist	Hire	Temp	Appointment	4320.00	31-AUG-16
Anna Barr	SW9515	00	WS FRUVED Resrch Assistant	Hire	Temp	Appointment	4800.00	28-SEP-16
Jessa Bartsch	SS7845	00	student hrly IM official	Hire	Temp	Appointment	4104.00	02-SEP-16
Shelbi Bartscher	SS7887	00	student hrly Note taker	Hire	Temp	Appointment	4800.00	23-AUG-16
Pawan Basnet	AG9685	00	Graduate Research Assistant	Hire	Temp	Appointment	16904.00	22-AUG-16
Shraddha Basu	SG7965	01	Grad Teach Assist - Instructor	Hire	Temp	Appointment	21029.00	22-AUG-16
Thomas Bates	SS8093	00	stdnt hrly BluePrint designer	Hire	Temp	Appointment	4224.00	27-SEP-16
Jessica Bauers	SE6708	01	Temporary Clinical Assistant	Hire	Temp	Appointment	4000.00	22-AUG-16
Jacob Baustian	AG9772	00	Graduate Research Assistant	Hire	Temp	Appointment	16904.00	22-AUG-16
Damon Bayer	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-16
Aaron Beaner	AS9173	00	student hrly Feeding crew	Hire	Temp	Appointment	5760.00	22-AUG-16
Miranda Beaulieu	SW9540	00	WS Office Assistant	Hire	Temp	Appointment	5280.00	22-AUG-16
Cheyenne Bebo	SS8765	02	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Brianna Becher	AS9151	00	student hrly wildlife tech	Hire	Temp	Appointment	4320.00	22-SEP-16
Maggie Becher	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4104.00	22-AUG-16
Andrea Beck	SS8474	02	student hrly equestrian barn	Hire	Temp	Appointment	4104.00	22-AUG-16
Deryn Beck	SG7824	00	Graduate Research Assistant	Hire	Temp	Appointment	7397.00	22-AUG-16
Deryn Beck	SG8028	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2889.00	22-AUG-16
Joshua Beck	SS8765	00	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	19-SEP-16
Heidi Becker	AW9735	00	WS Research Assist	Hire	Temp	Appointment	5280.00	02-SEP-16
Amy Beckstrand	SW9897	00	WS Office Assistant	Hire	Temp	Appointment	4104.00	01-OCT-16

Katlyn Beebout	AS9221 01	student hrly lab technician	Hire Temp Appointment	5280.00	22-AUG-16
Marco Benassi	SG7860 00	Grad Teach Asst-Instructor	Hire Temp Appointment	6209.00	22-AUG-16
Brittney Bendinelli	SW9547 01	WS support staff	Hire Temp Appointment	4579.20	22-AUG-16
Austin Benson	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Austin Benson	SS7805 00	student hrly lab assistant	Hire Temp Appointment	5040.00	22-AUG-16
Nathan Benson	SS7853 00	student hrly Math study leader	Hire Temp Appointment	6240.00	24-AUG-16
Tori Benthin	AS9217 01	student hrly PISciM45441005	Hire Temp Appointment	4824.00	22-AUG-16
Andrew Berg	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4200.00	22-AUG-16
Sterling Berg	SS8749 03	student hrly PAC	Hire Temp Appointment	4368.00	22-AUG-16
Kelli Berger	AS9173 00	student hrly farm crew	Hire Temp Appointment	4344.00	22-AUG-16
Kelli Berger	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4824.00	22-AUG-16
Kelli Berger	AS9173 02	student hrly lab assistant	Hire Temp Appointment	4320.00	05-OCT-16
Kelli Berger	AW9747 01	WS farm crew	Hire Temp Appointment	4344.00	22-AUG-16
Kelli Berger	AW9747 02	WS farm crew holiday	Hire Temp Appointment	4824.00	22-AUG-16
Mercedes Bergman	SG7004 01	Graduate Teaching Assistant	Hire Temp Appointment	12678.00	22-AUG-16
Marissa Bergseng	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Julie Bergstrom	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-AUG-16
Cade Berry	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Konner Beste	SS7747 00	student hrly womens BB assist	Hire Temp Appointment	4104.00	06-SEP-16
Manoj Bhandari	SS7749 00	student hrly tutor	Hire Temp Appointment	4800.00	22-AUG-16
Somshuvra Bhattacharya	SG9849 04	Grad Teach Assist-Instructor	Hire Temp Appointment	21532.00	22-AUG-16
Amrit Bhusal	SG7915 01	Grad Teach Assist - Instructor	Hire Temp Appointment	7628.00	22-AUG-16
Basanta Bhusal	SS7917 01	student hrly learning assist	Hire Temp Appointment	4800.00	30-AUG-16
Basanta Bhusal	SS7917 02	stdnt hrly Kharel Rsrch assist	Hire Temp Appointment	4800.00	06-SEP-16
Myles Bialas	AS9152 00	student hrly PISciXB244	Hire Temp Appointment	5760.00	22-SEP-16
Myles Bialas	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Madison Bieber	AS9164 00	student hrly Woyengo lab work	Hire Temp Appointment	4800.00	22-AUG-16
Katanna Biesemeier	AW9740 00	WS horse unit/farm worker	Hire Temp Appointment	4200.00	22-AUG-16
Ashley Bietz	SS8748 00	student hrly Comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Ashley Bietz	SS8749 04	student hrly PAC	Hire Temp Appointment	4368.00	22-AUG-16
Ashley Bietz	SW9592 00	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Paige Binger	SS7812 00	student hrly horse unit	Hire Temp Appointment	4104.00	22-AUG-16
Courtney Birkholtz	SS7725 00	stdnt hrly Assist Rodeo Coach	Hire Temp Appointment	4800.00	22-AUG-16
Victoria Bishop	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Mary Bjorklund	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Caleb Blaisdell	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Caleb Blaisdell	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Caleb Blaisdell	AS9173 02	student hrly Feeding crew	Hire Temp Appointment	5760.00	22-AUG-16
Michael Blazek	SS7911 00	student hrly Tutor	Hire Temp Appointment	4200.00	29-AUG-16
Anna Blechinger	SS8474 01	student hrly equestrian barn	Hire Temp Appointment	4104.00	15-SEP-16
Ashley Bloemendaal	SW9622 01	WS Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Eric Amo Boakye	SG8022 04	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-16
Daniel Boamah	SG7793 00	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-16
Ernest Boateng	SW9598 00	WS Filmer	Hire Temp Appointment	4104.00	24-AUG-16
Carly Boder	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	22-SEP-16
Tayt Boeckholt	SW9521 00	WS Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Kayla Boer	SS7716 00	student hrly Photography Admin	Hire Temp Appointment	4104.00	03-OCT-16
Brian Boese	SS8300 00	student hrly WRI assist	Hire Temp Appointment	5280.00	16-SEP-16
Kelly Boese	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-AUG-16
Andrea Boglic	SG7864 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-16
Emily Bohle	SS7747 00	student hrly womens BB assist	Hire Temp Appointment	4104.00	24-AUG-16
Emily Bohle	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Lucas Bohn	SG8008 01	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Olena Boiko	SG7922 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5996.00	22-AUG-16
Priscilla Bolland	SW9797 00	WS office assistant	Hire Temp Appointment	4104.00	22-AUG-16
Alexander Bonnema	SW9542 00	WS Dispatcher	Hire Temp Appointment	4560.00	22-AUG-16
Matthew Borah	AS9217 01	student hrly PISciA67381005	Hire Temp Appointment	4824.00	22-AUG-16
Kaya Borg	SS7817 00	student hrly admin ambassador	Hire Temp Appointment	4320.00	22-AUG-16
Cienna Boss	AS9164 00	student hrly Woyengo assist	Hire Temp Appointment	4800.00	22-AUG-16
Matthew Bowen	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Jared Bowers	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Michael Braga-Henebry	SG7750 00	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Haley Bramer	SS7936 00	student hrly RHPL host	Hire Temp Appointment	4104.00	01-SEP-16
Haley Bramer	SW9828 00	WS Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Derek Brandis	SG7799 01	Grad Teach Assist-Instr	Hire Temp Appointment	15772.00	22-AUG-16
Grant Brass	SS7788 00	student hrly Cow calf farm	Hire Temp Appointment	4104.00	22-SEP-16
Allison Braun	SS8486 00	student hrly event worker	Hire Temp Appointment	4104.00	24-AUG-16
Allison Braun	SS8486 01	student hrly grounds worker	Hire Temp Appointment	4104.00	24-AUG-16

Miranda Bren	SG8997	01	Graduate Research Assistant	Hire	Temp	Appointment	2103.00	22-SEP-16
Anna Bridge	SS7720	00	student hrly Event Parking	Hire	Temp	Appointment	265.00	22-AUG-16
Hannah Brokmeier	SS7748	00	student hrly teaching assist	Hire	Temp	Appointment	4104.00	22-AUG-16
Carla Bromenschenkel	AS9173	00	student hrly dairy plant work	Hire	Temp	Appointment	4224.00	07-SEP-16
Carla Bromenschenkel	AS9173	01	stdnt hrly dairy plant holiday	Hire	Temp	Appointment	4704.00	07-SEP-16
Carla Bromenschenkel	AS9206	00	student hrly dairy plant	Hire	Temp	Appointment	4224.00	22-AUG-16
Mariah Bronk	SS8474	00	student hrly equestrian barn	Hire	Temp	Appointment	4104.00	22-AUG-16
Mikayla Brown	SS7755	00	student hrly facilities	Hire	Temp	Appointment	5280.00	22-AUG-16
Nicholas Brown	SG7909	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-16
Nicole Brown	SS7845	00	student hrly IM official	Hire	Temp	Appointment	4104.00	02-SEP-16
Collin Bruns	SS7759	00	student hrly vet & biomed	Hire	Temp	Appointment	4104.00	22-AUG-16
Samantha Brust	SS8765	00	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	01-SEP-16
Ellen Bubak	SG7922	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	11272.00	22-AUG-16
Jayden Buckley	SW9542	00	WS Dispatcher	Hire	Temp	Appointment	4320.00	22-AUG-16
Anthony Buechler	AS9198	00	student hrly PISciA65491000	Hire	Temp	Appointment	4800.00	22-AUG-16
Bailey Buenger	SW9612	01	WS Tutor	Hire	Temp	Appointment	4320.00	22-AUG-16
Katelyn Buhler	SS7911	00	student hrly Tutor	Hire	Temp	Appointment	4200.00	29-AUG-16
Cassandra Bunkers	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Merritt Burch	AG9745	01	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-AUG-16
Elizabeth Burdick	SG7909	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-16
Karin Burdick	SG7004	01	Graduate Teaching Assistant	Hire	Temp	Appointment	12678.00	22-AUG-16
Joseph Burg	SS7752	00	stdnt hrly Officiate Practice	Hire	Temp	Appointment	4800.00	30-SEP-16
Hattie Burroughs	SS8765	00	student hrly Nursing	Hire	Temp	Appointment	4104.00	17-OCT-16
David Bursack	SS8765	00	student hrly Nursing	Hire	Temp	Appointment	4104.00	17-OCT-16
Shanya Burt	SS7820	00	student hrly Yeager Media asst	Hire	Temp	Appointment	4800.00	22-AUG-16
Shayla Burton	SW9547	00	WS Financial Aid admin assist	Hire	Temp	Appointment	4320.00	22-AUG-16
Caitlin Bute	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	22-AUG-16
Laura Butterbrodt	AS9171	00	student hrly office helper	Hire	Temp	Appointment	4320.00	22-AUG-16
Allison Calmus	SE6708	01	Temporary Clinical Assistant	Hire	Temp	Appointment	3740.00	22-AUG-16
Eli Campbell	SS8748	00	student hrly comm studies	Hire	Temp	Appointment	4104.00	22-AUG-16
Eli Campbell	SW9545	01	WS shop assistant	Hire	Temp	Appointment	4104.00	22-AUG-16
Rebecca Cantwell	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4344.00	22-AUG-16
Danielle Capp	SW9612	00	WS office assistant	Hire	Temp	Appointment	4104.00	22-AUG-16
Kaitlyn Carda	SE6761	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2660.00	22-AUG-16
Brady Carlberg	SW9530	00	WS Tutor	Hire	Temp	Appointment	4104.00	22-AUG-16
Chase Carlson	SS7855	01	student hrly graphic designer	Hire	Temp	Appointment	4800.00	22-AUG-16
Elliot Carmany	SS7748	00	student hrly teaching assist	Hire	Temp	Appointment	4104.00	22-AUG-16
Spencer Carstens	AS9221	01	stdnt hrly bighorn sheep Rsrch	Hire	Temp	Appointment	4800.00	22-AUG-16
Spencer Carstens	AW9738	00	WS Sheep Farm	Hire	Temp	Appointment	4800.00	29-SEP-16
Marissa Caskey	SS7750	00	student hrly Peer mentor	Hire	Temp	Appointment	4104.00	22-AUG-16
April Cass	SE6793	00	Temporary Clinical Assistant	Hire	Temp	Appointment	9320.00	22-AUG-16
Justin Cassels	SS8861	01	student hrly technology fellow	Hire	Temp	Appointment	8726.40	22-AUG-16
Vinay Ceela	SS8037	00	student hrly facility worker	Hire	Temp	Appointment	4104.00	22-AUG-16
Abigail Ceremuga	SW9537	00	WS Admission Ambassador	Hire	Temp	Appointment	4200.00	22-AUG-16
Stefano Cezar Blatt	SS7836	00	student hrly Briggs Library	Hire	Temp	Appointment	4104.00	22-AUG-16
Radhika Chakravarty	SG7912	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6240.00	22-AUG-16
Basanta Chalise	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8668.00	22-AUG-16
Allison Chamberlain	SS7717	00	student hrly Survey writing	Hire	Temp	Appointment	5760.00	01-OCT-16
Santosh Chapagain	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8668.00	22-AUG-16
Jerome Charles	SS7750	00	student hrly Peer mentor	Hire	Temp	Appointment	4224.00	22-AUG-16
Jerome Charles	SS7861	03	stdnt hrly Orientation driver	Hire	Temp	Appointment	4800.00	22-SEP-16
Chhavi Chaudhary	SG7745	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-16
Yugeen Chaulagain	SS7749	00	student hrly math & stats	Hire	Temp	Appointment	4800.00	23-AUG-16
Appala Chekuri	SG7581	00	Graduate Research Assistant	Hire	Temp	Appointment	8321.00	22-AUG-16
Yu Chen	SG7814	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	18752.00	22-AUG-16
Emily Chesak	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	22-AUG-16
Anna Chicoine	SS9793	01	student hrly Admin Support	Hire	Temp	Appointment	4560.00	22-AUG-16
Sharath Chandra Sai Chikka	SS7742	00	student hrly lab assist	Hire	Temp	Appointment	4800.00	22-AUG-16
Sharath Chandra Sai Chikka	SS7867	00	student hrly custodial worker	Hire	Temp	Appointment	4800.00	22-AUG-16
Lauren Chirnside	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4344.00	22-AUG-16
Joshua Choudek	AS9173	00	student hrly farm crew	Hire	Temp	Appointment	4344.00	22-AUG-16
Joshua Choudek	AS9173	01	student hrly farm crew holiday	Hire	Temp	Appointment	4824.00	22-AUG-16
Stephanie Choudek	AS9173	00	student hrly farm crew	Hire	Temp	Appointment	4224.00	22-AUG-16
Stephanie Choudek	AS9173	01	student hrly farm crew holiday	Hire	Temp	Appointment	4704.00	22-AUG-16
Kurt Chowanski	AG9856	03	Graduate Research Assistant	Hire	Temp	Appointment	23384.00	22-AUG-16
Ashraful Chowdhury	SG7801	00	Graduate Research Assistant	Hire	Temp	Appointment	19681.00	22-AUG-16
Tyler Chramosta	SS7729	00	student hrly SI leader	Hire	Temp	Appointment	4440.00	22-AUG-16
Tyler Chramosta	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4440.00	22-AUG-16

Annalee Christensen	SS7836 00	student hrly Briggs Library	Hire Temp Appointment	4104.00	22-AUG-16
Allison Christenson	SW9768 00	WS Office Helper	Hire Temp Appointment	4800.00	22-SEP-16
Amber Christian	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Jena Christianson	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Jasmine Cisneros	SS7747 00	student hrly Athletics assist	Hire Temp Appointment	4104.00	19-SEP-16
Collin Citrowske	SS8749 01	student hrly PAC	Hire Temp Appointment	4200.00	22-AUG-16
Bevin Clapper	SS7869 00	student hrly HR assist	Hire Temp Appointment	4440.00	22-AUG-16
Bevin Clapper	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Jordyn Clark	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4224.00	22-AUG-16
Katherine Clayton	SS7989 00	student hrly Div of Research	Hire Temp Appointment	5040.00	26-AUG-16
Kori Coldsmith	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Kori Coldsmith	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Andrea Collins	AS9170 00	student hrly nat resource mgmt	Hire Temp Appointment	4800.00	22-AUG-16
Sophia Conzemius	AG9735 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-SEP-16
Aaron Cooley	SW9531 00	WS Museum aide	Hire Temp Appointment	4104.00	26-AUG-16
Alexandra Cooley	SS8861 03	student hrly technology fellow	Hire Temp Appointment	9456.00	22-AUG-16
Kole Cooper	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Nicholas Covington	SS7917 01	student hrly learning assist	Hire Temp Appointment	4800.00	30-AUG-16
Brittni Cowan	SE6761 01	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-SEP-16
Mallory Cox	SG7729 00	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-16
Thomas Cox	SG7795 03	Graduate Research Assistant	Hire Temp Appointment	23384.00	22-AUG-16
Thomas Crawford	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Thomas Crawford	SS7801 00	student hrly Briggs Library	Hire Temp Appointment	4248.00	22-AUG-16
Thomas Crawford	SW9526 00	WS library assistant	Hire Temp Appointment	4128.00	22-AUG-16
Samantha Croat	AS9159 00	student hrly PISciADA10900	Hire Temp Appointment	4320.00	24-AUG-16
Samantha Croat	AS9159 01	student hrly PISciXA244925	Hire Temp Appointment	4440.00	06-SEP-16
Samantha Croat	AS9159 02	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Mikayla Crocker	SS7911 00	student hrly tutor	Hire Temp Appointment	4200.00	29-AUG-16
Christian Custer	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	14-SEP-16
Rakesh Dachineni	SG9849 02	Grad Teach Assist-Instructor	Hire Temp Appointment	23532.00	22-AUG-16
Puskar Dahal	SS8023 01	student hrly building crew	Hire Temp Appointment	4800.00	22-AUG-16
Subha Dahal	AG9788 02	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-16
Jennifer Dailey	SS8861 01	student hrly tech fellow	Hire Temp Appointment	8001.60	22-AUG-16
Kaelyn Dammann	AS9194 00	studnet hrly lab assistant	Hire Temp Appointment	4800.00	22-AUG-16
Amy Daniels	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-16
Sydney Daniels	AS9195 01	student hrly PISciF67841000	Hire Temp Appointment	4800.00	22-AUG-16
Suresh Daravath	SS8147 01	student hrly lab assistant	Hire Temp Appointment	7200.00	12-SEP-16
Suresh Daravath	SS8147 02	student hrly lab assistant	Hire Temp Appointment	7200.00	05-OCT-16
Mikishea Darrar	SS7911 00	student hrly Tutor	Hire Temp Appointment	4200.00	29-AUG-16
Mikishea Darrar	SS8765 00	student hrly Nursing	Hire Temp Appointment	4104.00	17-OCT-16
Avijit Das	SG7912 02	Grad Teach Assist-Instructor	Hire Temp Appointment	10862.00	22-AUG-16
Avijit Das	SG9650 00	Graduate Research Assistnat	Hire Temp Appointment	2430.00	22-AUG-16
Jordan Davelaar	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-SEP-16
Grace Davidson	SS8044 00	student hrly Woodbine assist	Hire Temp Appointment	4800.00	22-AUG-16
Grace Davidson	SW9592 00	WS Box office manager	Hire Temp Appointment	4104.00	22-AUG-16
Ffion Davies	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Avery Davis	SW9572 00	WS office assistant	Hire Temp Appointment	4104.00	29-AUG-16
Justin Davis	SG9747 00	Grad Teach Assist - Instructor	Hire Temp Appointment	3859.00	22-AUG-16
Phillip Davis	SS7849 00	student hrly facility worker	Hire Temp Appointment	4800.00	24-AUG-16
Jaimie Day	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	13-SEP-16
Marcelo De Lima	AE9074 00	Temporary Post Doc Res Assc	Hire Temp Appointment	33191.83	01-OCT-16
Beatriz De Souza	SG7778 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Madison DeJong	SS8143 00	stdnt hrly Uni Program Council	Hire Temp Appointment	4104.00	22-AUG-16
Jack DeMoss	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Kaitlyn Demarais	SS7715 00	student hrly Photography Admin	Hire Temp Appointment	4104.00	03-OCT-16
Stephanie Demers	SS7735 00	student hrly Pharmacy	Hire Temp Appointment	4320.00	22-AUG-16
Crystal Demuth	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Colby Den Herder	SS7849 00	student hrly facility worker	Hire Temp Appointment	4800.00	29-AUG-16
McKenna Dennstedt	SS7750 00	student hrly Peer mentor	Hire Temp Appointment	4104.00	22-AUG-16
Tanvee Deshpande	AS9189 00	student hrly lab assistant	Hire Temp Appointment	4800.00	22-AUG-16
Rachel Deurmier	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4224.00	22-AUG-16
Taylor Deutsch	SS8044 00	stdnt hrly String Project asst	Hire Temp Appointment	7680.00	22-AUG-16
Allen Deutz	AG9798 00	Graduate Research Assistant	Hire Temp Appointment	15531.00	22-AUG-16
Jonah Devries	SS7751 00	student hrly SI leader	Hire Temp Appointment	4320.00	22-AUG-16
Jonah Devries	SS7805 00	student hrly lab assistant	Hire Temp Appointment	5040.00	22-AUG-16
Kyla Diaz	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Kyla Diaz	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Tanner Diemer	SS7751 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16

Sabrina Dietz	SS7749 00	student hrly Tutor	Hire Temp Appointment	5040.00	22-AUG-16
De'Lorian Diggs	SS8748 00	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
De'Lorian Diggs	SW9545 01	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Benjamin Dingus	SS7857 00	student hrly lab assist/grader	Hire Temp Appointment	5280.00	22-AUG-16
Meghan Domonoske	AS9196 00	student hrly PISciP7329925	Hire Temp Appointment	4440.00	06-SEP-16
Joseph Donahoe	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4264.00	22-AUG-16
Cole Donahue	SS7749 00	student hrly Tutor	Hire Temp Appointment	4800.00	29-AUG-16
Evan Donahue	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Evan Donahue	AS9198 00	student hrly PISciA65491000	Hire Temp Appointment	4800.00	22-AUG-16
Brianna Doran	SS7720 00	student hrly Event Parking	Hire Temp Appointment	195.00	22-AUG-16
Brianna Doran	SS7720 00	student hrly Event Parking	Hire Temp Appointment	85.00	22-SEP-16
Anthony Dorschner	SW9733 02	WS laundry/equipment assistant	Hire Temp Appointment	4104.00	22-AUG-16
Rachelle Doudna	SW9552 00	WS lab assistant	Hire Temp Appointment	4560.00	29-AUG-16
Rosie Douglas	AS9209 00	student hrly Perry assist	Hire Temp Appointment	4104.00	22-AUG-16
Brant Douville	AG9782 00	Graduate Research Assistant	Hire Temp Appointment	18000.00	22-AUG-16
Samantha Downing	SW9530 00	WS Tutor	Hire Temp Appointment	4200.00	22-AUG-16
Nathan Downs	SS7730 00	student hrly assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Ryan Driscoll	AS9221 00	stdnt hrly field Rsrch assist	Hire Temp Appointment	4800.00	09-SEP-16
Scott Duban	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Scott Duban	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Harsh Dubey	SS7755 00	student hrly facilities	Hire Temp Appointment	4800.00	22-AUG-16
Nicholas Dumke	AS9223 00	student hrly research assist	Hire Temp Appointment	4800.00	22-AUG-16
Lance Dunwoody	SS7820 00	student hrly Yeager media asst	Hire Temp Appointment	4800.00	22-AUG-16
Luis Duque	SG8568 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Olivia Durowah	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Lakshmi Durvasula	SG7916 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	22-AUG-16
Peter Dvoracek	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Amos Kwabena Dwamena	SG7896 02	Grad Teach Assist - Instructor	Supplemental Appointment	500.00	22-AUG-16
Amos Kwabena Dwamena	SG7965 00	Grad Teach Assist - Instructor	Hire Temp Appointment	21029.00	22-AUG-16
Yayra Dzisa	SS7871 02	student hrly custodial staff	Hire Temp Appointment	4800.00	22-AUG-16
Joseph Dzisam	SG7799 01	Grad Teach Assist-Instr	Hire Temp Appointment	15772.00	22-AUG-16
Iman Ebadi Paskiabi	SG9852 00	Graduate Research Assistant	Hire Temp Appointment	7718.00	26-AUG-16
Sara Eddie	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Jacob Edleman	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4104.00	22-AUG-16
Cheyenne Edmundson	AS9156 00	student hrly Thaler data entry	Hire Temp Appointment	4320.00	22-SEP-16
Cheyenne Edmundson	SS7779 00	student hrly Underwood lab	Hire Temp Appointment	4320.00	22-AUG-16
Aaron Eggert	SS7817 00	student hry Admissions assist	Hire Temp Appointment	4104.00	22-SEP-16
Hallie Ehlers	SW9547 00	WS G.A.P. Instructor	Hire Temp Appointment	4848.00	23-AUG-16
Courtney Eibs	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Courtney Eibs	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Hadly Eisenbeisz	SS7806 01	student hrly lab assistant	Hire Temp Appointment	4800.00	22-AUG-16
Elissa Eisenbraun	SS8328 00	student hrly Phone call assist	Hire Temp Appointment	5040.00	26-SEP-16
Mona El-Gayar	SS7751 00	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-16
Emily Elgersma	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Garrett Ellis	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Garrett Ellis	SS8486 01	student hrly event worker	Hire Temp Appointment	4104.00	29-AUG-16
Garrett Ellis	SW9831 00	WS events worker	Hire Temp Appointment	4104.00	07-OCT-16
Sarah Ellis	SG9857 00	Graduate Admin Assistant	Hire Temp Appointment	13460.56	22-AUG-16
Nasir Elmesmari	SG7909 03	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-16
Elisabeth Else	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	11-SEP-16
Joslyn Else	SE6708 10	Temporary Clinical Assistant	Hire Temp Appointment	9738.00	22-AUG-16
Jennifer Emery	SS7746 00	student hrly Admissions assist	Hire Temp Appointment	4224.00	22-AUG-16
Erica Endres	SS7828 00	student hrly marketing assist	Hire Temp Appointment	4800.00	22-AUG-16
Andrew Engelmann	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Molly Engeseth	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	360.00	22-AUG-16
Kyle Engesser	SW9575 00	WS Museum Aid	Hire Temp Appointment	4320.00	23-SEP-16
Maryam Enteshari	AG9793 00	Graduate Research Assistant	Hire Temp Appointment	20461.00	22-AUG-16
Gift Enya	SS7755 01	student hrly facilities	Hire Temp Appointment	4800.00	22-AUG-16
Adam Eral	AS9216 00	student hrly feedlot farm work	Hire Temp Appointment	4104.00	22-AUG-16
Kristin Erf	AS9206 00	student hrly plant worker	Hire Temp Appointment	4224.00	22-AUG-16
Michaela Erickson	AS9212 00	student hrly Swine unit worker	Hire Temp Appointment	4104.00	22-AUG-16
Morgan Erickson	SS8474 00	student hrly equestrian	Hire Temp Appointment	4104.00	13-SEP-16
Riley Erickson	SS7845 00	student hrly IM official	Hire Temp Appointment	4224.00	22-SEP-16
Riley Erickson	SS7845 01	student hrly IM supervisor	Hire Temp Appointment	4224.00	22-SEP-16
Debra Erk	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	9320.00	22-AUG-16
William Ernst	SG7729 01	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-16
Jennifer Esculano	SS7810 00	student hrly Tech fellow	Hire Temp Appointment	7272.00	22-AUG-16
Elizabeth Ann Esser	SS7831 00	student hrly Office assistant	Hire Temp Appointment	4320.00	18-OCT-16

Melissa Esser	SE6708 09	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-AUG-16
Ryan Etherington	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Austin Etrheim	SS7917 00	student hrly learning assist	Hire Temp Appointment	4800.00	30-AUG-16
Danielle Evers	AS9208 00	student hrly sheep unit worker	Hire Temp Appointment	4104.00	22-SEP-16
Delaney Fanslau	SS7729 00	student hrly SI leader	Hire Temp Appointment	4320.00	22-AUG-16
M M Farhad	SG8960 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Abigale Farley	SW9563 01	WS Office assistant	Hire Temp Appointment	4320.00	29-AUG-16
Nathan Farley	SS7845 00	student hrly IM official	Hire Temp Appointment	4224.00	22-SEP-16
Nathan Farley	SS7845 01	student hrly IM supervisor	Hire Temp Appointment	4224.00	22-SEP-16
Grace Feinberg	SW9900 01	WS Museum Aide	Hire Temp Appointment	4440.00	22-AUG-16
Ashton Fey	AS9158 00	student hrly Lab tech/insect	Hire Temp Appointment	5280.00	22-SEP-16
Jacey Feyereisen	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	22-SEP-16
Kirstyn Fiala	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Douglas Fiedler	AS9219 00	student hrly seed lab	Hire Temp Appointment	4224.00	22-AUG-16
Andrew Finch	SS7776 00	student hrly Patrol officer	Hire Temp Appointment	4440.00	02-SEP-16
Colleen Fines	SS7911 00	student hrly Tutor	Hire Temp Appointment	4200.00	29-AUG-16
Jhett Finkbeiner	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Emma Finkenbinder	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	22-AUG-16
Kathryn Fiore	SW9797 00	WS office assistant	Hire Temp Appointment	4320.00	22-AUG-16
Tyrell Fisk	SW9563 00	WS Office assistant	Hire Temp Appointment	4320.00	30-AUG-16
Toby Flint	SG7909 09	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-16
Andrew Foley	AS9183 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Andrew Foley	SS7751 00	student hrly SI leader	Hire Temp Appointment	4320.00	22-AUG-16
Jessica Fonder	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	11-SEP-16
Seth Fopma	AG8002 01	Graduate Research Assistant	Hire Temp Appointment	24085.00	22-AUG-16
Molly Forst	SS7730 00	student hrly Head teacher	Hire Temp Appointment	4392.00	22-AUG-16
Molly Forst	SW9622 03	WS Assistant teacher	Hire Temp Appointment	4392.00	22-AUG-16
Jennifer Fossum	SW9547 00	WS Gallery Assist	Hire Temp Appointment	4104.00	02-SEP-16
Jessica Foster	SG8015 02	Graduate Research Assistant	Hire Temp Appointment	6308.00	22-AUG-16
Jordan Fox	SS7745 00	student hrly Publishing assist	Hire Temp Appointment	4104.00	22-AUG-16
Melanie Foy	SW9517 00	WS Office assistant	Hire Temp Appointment	4320.00	29-AUG-16
Erika Franzen-Ackerman	AS9206 00	student hrly plant worker	Hire Temp Appointment	4104.00	22-AUG-16
Brandon Frick	SW9530 00	WS Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Carly Fritz	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4440.00	22-AUG-16
Benjamin Fromelt	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	19-SEP-16
Laura Frye	AS9206 00	student hrly dairy plant	Hire Temp Appointment	4224.00	22-AUG-16
Sam Fuchs	AS9206 00	student hrly plant worker	Hire Temp Appointment	4488.00	22-AUG-16
Cami Fuglsby	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Krista Fuoss	AS9181 00	student hrly Levesque assist	Hire Temp Appointment	4320.00	22-SEP-16
Dinesh Fuyal	SG7915 00	Grad Teach Assist - Instructor	Hire Temp Appointment	7628.00	22-AUG-16
Amy Gaetze	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	15-SEP-16
Rory Galada Brownell	SS8748 00	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Rory Galada Brownell	SW9545 00	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Elizabeth Gallagher	SW9530 00	WS Tutor	Hire Temp Appointment	4440.00	24-AUG-16
Joseph Galvin	SG7916 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	22-AUG-16
Rongyuan Gao	SG7728 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-16
Kelsey Garber	SS7759 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Alexander Garcia	SS8748 00	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Alexander Garcia	SW9545 00	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Samantha Garness	SW9828 02	WS Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Hunter Gary	SS7820 00	student hrly Yeager media asst	Hire Temp Appointment	4800.00	22-AUG-16
Robbie Gascoigne	AS9215 01	student hrly lab technician	Hire Temp Appointment	5280.00	22-AUG-16
Emily Gaspar	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4320.00	25-AUG-16
Abigail Gebro	SW9575 00	WS Museum Aide	Hire Temp Appointment	4440.00	22-AUG-16
Blaine Geppert	AS9216 00	student hrly feedlot worker	Hire Temp Appointment	4104.00	22-AUG-16
Kylee Geppert	AW9743 00	WS sheep unit worker	Hire Temp Appointment	4104.00	15-SEP-16
Gregory Gerardy	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Gregory Gerardy	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Samantha Gervais	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Krishna Ghimire	SG7725 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Raju Ghimire	SG7801 01	Graduate Research Assistant	Hire Temp Appointment	1200.00	22-AUG-16
Raju Ghimire	SG7912 01	Grad Teach Assist-Instructor	Hire Temp Appointment	6240.00	22-AUG-16
Jaimie Gibbons	AG9762 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Dennis Gibson	SG7799 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15772.00	22-AUG-16
Dennis Gibson	SG7799 01	Grad Teach Assist-Instr-9 mth	Supplemental Appointment	750.00	22-AUG-16
Larissa Giddings	AS9179 00	student hrly PISciA63251325	Hire Temp Appointment	6360.00	24-AUG-16
Benjamin Gillette	SS7729 00	student hrly Tutor	Hire Temp Appointment	4200.00	22-AUG-16
Coleton Ginger	SS8749 01	student hrly PAC	Hire Temp Appointment	4200.00	22-AUG-16

Sarah Ginsbach	SS7878	00	student hrly lifeguard	Hire	Temp	Appointment	4320.00	02-SEP-16
Sarah Ginsbach	SS7878	01	student hrly water safety	Hire	Temp	Appointment	4320.00	02-SEP-16
Sarah Ginsbach	SS7878	02	student hrly Special Events	Hire	Temp	Appointment	5760.00	22-SEP-16
Morgan Gisvold	SS7750	00	student hrly Peer mentor	Hire	Temp	Appointment	4104.00	22-AUG-16
Rebecca Glanzer	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4320.00	22-AUG-16
Mallory Glisczinski	AS9173	00	student hrly farm crew	Hire	Temp	Appointment	4224.00	22-AUG-16
Mallory Glisczinski	AS9173	01	student hrly farm crew holiday	Hire	Temp	Appointment	4704.00	22-AUG-16
Morgan Goche	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4416.00	22-AUG-16
Bryan Goettsch	AW9740	00	WS Horse unit worker	Hire	Temp	Appointment	4320.00	12-SEP-16
Robert Goetz	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4344.00	22-AUG-16
Robert Goetz	AS9216	00	student hrly feedlot worker	Hire	Temp	Appointment	4104.00	22-AUG-16
Alejandro Gonzalez Bedolla	SG7898	00	Graduate Admin Assistant	Hire	Temp	Appointment	7643.70	22-AUG-16
Marcus Goodfellow	SS8765	00	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	11-OCT-16
Anthony Gorder	SG7860	01	Grad Teach Asst-Instructor	Hire	Temp	Appointment	5552.00	22-SEP-16
Natalee Graesser	SW9592	00	WS student labor	Hire	Temp	Appointment	4104.00	30-AUG-16
Molly Gray	SS7820	00	stdnt hrly Yeager media assist	Hire	Temp	Appointment	4800.00	22-AUG-16
Austin Green	SS8765	00	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	23-AUG-16
John Green	SG7922	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8634.00	22-AUG-16
Tate Griebel	AS9213	01	student hrly Education Center	Hire	Temp	Appointment	4800.00	22-SEP-16
Parker Grieme	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4104.00	01-OCT-16
Reid Grode	SS8486	00	student hrly grounds crew	Hire	Temp	Appointment	4104.00	24-AUG-16
Katelyn Groetsch	AS9184	00	student hrly vet & biomed	Hire	Temp	Appointment	4224.00	22-AUG-16
Madison Groettum	SW9739	00	WS union Manager	Hire	Temp	Appointment	4248.00	22-AUG-16
Ethan Groos	AS9173	00	student hrly farm crew	Hire	Temp	Appointment	4584.00	22-AUG-16
Ethan Groos	AS9173	01	student hrly farm crew holiday	Hire	Temp	Appointment	5064.00	22-AUG-16
Wei Gu	AG8007	01	Graduate Research Assistant	Hire	Temp	Appointment	6269.00	22-AUG-16
Wei Gu	SG7998	01	Graduate Research Assistant	Hire	Temp	Appointment	6210.00	22-AUG-16
Erin Gubbels	AS9159	00	student hrly PISciADA10900	Hire	Temp	Appointment	4320.00	24-AUG-16
Manik Gudimani	SG7799	00	Grad Teach Assist-Instr	Hire	Temp	Appointment	15772.00	22-AUG-16
Jacob Guenther	SS7917	01	student hrly research assist	Hire	Temp	Appointment	4800.00	30-AUG-16
Paige Guge	SS7754	00	student hrly Nursing-333910	Hire	Temp	Appointment	5280.00	22-AUG-16
Paige Guge	SS7754	01	student hrly Nursing-3MB918	Hire	Temp	Appointment	5280.00	22-AUG-16
Bailey Gullerud	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	22-AUG-16
Athukoralage Gunawardana	SG7965	00	Grad Teach Assist - Instructor	Hire	Temp	Appointment	21029.00	22-AUG-16
Anil Kumar Gundu	SS8023	00	student hrly building crew	Hire	Temp	Appointment	4104.00	22-AUG-16
Caleb Gunn	SS7845	00	student hrly IM official	Hire	Temp	Appointment	4104.00	02-SEP-16
Saumya Gupta	SS7867	00	student hrly custodial staff	Hire	Temp	Appointment	4104.00	26-AUG-16
Shivali Gupta	SS7917	01	student hrly learning assist	Hire	Temp	Appointment	4800.00	30-AUG-16
Shivali Gupta	SS8037	00	student hrly facility worker	Hire	Temp	Appointment	4104.00	22-AUG-16
Ashim Gurung	SS7774	01	student hrly EE & CS	Hire	Temp	Appointment	10560.00	22-AUG-16
Logan Gutzmer	AS9221	00	student hrly Angler surveys	Hire	Temp	Appointment	5760.00	22-SEP-16
Kidus Guye	SG7915	00	Grad Teach Assist - Instructor	Hire	Temp	Appointment	7628.00	22-AUG-16
Peter Gyedu	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-16
Madison Gyves	SS9793	00	student hrly Admin support	Hire	Temp	Appointment	4320.00	25-AUG-16
Jenna Haag	AW9744	00	WS lab tech	Hire	Temp	Appointment	4800.00	22-AUG-16
Ashtyn Haak	SS7730	00	student hrly Assistant teacher	Hire	Temp	Appointment	4104.00	22-AUG-16
Tanner Haberl	SS7776	00	student hrly Patrol Officer	Hire	Temp	Appointment	4440.00	02-SEP-16
Megan Haberling	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	15-SEP-16
Taylor Hackett	SS7834	01	student hrly safe ride attend	Hire	Temp	Appointment	4104.00	01-SEP-16
Jamela Hafner	SS7911	01	student hrly Tutor	Hire	Temp	Appointment	4200.00	29-AUG-16
Marissia Hagedorn	SS8765	00	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	31-AUG-16
Zachary Hagen	SS7845	00	student hrly IM supervisor	Hire	Temp	Appointment	4200.00	22-SEP-16
Zachary Hagen	SS7845	01	student hrly IM official	Hire	Temp	Appointment	4200.00	22-SEP-16
Allison Hagerty	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	22-AUG-16
Lindsey Hahler	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Rachel Halbur	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Jyotirmoy Halder	AG7015	00	Graduate Research Assistant	Hire	Temp	Appointment	16904.00	22-AUG-16
Charles Halfmann	SG7727	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-16
Connor Hall	SS7748	00	student hrly teaching assist	Hire	Temp	Appointment	4104.00	22-AUG-16
Miran Hama Salh	AG9844	03	Graduate Research Assistant	Hire	Temp	Appointment	10664.00	22-AUG-16
Miran Hama Salh	SG9863	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	10665.00	22-AUG-16
John Hamerl	SW9542	00	WS Dispatcher	Hire	Temp	Appointment	4320.00	24-AUG-16
Alaina Hanks	SG7004	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12678.00	22-AUG-16
Kendra Hanks	SS7897	00	student hrly Bookstore	Hire	Temp	Appointment	4320.00	19-SEP-16
Shanee Hanning	SS7751	00	student hrly SI leader	Hire	Temp	Appointment	4320.00	22-AUG-16
Callie Hansen	SS8765	02	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Connor Hansen	SS9793	00	student hrly Phonejack	Hire	Temp	Appointment	4320.00	06-SEP-16
Gregory Hansen	SG7824	03	Graduate Research Assistant	Hire	Temp	Appointment	15102.00	22-AUG-16

Alyssa Hanson	SS7730 00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Brittany Hanson	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Alexis Hanson-Mcneil	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	27-SEP-16
Brittany Harazin	SS7788 00	student hrly CCU farm worker	Hire Temp Appointment	4104.00	22-SEP-16
Taylor Harming	SW9525 00	WS library assistant	Hire Temp Appointment	4104.00	02-SEP-16
Charles Harmon	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Nicholas Harrington	AS9221 01	student hrly Groundskeeper	Hire Temp Appointment	5280.00	22-AUG-16
David Harris	SS8673 00	student hrly FB laundry assist	Hire Temp Appointment	4104.00	29-AUG-16
Logan Harris	AS9163 00	student hrly Brake lab work	Hire Temp Appointment	4800.00	22-AUG-16
Logan Harris	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4344.00	22-AUG-16
Logan Harris	AS9210 00	student hrly Brake lab work	Hire Temp Appointment	4800.00	22-SEP-16
Shaina Harris	SW9547 01	WS Gallery Assistant	Hire Temp Appointment	4104.00	22-SEP-16
Alexander Harsh	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-16
Sprih Harsh	AG8004 01	Graduate Research Assistant	Hire Temp Appointment	10664.00	22-AUG-16
Sprih Harsh	SG7989 00	Grad Teach Assist - Instructor	Hire Temp Appointment	10665.00	22-AUG-16
Joshua Hartelt	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Shayla Hartz	SW9612 02	WS Tutor	Hire Temp Appointment	4440.00	22-AUG-16
Nicole Harvey	SS8581 02	student hrly Math tutor	Hire Temp Appointment	4800.00	22-AUG-16
MD Nazmul Hasan	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8013.00	22-AUG-16
Mika Hasanen	SG7922 02	Grad Teach Assist-Instructor	Hire Temp Appointment	5223.00	22-AUG-16
Abdullah Al Hashib	SG7711 00	Graduate Teach Assist-Instruct	Hire Temp Appointment	5779.00	22-AUG-16
Dan Hattum	SG7990 04	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-16
Ian Hauffe	SG7728 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Rylee Haugen	SS7730 00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Stephanie Hauger	SS7746 00	student hrly admin assist	Hire Temp Appointment	4200.00	22-AUG-16
Brandi Havlik	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Jenna Hayungs	AS9158 00	student hrly Neonix Research	Hire Temp Appointment	5040.00	01-SEP-16
Jenna Hayungs	AS9221 00	student hrly research assist	Hire Temp Appointment	4800.00	01-SEP-16
Jenna Hayungs	AS9221 01	student hrly Technician	Hire Temp Appointment	5040.00	22-SEP-16
Tingting He	SG8596 00	Graduate Research Assistant	Hire Temp Appointment	16222.00	22-AUG-16
Heidi Heeren	SE6353 00	Music Director	Hire Temp Appointment	26949.00	17-OCT-16
Melanie Heeren	SS7751 00	student hrly tutor	Hire Temp Appointment	4104.00	22-AUG-16
Samantha Heeren	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Emily Heiberger	SW9518 00	WS Office assistant	Hire Temp Appointment	4104.00	29-AUG-16
Elizabeth Heidenreich	SS7878 00	student hrly Facility Attd	Hire Temp Appointment	4104.00	01-OCT-16
Vanessa Heinrichs	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	13-SEP-16
Dalton Heintz	SS7747 00	student hrly womens BB assist	Hire Temp Appointment	4104.00	06-SEP-16
Austin Heiser	SS7812 00	student hrly meat lab	Hire Temp Appointment	4104.00	22-AUG-16
Kaitlin Heitmann	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Gavin Held	SS7857 00	student hrly lab assist/grader	Hire Temp Appointment	5760.00	22-AUG-16
Jacob Helget	AS9177 00	student hrly PISciXA244850	Hire Temp Appointment	4104.00	02-SEP-16
Eden Heliso	SG7824 02	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Priscilla Simon Heliso	AS9215 00	student hrly lab assistant	Hire Temp Appointment	4800.00	01-SEP-16
Mikayla Heller	SS9793 00	student hrly Admin support	Hire Temp Appointment	4440.00	22-AUG-16
Dallas Hellmann	SW9697 00	WS College of EHS worker	Hire Temp Appointment	4104.00	22-SEP-16
Allyson Helms	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Allyson Helms	SS7912 01	student hrly Assoc Exec Board	Hire Temp Appointment	4104.00	22-AUG-16
Anna Hemenway	AS9206 00	stdnt hrly dairy plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Brian Hemenway	SG7729 01	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-16
Kayla Hemmingson	SS7726 00	student hrly Briggs Library	Hire Temp Appointment	4104.00	12-SEP-16
Bridget Henderson	SW9512 00	WS office assistant	Hire Temp Appointment	4320.00	14-OCT-16
Jessie Hendricks	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Kassondra Hendricks	AG9099 03	Graduate Research Assistant	Hire Temp Appointment	8302.00	22-AUG-16
Kassondra Hendricks	SG9861 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8302.00	22-AUG-16
Susan Hennen	SW9521 00	WS tutor	Hire Temp Appointment	4104.00	22-AUG-16
Susan Hennen	SW9532 00	WS Office assistant	Hire Temp Appointment	4560.00	22-AUG-16
Bret Henning	SS7740 00	student hrly Dr. Ting assist	Hire Temp Appointment	5760.00	22-AUG-16
Rachel Henselin	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Rachel Henselin	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	22-AUG-16
Jessica Henter	SS7751 00	student hrly SI leader	Hire Temp Appointment	4104.00	22-AUG-16
Jessica Henter	SS8640 01	student hrly VB worker	Hire Temp Appointment	4800.00	01-SEP-16
Courtney Hentges	SS8044 00	student hrly office assistant	Hire Temp Appointment	4800.00	22-SEP-16
Courtney Hentges	SW9533 00	WS music librian	Hire Temp Appointment	4800.00	22-AUG-16
Mikayla Herrick	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Andrea Hess	SG7828 00	Graduate Research Assistant	Hire Temp Appointment	31000.00	22-AUG-16
Bailee Hetland	SS7817 00	student hrly Admissions assist	Hire Temp Appointment	4104.00	22-SEP-16
Bailee Hetland	SW9895 00	WS Office Assistant	Hire Temp Appointment	4104.00	16-SEP-16
Alyssa Hewitt	SW9514 00	WS Office Assistant	Hire Temp Appointment	4104.00	22-AUG-16

Drew Hicks	SG8014 01	Graduate Research Assistant	Hire Temp Appointment	16484.00	22-SEP-16
Jordan Hilbert	SG7752 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-16
Misty Hildenbrand	SS7834 00	student hrly safe ride monitor	Hire Temp Appointment	4800.00	23-AUG-16
Jordan Hill	SS7710 00	student hrly Research Assist	Hire Temp Appointment	5760.00	22-SEP-16
Sawyer Hill	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Yazen Hindieh	SG7573 00	Graduate Teaching Assistant	Hire Temp Appointment	5779.00	22-AUG-16
Raela Hines	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
XZarrior Hinshaw	SW9690 01	WS Tech Assistant	Hire Temp Appointment	4200.00	22-AUG-16
Sydney Hirschhorn	SS7751 00	student hrly SI leader	Hire Temp Appointment	4104.00	22-AUG-16
Wiyaka His Horse Is Thunder	SG7703 01	Graduate Research Assistant	Hire Temp Appointment	15998.00	22-AUG-16
Katherine Hodge	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Katherine Hodge	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Katherine Hodge	AW9747 00	WS Farm Crew	Hire Temp Appointment	4224.00	29-SEP-16
Katherine Hodge	AW9747 01	WS Farm crew holiday	Hire Temp Appointment	4704.00	29-SEP-16
Mariah Hodne	SS7836 00	student hrly Briggs Library	Hire Temp Appointment	4104.00	22-AUG-16
Deanne Hoekstra	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-AUG-16
Trenton Hofer	SS7752 00	stdnt hrly Officiate Practice	Hire Temp Appointment	4800.00	30-SEP-16
Corynn Hoff	SS7751 00	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-16
Corynn Hoff	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Brooke Hoffman	SS7878 01	stdnt hrly Facility Supervisor	Hire Temp Appointment	4200.00	06-SEP-16
Lexie Hoffman	SS7751 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Matthew Holland	SS7757 00	student hrly flim/general help	Hire Temp Appointment	4560.00	01-SEP-16
Bret Holt	SG7584 00	Graduate Admin Assistant	Hire Temp Appointment	11465.55	22-AUG-16
Kayla Holtquist	SS8748 00	student hrly Comm studies	Hire Temp Appointment	4104.00	29-SEP-16
Kayla Holtquist	SW9529 00	WS shop assistant	Hire Temp Appointment	4104.00	29-SEP-16
Cole Holzer	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-SEP-16
Calla Holzhauser	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Calla Holzhauser	SS8073 00	student hrly Office assistant	Hire Temp Appointment	4800.00	29-AUG-16
Joshua Homann	SS7812 00	student hrly meat lab	Hire Temp Appointment	4104.00	22-AUG-16
Jiyeong Hong	AG9757 01	Graduate Research Assistant	Hire Temp Appointment	16002.00	22-SEP-16
Elizabeth Honner	SG7723 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Amber Hopkins	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Amber Hopkins	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Jennifer Howard	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4800.00	05-OCT-16
Evan Howell	AS9219 00	student hrly seed lab	Hire Temp Appointment	4440.00	22-AUG-16
Shaiann Howell	SW9612 00	WS Office Assistant	Hire Temp Appointment	4104.00	22-AUG-16
Cole Hoyer	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Lu Huang	SG7798 03	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-16
Colin Hubbard	SS8749 03	student hrly PAC	Hire Temp Appointment	4248.00	22-AUG-16
Elizabeth Hubbard	SS7844 00	student hrly Aviation trainer	Hire Temp Appointment	10080.00	22-AUG-16
Teri Hubbard	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	6660.00	22-AUG-16
Makenzie Huber	SS7775 00	stdnt hrly Honors College asst	Hire Temp Appointment	4104.00	22-AUG-16
Haley Huls	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	13-SEP-16
Carter Hunter	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Logan Hunter	SS7936 01	student hrly CA break coverage	Hire Temp Appointment	4104.00	03-OCT-16
Tahlia Hunter	SS8765 00	student hrly Nursing	Hire Temp Appointment	4104.00	17-OCT-16
James Huntley	SW9542 00	WS Dispatcher	Hire Temp Appointment	4440.00	22-AUG-16
Ryan Hurt	SS8749 03	student hrly PAC	Hire Temp Appointment	4368.00	22-AUG-16
Monaya Hustoft	SW9520 00	WS BluePrint office assistant	Hire Temp Appointment	4128.00	24-AUG-16
Charles Huth	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Jamie Hyde	SS8665 00	student hrly Office Assistant	Hire Temp Appointment	4104.00	22-AUG-16
Shelly Iburg	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	02-SEP-16
Shelly Iburg	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	22-SEP-16
Sean Ingerson	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Seth Ireland	SS7749 00	student hrly Math & Stats	Hire Temp Appointment	4800.00	23-AUG-16
Meagan Irvine Miller	SG8026 00	Graduate Teaching Assistant	Hire Temp Appointment	5173.68	22-AUG-16
Seina Ishikawa	SS7871 00	student hrly custodial staff	Hire Temp Appointment	4104.00	22-AUG-16
MD Sahedul Islam	SG7912 01	Grad Teach Assist-Instructor	Hire Temp Appointment	6240.00	22-AUG-16
MD Saiful Islam	SG9849 02	Grad Teach Assist-Instructor	Hire Temp Appointment	23532.00	22-AUG-16
MacLane Ivarsen	SS8486 00	student hrly ground worker	Hire Temp Appointment	4104.00	30-AUG-16
MacLane Ivarsen	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	30-AUG-16
McCade Ivarsen	SS8861 02	student hrly tech fellow	Hire Temp Appointment	8726.40	22-AUG-16
Martin Jackson-Ratliff	SS7817 00	student hrly Admissions assist	Hire Temp Appointment	4104.00	22-SEP-16
Devin Jacobs	SS7744 00	student hrly Wright TA	Hire Temp Appointment	4200.00	22-AUG-16
Devin Jacobs	SS7825 00	student hrly admin support	Hire Temp Appointment	5280.00	22-AUG-16
Brook Jacobsma	SW9519 00	WS horse unit fam worker	Hire Temp Appointment	4320.00	12-SEP-16
Paul Jacobson	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Paul Jacobson	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16

Balawanthrao Jadhav	SG7799 00	Grad Teach Assist-Instr	Hire Temp Appointment	15772.00	22-AUG-16
Supriya Jadhav	SS7871 02	student hrly custodial staff	Hire Temp Appointment	4800.00	22-AUG-16
Nawrin Jahan	SG7912 04	Grad Teach Assist-Instructor	Hire Temp Appointment	6240.00	22-AUG-16
Nusrat Jahan	SG9005 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-AUG-16
Rohit Jain	AS9188 00	student hrly lab assistant	Hire Temp Appointment	4800.00	22-SEP-16
Amanda Jamison	SG7584 00	Graduate Admin Assistant	Hire Temp Appointment	11465.55	22-AUG-16
Kyle Jamison	SG7584 00	Graduate Admin Assistant	Hire Temp Appointment	11465.55	22-AUG-16
Jamie Jansen	AS9162 00	student hrly PISci37641900	Hire Temp Appointment	4320.00	23-AUG-16
Jamie Jansen	SS8724 00	student hrly Transportation	Hire Temp Appointment	4440.00	03-OCT-16
Austin Janssen	AS9193 00	student hrly PISciX66361100	Hire Temp Appointment	4800.00	22-AUG-16
Jayden Janssen	AS9196 00	student hrly PISciP7329900	Hire Temp Appointment	4320.00	12-SEP-16
Sina Javadpour	SG7778 01	Graduate Research Assistant	Hire Temp Appointment	18805.00	22-AUG-16
Fatima Javid	SW9828 00	WS Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Kaveen Jayamanna	SS7917 00	student hrly learning assist	Hire Temp Appointment	4800.00	30-AUG-16
Indrajith Jayasooriya Mudiyan	SS7861 00	student hrly Int'l affairs	Hire Temp Appointment	4800.00	22-AUG-16
Mitchell Jazdzewski	AS9206 00	student hrly plant worker	Hire Temp Appointment	4416.00	22-AUG-16
Ashley Jennings	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	17-OCT-16
Drake Jeno	SS7875 00	student hrly engineering Rsrch	Hire Temp Appointment	6480.00	01-SEP-16
Kellee Jensen	SW9534 00	WS Admission Ambassador	Hire Temp Appointment	4104.00	22-AUG-16
Ji Eun Jhang	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Seongwan Jo	SS7738 00	student hrly stockroom worker	Hire Temp Appointment	4920.00	22-AUG-16
Seongwan Jo	SS8581 00	student hrly math tutor	Hire Temp Appointment	4800.00	02-SEP-16
Amanda John	SS7928 00	student hrly office assistant	Hire Temp Appointment	4104.00	16-SEP-16
Logan Johnke	SS7751 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Logan Johnke	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Mikaila Johns	SS8548 00	student hrly Union set-up crew	Hire Temp Appointment	4104.00	22-SEP-16
Brita Johnson	AS9221 02	student hrly lab tech	Hire Temp Appointment	5280.00	22-AUG-16
Brita Johnson	AW9744 00	WS Research Tech	Hire Temp Appointment	5280.00	22-AUG-16
Brooke Johnson	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	19-SEP-16
Christine Johnson	SE6761 01	Temporary Clinical Assistant	Hire Temp Appointment	1640.00	22-AUG-16
Courtney Johnson	ES9807 02	student hrly SDSU Ext 4-H/YD	Hire Temp Appointment	4800.00	22-SEP-16
E Johnson	SE6559 04	Temporary Faculty Mentor	Hire Temp Appointment	22529.87	20-SEP-16
Emily Johnson	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Gramm Johnson	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Gramm Johnson	AW9736 00	WS Plant Worker	Hire Temp Appointment	4344.00	12-SEP-16
Jeremiah Johnson	SS7788 00	student hrly cow calf farm	Hire Temp Appointment	4104.00	22-AUG-16
Jordan Johnson	SW9598 01	WS FB Filmer	Hire Temp Appointment	4104.00	22-AUG-16
Katelyn Johnson	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Kelsey Johnson	AS9165 00	student hrly Hlth & Nutrition	Hire Temp Appointment	4800.00	29-AUG-16
Kelsey Johnson	SS7729 00	student hrly SI leader	Hire Temp Appointment	4440.00	22-AUG-16
Kendrix Johnson	SS7902 00	jackrabbi ch housing	Hire Temp Appointment	4104.00	23-AUG-16
Krista Johnson	AS9206 00	student hrly plant worker	Hire Temp Appointment	4416.00	22-AUG-16
Krista Johnson	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-AUG-16
Landon Johnson	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Philip Johnson	SS7720 00	student hrly Event Parking	Hire Temp Appointment	120.00	22-AUG-16
Philip Johnson	SS7720 00	student hrly Event Parking	Hire Temp Appointment	55.00	22-SEP-16
Philip Johnson	SS7913 00	student hrly Parking services	Hire Temp Appointment	5160.00	22-AUG-16
Ross Johnson	AS9206 00	student hrly plant worker	Hire Temp Appointment	4104.00	22-AUG-16
Samuel Johnson	SS7722 00	student hrly Office assist	Hire Temp Appointment	5280.00	22-SEP-16
Taylor Johnson	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Robert Jordan	SS8486 00	student hrly events worker	Hire Temp Appointment	4104.00	09-SEP-16
Tyler Joyal	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Jordan Juhnke	SW9563 01	WS office & lab assistant	Hire Temp Appointment	4320.00	06-SEP-16
Dong Min Jung	SG7763 01	Graduate Research Assistant	Hire Temp Appointment	19900.00	22-AUG-16
Adam Jungwirth	AS9177 00	student hrly PISci3XA244975	Hire Temp Appointment	4680.00	22-AUG-16
Adam Junker	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Kayla Justen	SS7820 00	student hrly Yeager Media asst	Hire Temp Appointment	4800.00	22-AUG-16
Kayla Justen	SS9793 01	student hrly Fundraiser Suprv	Hire Temp Appointment	4680.00	22-AUG-16
MD Faisal Kabir	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	11712.00	22-AUG-16
Michael Kaffar	SS7814 00	student hrly print lab assist	Hire Temp Appointment	4104.00	22-AUG-16
Arjun Kafle	AG9749 03	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Joseph Kalina	SS7741 00	student hrly lab technician	Hire Temp Appointment	4800.00	22-AUG-16
Dalton Kampsen	AS9177 00	student hrly PISciXA244900	Hire Temp Appointment	4320.00	24-AUG-16
Sienna Kampsen	AS9177 00	student hrly PISciXA244875	Hire Temp Appointment	4200.00	24-AUG-16
Srujan Teja Kamutla	SG7916 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.00	22-AUG-16
Jaiprakash Kanagaraj	SG7782 01	Graduate Research Assistant	Hire Temp Appointment	9246.00	22-AUG-16
Praveena Kanchupati	SG7725 01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-16
Credo Kaninda	SS8785 00	student hrly Academic affairs	Hire Temp Appointment	4104.00	14-SEP-16

Allison Kantack	SS8748	01	student hrly Comm Studies	Hire	Temp	Appointment	4104.00	22-AUG-16
Jyothi Kantipudi	SS8037	00	student hrly facility worker	Hire	Temp	Appointment	4104.00	22-AUG-16
Laxman Karki	SG7909	05	Grad Teach Assist-Instructor	Hire	Temp	Appointment	19900.00	22-AUG-16
Aaron Karl	SS7755	00	student hrly facilities	Hire	Temp	Appointment	5280.00	22-AUG-16
Jennifer Karlen	SW9741	01	WS Office assistant	Hire	Temp	Appointment	4560.00	22-AUG-16
Kaylee Karsky	SG8014	00	Graduate Research Assistant	Hire	Temp	Appointment	6308.00	22-AUG-16
David Karst	SS7845	01	student hrly IM official	Hire	Temp	Appointment	4128.00	02-SEP-16
Herve Kashongwe	SS7871	00	student hrly custodial staff	Hire	Temp	Appointment	4104.00	30-SEP-16
Kristina Kastanek	SS7788	00	student hrly CCU farm worker	Hire	Temp	Appointment	4224.00	22-SEP-16
Stetson Kastengren	SS8724	00	student hrly Transportation	Hire	Temp	Appointment	4440.00	25-AUG-16
Brianna Kastner	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Bishal Kasu	SG7998	04	Graduate Research Assistant	Hire	Temp	Appointment	17538.00	22-AUG-16
Prabeen Kattel	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8668.00	22-AUG-16
Sarmila Katuwal	AS9196	01	student hrly PISciFA7571000	Hire	Temp	Appointment	4800.00	22-AUG-16
Iya Kazakevich	SG7998	00	Graduate Research Assistant	Hire	Temp	Appointment	16222.00	22-AUG-16
Joseph Keane	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	31-AUG-16
Mary Keeling	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4320.00	22-AUG-16
Mitchell Keena	SS7750	00	student hrly Peer mentor	Hire	Temp	Appointment	4104.00	22-AUG-16
Sherese Kelliher	SE6708	06	Temporary Clinical Assistant	Hire	Temp	Appointment	7303.00	22-AUG-16
Cooper Kemnitz	SS7912	02	student hrly office assistant	Hire	Temp	Appointment	4104.00	22-AUG-16
Joshua Kennedy	SG7965	00	Grad Teach Assist - Instructor	Hire	Temp	Appointment	21029.00	22-AUG-16
Leandre Kennedy	SS7922	02	student hrly lab assistant	Hire	Temp	Appointment	5640.00	22-AUG-16
Leandre Kennedy	SW9557	01	WS Lab assistant	Hire	Temp	Appointment	5640.00	22-AUG-16
Melissa Kerr	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4104.00	22-AUG-16
Siddharth Kesharwani	SG9849	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	21532.00	22-AUG-16
Lauren Kesselring	SS8474	00	student hrly equestrian barn	Hire	Temp	Appointment	4104.00	29-AUG-16
Md Riaz Ahmed Khan	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-16
Shibbir Khan	AG9798	00	Graduate Research Assistant	Hire	Temp	Appointment	15531.00	22-AUG-16
Shibbir Khan	AG9798	00	Graduate Research Assistant	Hire	Temp	Appointment	15531.00	22-SEP-16
Bikash Khanal	SS8037	00	student hrly facility worker	Hire	Temp	Appointment	4104.00	12-SEP-16
Pratiksha Khanal	SG9856	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-16
Mariah Kieffer	SS8765	02	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16
Mary Kills A Hundred	SS7807	01	student hrly sociology	Hire	Temp	Appointment	10185.60	22-AUG-16
HeeWon Kim	SS7820	00	student hrly Yeager media asst	Hire	Temp	Appointment	4800.00	22-AUG-16
Kristopher Kindl	SW9733	00	WS Laundry/equipment assist	Hire	Temp	Appointment	4104.00	23-AUG-16
Charles King	AS9167	00	student hrly lab assistant	Hire	Temp	Appointment	4800.00	22-AUG-16
Konnor King	SS7849	00	jackrabbit ch mailroom worker	Hire	Temp	Appointment	4104.00	16-SEP-16
Kelsey Kinsella	SS8474	00	student hrly equestrian barn	Hire	Temp	Appointment	4104.00	22-AUG-16
Mark Kirschenman	AS9175	01	student hrly 3FA859 lab assist	Hire	Temp	Appointment	5280.00	22-AUG-16
Mark Kirschenman	AS9180	00	student hrly PISciAH5381000	Hire	Temp	Appointment	4800.00	23-AUG-16
Derek Kjenstad	SS7845	01	student hrly IM official	Hire	Temp	Appointment	4128.00	01-SEP-16
Derek Kjenstad	SS7936	01	student hrly CA break coverage	Hire	Temp	Appointment	4104.00	03-OCT-16
Laura Klaut	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	29-AUG-16
Dustin Kleba	SS8749	05	student hrly PAC	Hire	Temp	Appointment	4848.00	22-AUG-16
Alexis Klein	SW9547	00	WS support staff	Hire	Temp	Appointment	4363.20	23-AUG-16
Evelyn Klein	SS7748	00	student hrly teaching assist	Hire	Temp	Appointment	4104.00	22-AUG-16
Jeanette Klein	SS9793	00	student hrly Admin support	Hire	Temp	Appointment	4320.00	25-AUG-16
Camile Kling	SW9534	00	WS admission ambassador	Hire	Temp	Appointment	4200.00	24-AUG-16
Luke Klugherz	SS7735	00	student hrly Pharmacy	Hire	Temp	Appointment	4320.00	22-AUG-16
Nicole Knips	AS9173	00	student hrly farm crew	Hire	Temp	Appointment	4584.00	22-AUG-16
Nicole Knips	AS9173	01	student hrly farm crew holiday	Hire	Temp	Appointment	5064.00	22-AUG-16
Jenero Knowles	AS9202	00	student hrly PISciXC244	Hire	Temp	Appointment	5760.00	01-SEP-16
Jonna Koegelenberg	SS7911	01	student hrly Tutor	Hire	Temp	Appointment	4200.00	29-AUG-16
Hailey Koenen	SS7799	00	jackrabbit ch Outdoor prog att	Hire	Temp	Appointment	4104.00	01-SEP-16
Amrit Koirala	SG7723	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-16
Samantha Kokesh	SS7814	00	student hrly print lab assist	Hire	Temp	Appointment	4104.00	22-AUG-16
Matthew Kolbeck	SS8147	00	student hrly Ambassador	Hire	Temp	Appointment	5760.00	16-SEP-16
Kara Konst	ES9803	01	student hrly Hlth & Nutrition	Hire	Temp	Appointment	5040.00	22-AUG-16
Mohit Kotkar	AS9206	00	student hrly plant worker	Hire	Temp	Appointment	4224.00	22-AUG-16
Austin Kott	AW9735	00	WS Nat Resource Mangement	Hire	Temp	Appointment	5400.00	11-OCT-16
Chelsey Kraemer	SE6708	02	Temporary Clinical Assistant	Hire	Temp	Appointment	4000.00	22-SEP-16
Kristin Kraft	SS8375	00	student hrly Promotions intern	Hire	Temp	Appointment	4800.00	22-SEP-16
Caleb Kragenbring	SW9657	02	WS Office assistant	Hire	Temp	Appointment	4104.00	22-AUG-16
Olivia Kragt	SW9587	00	WS Office Assistatn	Hire	Temp	Appointment	4320.00	26-SEP-16
Andrea Kramer	SW9897	00	WS Resident life assistant	Hire	Temp	Appointment	4320.00	29-AUG-16
Robert Kranz	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4104.00	22-AUG-16
Tara Krege	AS9217	01	student hrly PISciM4544	Hire	Temp	Appointment	4824.00	22-AUG-16
Tara Krege	SS8765	01	student hrly Nursing Driver	Hire	Temp	Appointment	4104.00	30-AUG-16

Justin Krell	AS9160 00	student hrly feed mill worker	Hire Temp Appointment	4248.00	22-AUG-16
Hannah Kremer	SS7845 00	St Hrly-IM Official-855	Hire Temp Appointment	4104.00	22-AUG-16
Austin Kreutner	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Jacob Krier	SS7810 00	student hrly Tech fellow	Hire Temp Appointment	7272.00	09-SEP-16
Molly Kroeger	AS9212 00	student hrly Swine unit worker	Hire Temp Appointment	4104.00	22-AUG-16
Susan Kroger	SG7990 01	Grad Teach Assist-Instructor	Hire Temp Appointment	7945.00	22-AUG-16
Susan Kroger	SG7998 00	Graduate Research Assistant	Hire Temp Appointment	8276.00	22-AUG-16
Kirby Krogstad	SS7912 00	student hrly Assoc Exec Board	Hire Temp Appointment	4104.00	22-AUG-16
Christian Kroll	SS7735 00	student hrly Pharmacy	Hire Temp Appointment	4320.00	22-AUG-16
Christian Kroll	SW9612 00	WS Tutor	Hire Temp Appointment	4440.00	22-AUG-16
Holly Krueger	SS7816 00	student hrly horse unit	Hire Temp Appointment	4200.00	22-AUG-16
Samuel Krueger	SW9535 00	WS Print lab assistant	Hire Temp Appointment	4104.00	05-OCT-16
Samuel Krueger	SW9575 00	WS Museum Aide	Hire Temp Appointment	4320.00	23-SEP-16
Silas Krueger	SS7855 00	student hrly Ceramics assist	Hire Temp Appointment	4104.00	22-AUG-16
Silas Krueger	SW9535 00	WS print lab assistant	Hire Temp Appointment	4104.00	12-SEP-16
Silas Krueger	SW9552 00	WS Ceramics studio assist	Hire Temp Appointment	4104.00	12-SEP-16
Brittany Kruger	SS8749 01	student hrly PAC	Hire Temp Appointment	4248.00	22-AUG-16
Brittany Kruger	SW9528 00	WS Jazz librarian	Hire Temp Appointment	4320.00	22-AUG-16
Thomas Ksiazek	SW9543 00	WS Research assistant	Hire Temp Appointment	4800.00	22-AUG-16
Alexandria Kub	SS7936 00	student hrly CA break coverage	Hire Temp Appointment	4104.00	03-OCT-16
Alexandria Kub	SW9657 03	WS Office assistant	Hire Temp Appointment	4200.00	29-AUG-16
Ciara Kulhavy	SS7817 00	jackrabbit ch admissions asst	Hire Temp Appointment	4104.00	29-AUG-16
Ciara Kulhavy	SS7817 01	student hrly office worker	Hire Temp Appointment	4104.00	29-AUG-16
Pavan Kulkarni	SG7715 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Hailey Kurtenbach	SS7739 00	student hrly Marketing & Comm	Hire Temp Appointment	4104.00	29-AUG-16
Mibin Kuruvilla Joseph	SG9849 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21532.00	22-AUG-16
Jade Kutzke	SS7735 00	student hrly Pharmacy	Hire Temp Appointment	4320.00	22-AUG-16
Jennifer LaVoy	AS9219 00	student hrly seed lab	Hire Temp Appointment	4224.00	22-AUG-16
Claire Lacanne	AS9153 00	stdnt hrly Entomology Resrch	Hire Temp Appointment	5280.00	04-OCT-16
Taylor Lago	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Cameron Lahndorf	SS8474 02	student hrly equestrian barn	Hire Temp Appointment	4104.00	22-AUG-16
Breanda Laird	SS8134 00	stdnt hrly Hobo Shoppe assist	Hire Temp Appointment	4104.00	11-OCT-16
Charles Lamb	SW9542 00	WS Dispatcher	Hire Temp Appointment	4440.00	22-AUG-16
Christopher Landeck	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Scott Landes	SS7733 00	student hrly lab assistant	Hire Temp Appointment	6240.00	22-AUG-16
Rachel Landmark	SS9793 07	student hrly Fundraiser Supr	Hire Temp Appointment	5150.40	22-AUG-16
Rachel Landmark	SS9793 08	student hrly Development staff	Hire Temp Appointment	5030.40	22-AUG-16
Kayla Landsman	SS7846 00	stdnt hrly Biomechanics Tutor	Hire Temp Appointment	4800.00	22-SEP-16
Kayla Landsman	SS8233 04	stdnt hrly Orientation leader	Hire Temp Appointment	4104.00	22-SEP-16
Chelsey Langbehn	SS7812 00	student hrly meat lab	Hire Temp Appointment	4104.00	22-AUG-16
Austin Lange	SS7878 00	stdnt hrly facility attendant	Hire Temp Appointment	4104.00	23-AUG-16
Amanda Larsen	SW9547 00	WS Affiliate Operations	Hire Temp Appointment	4104.00	27-SEP-16
Emma Larson	SS7857 00	student hrly Precision Ag asst	Hire Temp Appointment	5760.00	22-SEP-16
Rachel Larson	AS9206 00	student hrly plant worker	Hire Temp Appointment	4416.00	22-AUG-16
Cassidy Latusek	SS7735 00	student hrly Pharmacy	Hire Temp Appointment	4320.00	22-AUG-16
Elizabeth Laurent	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Bridger Lawrence	SS7849 00	student hrly resident life	Hire Temp Appointment	4800.00	09-SEP-16
Falon Lawton-Dirks	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	26-AUG-16
Nathan Lax	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	16-SEP-16
Hoanh Thi Yen Le	AG9798 00	Graduate Research Assistant	Hire Temp Appointment	16133.00	22-AUG-16
Paige Leafstedt	SS7768 00	student hrly ticket sales	Hire Temp Appointment	4800.00	16-SEP-16
Jessica Leat	SS7728 00	student hrly Vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Nicolette Lecy	SS7913 01	student hrly Parking services	Hire Temp Appointment	4920.00	22-AUG-16
Brianna Lee	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	22-AUG-16
Brianna Lee	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4584.00	22-AUG-16
Christopher Lee	AS9180 00	student hrly PISciX72611000	Hire Temp Appointment	4800.00	23-AUG-16
Corey Lee	AW9738 00	WS-Field Observ Asst	Hire Temp Appointment	4560.00	29-AUG-16
Ji Young Lee	SG6039 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2890.00	22-AUG-16
Joshua Lee	SS7776 00	student hrly Patrol officer	Hire Temp Appointment	4440.00	02-SEP-16
Serena Lee	SS7729 00	student hrly Peer mentor	Hire Temp Appointment	4104.00	22-AUG-16
Taehee Lee	SG7917 00	Grad Teach Assist - Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Yun Hyeok Lee	SS7772 00	student hrly EE & CS	Hire Temp Appointment	6720.00	22-AUG-16
Sarah Lehmann	SW9537 00	WS Admission Ambassador	Hire Temp Appointment	4200.00	22-AUG-16
Hayley Leibel	AS9208 00	student hrly sheep unit work	Hire Temp Appointment	4104.00	17-OCT-16
Trevor Lemmon	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4104.00	22-AUG-16
Chelsy Lesmeister	SW9547 00	WS Financial aid admin assist	Hire Temp Appointment	4320.00	22-AUG-16
Samantha Letcher	SW9828 01	WS America Reads Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Shuang Li	SG9847 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-16

Stephanie Lima	SS8486	00	student hrly event worker	Hire Temp Appointment	4104.00	01-SEP-16
Bharati Limbu	SS8037	00	student hrly facility worker	Hire Temp Appointment	4104.00	03-OCT-16
Brianna Lind	SG7815	00	Graduate Research Assistant	Hire Temp Appointment	31000.00	22-AUG-16
Braydn Lingbeck	AS9171	00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Braydn Lingbeck	AS9177	00	student hrly PISciXA244900	Hire Temp Appointment	4320.00	24-AUG-16
Abby Lingle	SS7751	00	student hrly SI leader	Hire Temp Appointment	4104.00	22-AUG-16
Shelby Lingscheit	SS9793	01	stdnt hrly Annual Program Supt	Hire Temp Appointment	4560.00	22-AUG-16
Kali Linville	SG9855	00	Graduate Research Assistant	Hire Temp Appointment	16350.00	26-AUG-16
Erin Lionberger	SG7741	00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Dylan Little	SS7751	00	student hrly SI leader	Hire Temp Appointment	4440.00	22-AUG-16
Jordan Little	SS7729	00	studnet hrly SI leader	Hire Temp Appointment	4104.00	22-AUG-16
Runxia Liu	AG9748	04	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Victor Lobato Da Silva Costa	SS7917	00	student hrly research assist	Hire Temp Appointment	4800.00	17-OCT-16
Melanie Loe	SW9572	00	WS Office assistant	Hire Temp Appointment	4104.00	29-AUG-16
Melissa Loeschen	AS9198	00	student hrly PISciA65491000	Hire Temp Appointment	4800.00	22-AUG-16
Kira Loftesness	SS8765	00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
David Lohrenz	SS8785	00	student hrly Academic affairs	Hire Temp Appointment	4104.00	16-SEP-16
Darwin Longeliere	SE6420	04	Temporary Internal Auditor	Hire Temp Appointment	525.00	22-AUG-16
Darwin Longeliere	SE6420	05	Temporary Internal Auditor	Hire Temp Appointment	770.00	22-SEP-16
Nicholas Lorang	SS7748	00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Nicholas Lorang	SS7912	00	stdnt hrly assoc exec board	Hire Temp Appointment	4104.00	22-AUG-16
Zachary Lothspeich	AS9154	00	student hrly Fisheries Tech	Hire Temp Appointment	4800.00	05-SEP-16
Camilla Lucero	SS8748	00	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-SEP-16
Kristina Luczak	SS7749	00	student hrly Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Nathan Luitjens	SS7751	00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Courtney Lusk	SS8007	00	student hrly Info exch attd	Hire Temp Appointment	4104.00	11-OCT-16
Emma Lutter	AW9740	00	WS Horse unit farm worker	Hire Temp Appointment	4104.00	22-AUG-16
Rebecca Lyall	SG6033	01	Graduate Admin Assistant	Hire Temp Appointment	10701.18	22-AUG-16
Anjun Ma	SG7716	00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-SEP-16
Sydney MacDonald	SS7922	00	student hrly Schmit assis	Hire Temp Appointment	5760.00	22-AUG-16
Mackenzie Mack	SS8765	00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Sloane Mack	SS8134	00	student hrly Hobo Shoppe Asst	Hire Temp Appointment	4104.00	11-OCT-16
Alexander Macki	SS8486	02	student hrly events worker	Hire Temp Appointment	4104.00	22-AUG-16
Florencia Magni	SG7922	00	Grad Teach Assist-Instructor	Hire Temp Appointment	5996.00	22-AUG-16
Manisha Maharjan	SG7808	00	Graduate Research Assistant	Hire Temp Appointment	2568.44	22-AUG-16
Manisha Maharjan	SG8012	00	Grad Teach Assist-Instructor	Hire Temp Appointment	1284.00	22-AUG-16
Rupak Mahat	SG7809	00	Graduate Research Assistant	Hire Temp Appointment	5779.00	22-AUG-16
Rupak Mahat	SG8012	00	Grad Teach Assist-Instructor	Hire Temp Appointment	3005.00	22-AUG-16
Anna Maher	SS8474	00	student hrly equestrian barn	Hire Temp Appointment	4104.00	22-AUG-16
Justin Mahutga	SG7902	00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Courtney Maks	SS7911	01	student hrly Tutor	Hire Temp Appointment	4200.00	29-AUG-16
Mallory Malecek	AS9221	07	stdnt hrly Xu Lan NRM311 Asst	Hire Temp Appointment	4800.00	22-SEP-16
Mikayla Malsam	SS7845	00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Andrea Malterud	SG7902	01	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Guljemal Mammetmyradova	AS9180	01	student hrly PISciX72621250	Hire Temp Appointment	6000.00	22-SEP-16
MD Ataul Mamun	SG8012	00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Bishesh Manandhar	SS7749	00	student hrly Tutor	Hire Temp Appointment	5040.00	22-AUG-16
Erica Manandhar	SG7797	04	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-AUG-16
Erica Manandhar	SG7797	05	Graduate Research Assistant	Supplemental Appointment	500.00	22-AUG-16
Matthew Manning	SS8486	00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Matthew Manning	SS8486	01	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Cesar Marin Rodriguez	SG9747	00	Grad Teach Assist - Instructor	Hire Temp Appointment	7718.00	22-AUG-16
Kay Marrs	SS7812	00	student hrly meat lab worker	Hire Temp Appointment	4200.00	22-AUG-16
Taylor Martens	SW9697	00	WS Office assistant	Hire Temp Appointment	4104.00	22-SEP-16
Brandi Martian	SS8581	01	student hrly Math tutor	Hire Temp Appointment	4800.00	22-AUG-16
Lisa Martinez	SG7798	02	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-16
Chidi Martins	AS9155	00	student hrly Gonda assist	Hire Temp Appointment	4560.00	22-SEP-16
Elijah Maska	SS7782	00	student hrly EE & CS	Hire Temp Appointment	5760.00	22-AUG-16
Camille Massmann	SS7748	00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Ann Matheny	SE6708	05	Temporary Clinical Assistant	Hire Temp Appointment	4660.00	22-AUG-16
George Mathew	SS7776	00	student hrly Patrol officer	Hire Temp Appointment	4440.00	22-AUG-16
Mackenzie Mattern	AS9190	02	student hrly PISciX66371200	Hire Temp Appointment	5760.00	22-AUG-16
Mackenzie Mattern	AS9190	03	student hrly PISciA67381200	Hire Temp Appointment	5760.00	22-AUG-16
Tyler Matthies	SS8147	00	student hrly lab assist CM 320	Hire Temp Appointment	7200.00	29-AUG-16
Paul May	SG7909	00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Gokul Mayuram	SS8023	00	student hrly building crew	Hire Temp Appointment	4104.00	22-AUG-16
Morgan McCall	SS7756	00	stdnt hrly Member Service Desk	Hire Temp Appointment	4104.00	01-OCT-16
Brittney McClendon	SS8748	00	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-AUG-16

Brittney McClendon	SW9529 00	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Ashley McConnell	SE7687 00	Visiting Instructor	Hire Temp Appointment	11364.00	06-SEP-16
Riley McCrea	SS7756 00	student hrly service attendant	Hire Temp Appointment	4104.00	05-OCT-16
Riley McCrea	SS7878 00	stdnt hrly Facility attendant	Hire Temp Appointment	4104.00	05-OCT-16
Adam McDermaid	AG9760 00	Graduate Research Assistant	Hire Temp Appointment	9950.00	22-AUG-16
Adam McDermaid	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	9950.00	22-AUG-16
Sarah McDonald	SS9793 02	student hrly Fundraiser Suprv	Hire Temp Appointment	4900.80	22-AUG-16
Michael McGee	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	16-SEP-16
Cole McGehee	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	01-SEP-16
Cole McGehee	SS7878 00	student hrly facility attend	Hire Temp Appointment	4104.00	01-SEP-16
Samantha McKenna Brummer	SS7936 00	student hrly RHPC host	Hire Temp Appointment	4104.00	01-SEP-16
Caleb McKinley	SW9534 00	WS Admissions Ambassador	Hire Temp Appointment	4320.00	29-AUG-16
Christian McKone	SG7676 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-16
Teagan McNary	SS8154 00	student hrly Fed Execu Baord	Hire Temp Appointment	4104.00	22-AUG-16
Nikita Medvedev	SS8749 03	student hrly PAC	Hire Temp Appointment	4248.00	22-AUG-16
Emily Meerdink	SS7922 00	student hrly lab assistant	Hire Temp Appointment	5640.00	22-AUG-16
Riley Mehlhaf	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Riley Mehlhaf	SW9598 02	WS Front desk worker	Hire Temp Appointment	4104.00	22-AUG-16
Siddharth Mehta	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	30-AUG-16
Siddharth Mehta	SS8486 01	student hrly event worker	Hire Temp Appointment	4104.00	30-AUG-16
Lindsey Meiers	AS9221 02	student hrly lab tech	Hire Temp Appointment	5280.00	22-AUG-16
Charmil Meishery	SS8548 00	student hrly Union set-up crew	Hire Temp Appointment	4104.00	22-SEP-16
Darcy Mennenga	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Alexander Mergen	AW9744 00	WS Nat Resource Mang	Hire Temp Appointment	5040.00	13-SEP-16
Michaela Metter	SW9547 00	WS Community impact assist	Hire Temp Appointment	4800.00	22-AUG-16
Lauren Metzger	SS8477 00	student hrly Modern language	Hire Temp Appointment	4320.00	22-SEP-16
Gloria Meyer	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-AUG-16
Shelby Mickey	SS8474 01	student hrly equestrian barn	Hire Temp Appointment	4104.00	22-AUG-16
Stephen Miedema	SW9541 00	WS Peer mentor	Hire Temp Appointment	4104.00	29-AUG-16
Ethan Millar	SG9747 01	Grad Teach Assist - Instructor	Hire Temp Appointment	7718.00	22-AUG-16
Scott Millard	SS7820 00	student hrly Yeager Media asst	Hire Temp Appointment	4800.00	22-AUG-16
Alexandra Miller	AS9212 00	student hrly Swine unit worker	Hire Temp Appointment	4104.00	22-AUG-16
Drue Miller	SS7775 00	student hrly Kempas assist	Hire Temp Appointment	4104.00	22-SEP-16
Lindsay Miller	SS7718 00	student hrly Vet & Biomed	Hire Temp Appointment	4104.00	22-SEP-16
Madeline Miller	SE6796 01	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-AUG-16
Dorinda Mills	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Martin Minihan	SS8749 01	student hrly PAC	Hire Temp Appointment	4200.00	22-AUG-16
Ashutosh Mishra	AS9175 00	student hrly 3FA859 field asst	Hire Temp Appointment	4800.00	22-AUG-16
Ashutosh Mishra	AS9194 00	student hrly lab assistant	Hire Temp Appointment	5760.00	22-AUG-16
Zackariah Mitchell	SW9531 00	WS Museum Aide	Hire Temp Appointment	4104.00	26-AUG-16
Mukesh Mithrakumar	SS7871 00	student hrly custodial staff	Hire Temp Appointment	4104.00	09-SEP-16
Mukesh Mithrakumar	SS7917 02	student hrly learning assist	Hire Temp Appointment	4800.00	30-AUG-16
Mukesh Mithrakumar	SS7917 03	stdnt hrly Kharel Rsrch assist	Hire Temp Appointment	4800.00	06-SEP-16
Elizabeth Mitzel	SS8474 00	student hrly Equestrian barn	Hire Temp Appointment	4104.00	26-SEP-16
Pauline Mochama	SG9859 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Emily Mochel	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Pratik Modani	SS7742 00	student hrly lab assistant	Hire Temp Appointment	5040.00	22-AUG-16
McKayla Moe	SS8328 00	student hrly DOH assist	Hire Temp Appointment	5040.00	24-AUG-16
Abdul Mohammed	SS9793 02	student hrly Phonejack	Hire Temp Appointment	4320.00	28-SEP-16
Abdul Muqeeth Mohammed	SS7855 00	student hrly Figure Drawing	Hire Temp Appointment	7200.00	03-OCT-16
Kristin Mohr	AS9176 00	student hrly Vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Benjamin Moldan	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	22-AUG-16
Benjamin Moldan	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4584.00	22-AUG-16
Benjamin Moldan	AW9747 00	WS farm crew	Hire Temp Appointment	4104.00	22-AUG-16
Benjamin Moldan	AW9747 01	WS farm crew holiday	Hire Temp Appointment	4584.00	22-AUG-16
Louise Monga	SG7744 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Brandon Monier	SG7995 01	Graduate Teaching Assistant	Hire Temp Appointment	15951.00	22-AUG-16
Dylan Monson	SS7820 00	student hrly Yeager Media asst	Hire Temp Appointment	4800.00	22-AUG-16
Jodilyn Moore	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Charles Mordhorst	AW9737 00	WS Biological Tech	Hire Temp Appointment	5760.00	22-AUG-16
Brenna Morgan	SS7878 00	jackrabbit ch water safety	Hire Temp Appointment	4320.00	15-OCT-16
Keely Moriarty	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4104.00	22-AUG-16
Jean Marc Mpenba	SS7755 01	student hrly facilities	Hire Temp Appointment	4800.00	22-AUG-16
Hara Mubashir	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Emily Mudder	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Christine Muilenburg	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	14-SEP-16
Nargiza Mukhadinova	SS9793 01	student hrly Fundraiser	Hire Temp Appointment	4540.80	22-AUG-16
Amanda Muller	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16

Amanda Muller	SW9537 00	WS Admission Ambassador	Hire Temp Appointment	4104.00	22-AUG-16
Prateek Munankarmi	SG7809 00	Graduate Research Assistant	Hire Temp Appointment	3005.00	22-AUG-16
Prateek Munankarmi	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5779.00	22-AUG-16
Emily Munson	SS8486 00	student hrly event worker	Hire Temp Appointment	4104.00	24-AUG-16
Emily Munson	SS8486 01	student hrly grounds crew	Hire Temp Appointment	4104.00	24-AUG-16
Emily Murren	SE6708 03	Temporary Clinical Assistant	Hire Temp Appointment	4360.00	22-AUG-16
Mitchell Nacke	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Emily Nagel	SS7741 00	student hrly lab technician	Hire Temp Appointment	5280.00	22-AUG-16
Eric Nagel	SG7799 00	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-AUG-16
Gitanjali Nanda Kafle	AG8105 03	Graduate Research Assistant	Hire Temp Appointment	10664.00	22-AUG-16
Gitanjali Nanda Kafle	SG7723 01	Grad Teach Assist-Instructor	Hire Temp Appointment	7975.00	22-AUG-16
Hunter Nedland	SG7728 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Bryan Needs	SS7922 00	St Hrly-Wastewtr Treatment Plt	Hire Temp Appointment	5640.00	22-AUG-16
Sai Sharan Neerumalla	SG7915 00	Grad Teach Assist - Instructor	Hire Temp Appointment	7628.00	22-AUG-16
Danielle Neilan	SW9524 00	WS office assistant	Hire Temp Appointment	4104.00	31-AUG-16
Mara Neitzel	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Vishnuvardhan Nellore	SG7916 02	Grad Teach Assist-Instructor	Hire Temp Appointment	4045.00	22-AUG-16
Emily Nelsen	SS7966 00	student hrly Shop worker	Hire Temp Appointment	4320.00	22-AUG-16
Colleen Nelson	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Corynna Nelson	SG7494 03	Graduate Admin Assistant	Hire Temp Appointment	14714.12	12-SEP-16
Dennisen Nelson	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	22-AUG-16
Dennisen Nelson	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4584.00	22-AUG-16
Dennisen Nelson	AW9747 00	WS Farm Crew	Hire Temp Appointment	4104.00	22-SEP-16
Dennisen Nelson	AW9747 01	WS Farm Crew holiday	Hire Temp Appointment	4584.00	22-SEP-16
Melissa Nelson	AS9193 00	student hrly PISciX66361000	Hire Temp Appointment	4800.00	22-AUG-16
Alexis Nepple	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	22-AUG-16
Sheila Ness	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	1660.00	22-AUG-16
Amanda Neubauer	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Surendra Neupane	AG9713 01	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Jason Neville	SS7922 00	student hrly wastewater plant	Hire Temp Appointment	5640.00	10-SEP-16
Sarah Nevison	AG8016 03	Graduate Research Assistant	Hire Temp Appointment	16604.00	22-AUG-16
Lindsay Newenhouse	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Regan Newhouse	SS8765 00	student hrly Driver	Hire Temp Appointment	4104.00	17-OCT-16
Clay Newton	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4104.00	22-AUG-16
Henry Neyens	AS9193 00	student hrly PISciX66361050	Hire Temp Appointment	5040.00	22-AUG-16
Henry Neyens	AS9193 01	student hrly PISciA67391050	Hire Temp Appointment	5040.00	22-AUG-16
Morea Nichols	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	06-SEP-16
Stacie Nielsen	SE6708 03	Temporary Clinical Assistant	Hire Temp Appointment	3660.00	22-AUG-16
Alexander Nikolas	AS9215 00	student hrly lab tech	Hire Temp Appointment	5040.00	22-AUG-16
Kali Nordbye	SS7810 00	student hrly Tech fellow	Hire Temp Appointment	7272.00	22-AUG-16
Megan Novak	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Trevor Novotny	SS8486 01	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Trevor Novotny	SS8486 02	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Lexy Nuesch	AW9740 00	WS Horse unit worker	Hire Temp Appointment	4320.00	30-AUG-16
Kala Nurnberg	SW9530 00	WS Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Jared Nurnberger	SG7584 00	Graduate Admin Assistant	Hire Temp Appointment	5095.80	22-AUG-16
Ashley Nye	SW9538 00	WS Office assistant	Hire Temp Appointment	4320.00	29-AUG-16
Peter Oakland	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	01-SEP-16
Fredrick Ochieng	SG7799 00	Grad Teach Assist-Instr-9 mth	Hire Temp Appointment	15772.00	22-AUG-16
Tomomi Ogasawara	SS7871 00	student hrly custodial staff	Hire Temp Appointment	4104.00	07-SEP-16
Asuka Ohno	SS8474 02	student hrly equestrian barn	Hire Temp Appointment	4104.00	02-SEP-16
Madison Osterstrom	SS7936 00	jackrabbit ch RHPc host	Hire Temp Appointment	4104.00	24-AUG-16
Hunter Olson	SW9612 01	WS Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Zackery Olson	SS7805 00	student hrly lab assistant	Hire Temp Appointment	4800.00	22-AUG-16
Michael Onyetube	SG7915 00	Grad Teach Assist - Instructor	Hire Temp Appointment	7628.00	22-AUG-16
Raymond Opoku	AG9798 00	Graduate Research Assistant	Hire Temp Appointment	16133.00	22-AUG-16
George Opoku-Kusi	SG7798 01	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-16
Norah Orina	SG9860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-16
Bremansu Osa-Andrews	SG7799 01	Grad Teach Assist-Instr	Hire Temp Appointment	15772.00	22-AUG-16
Hussain Otudi	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3852.44	22-AUG-16
Charlotte Owusu-Smart	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Austin Oyen	SS7735 00	student hrly Pharmacy	Hire Temp Appointment	4320.00	22-AUG-16
Chulwoo Pack	SG7805 02	Graduate Admin Assistant	Hire Temp Appointment	8492.15	22-AUG-16
Alex Pagel	SG7573 00	Graduate Teaching Assistant	Hire Temp Appointment	2889.00	22-AUG-16
Prachi Pahariya	AG9725 00	Graduate Research Assistant	Hire Temp Appointment	15541.00	06-SEP-16
Miranda Painter	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Sri Spandana Paleru	SG9867 00	Graduate Admin Assistant	Hire Temp Appointment	4680.00	10-OCT-16
Sri Spandana Paleru	SG9867 01	Graduate Admin Assistant	Hire Temp Appointment	5199.60	10-OCT-16

Sri Spandana Paleru	SS8037 00	student hrly facility worker	Hire Temp Appointment	4104.00	22-AUG-16
Sumadhuri Pamarthi	SG8016 02	Graduate Research Assistant	Hire Temp Appointment	17314.00	22-AUG-16
Kabita Pandey	AG9787 01	Graduate Research Assistant	Hire Temp Appointment	12492.00	22-AUG-16
Sonali Pandey	SG7965 00	Grad Teach Assist - Instructor	Hire Temp Appointment	21029.00	22-AUG-16
Brittney Papike	SW9613 00	WS nursing lab assistant	Hire Temp Appointment	4200.00	12-OCT-16
Sujan Parajuli	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.24	22-AUG-16
Samantha Parisien	SS7820 00	student hrly Yeager media asst	Hire Temp Appointment	4800.00	22-AUG-16
Allyssa Parker	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Tara Parmely	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Josie Parry	SS7730 00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Makaley Parsons	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-AUG-16
Rebekka Paskewitz	SS8044 00	stdnt hrly String Project asst	Hire Temp Appointment	7680.00	22-AUG-16
Doriane Paso	SG9847 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-16
Ramya Mitra Patnam Damodaram	SG6022 00	Graduate Research Assistant	Hire Temp Appointment	9246.00	22-AUG-16
Shelby Pattison	SG7750 00	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Bimal Paudel	AG9788 01	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Jyotshana Paudyal	SG9866 00	Graduate Admin Assistant	Hire Temp Appointment	7800.00	17-OCT-16
Prakash Paudyal	SS8037 00	student hrly facility worker	Hire Temp Appointment	4104.00	29-AUG-16
Priti Paudyal	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Shuva Paul	SG7801 00	Graduate Research Assistant	Hire Temp Appointment	19681.00	22-AUG-16
Emily Paull	SG7898 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Janelle Paulson	SS7865 00	student hrly FRUVED Rsrch Asst	Hire Temp Appointment	4800.00	28-SEP-16
Kathryn Paulson	ES9807 00	student hrly State Fair	Hire Temp Appointment	4800.00	26-AUG-16
Zachary Paulson	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	02-SEP-16
Ronald Pavlik	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Adam Pay	SG7797 01	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-AUG-16
Sarah Pedersen	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Emily Pederson	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Mariah Pederson	SW9537 00	WS Admission Ambassador	Hire Temp Appointment	4200.00	22-AUG-16
Rebecca Peick	SS7798 00	student hrly NUTR 141 lab asst	Hire Temp Appointment	4104.00	22-AUG-16
Jessica Pepperman	SW9880 01	WS Records & Reg staff	Hire Temp Appointment	4152.00	22-AUG-16
Lucas Pereira	SG7915 00	Grad Teach Assist - Instructor	Hire Temp Appointment	11326.00	22-AUG-16
Nicole Peschong	SG7004 00	Graduate Teaching Assistant	Hire Temp Appointment	12678.00	22-AUG-16
Vincent Peta	AG9749 03	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-16
Bennett Peterson	SS7853 00	student hrly Math study leader	Hire Temp Appointment	6240.00	24-AUG-16
Brian Peterson	SS7781 01	student hrly Iram research	Hire Temp Appointment	6240.00	22-SEP-16
Brian Peterson	SS8861 03	student hrly tech fellow	Hire Temp Appointment	9456.00	22-AUG-16
Jessica Peterson	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Joshua Peterson	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Molly Peterson	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	01-SEP-16
Mitchell Petit	SS7782 00	student hrly EE & CS	Hire Temp Appointment	5760.00	22-AUG-16
Mitchell Petit	SS7808 00	student hrly Programmer	Hire Temp Appointment	4800.00	22-SEP-16
Emily Petracek	SW9541 00	WS Peer Mentor	Hire Temp Appointment	4344.00	22-AUG-16
Emily Petracek	SW9598 01	WS Front desk worker	Hire Temp Appointment	4104.00	22-AUG-16
Hope Petry	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4440.00	22-AUG-16
Emily Petzel	AG9817 00	Graduate Research Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Latoya Phillipe	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	9320.00	22-AUG-16
Ashley Phillips	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Anna Pickford	SS8044 00	student hrly office assistant	Hire Temp Appointment	4800.00	22-SEP-16
Anna Pickford	SW9741 00	WS Band librarian	Hire Temp Appointment	4800.00	22-AUG-16
Elizabeth Piehl	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Jasmine Piepho	SS7761 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Samantha Pietrzak	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	11-SEP-16
Ashley Pikel	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Benjamin Pisha	SS7721 00	student hrly Writing tutor	Hire Temp Appointment	4560.00	13-SEP-16
Jacob Pitts	SW9552 00	WS Office assistant	Hire Temp Appointment	4104.00	30-SEP-16
Jaden Poeckes	AS9212 00	student hrly Swine unit worker	Hire Temp Appointment	4104.00	22-AUG-16
Jharna Pokhrel	SG7735 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8325.00	22-AUG-16
Holly Polak	SS7751 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Shayna Popkes	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Francesca Poppinga	SS7738 00	student hrly chem & biochem	Hire Temp Appointment	5280.00	22-AUG-16
Isaiah Porteous	AS9221 00	student hrly lab assist	Hire Temp Appointment	4800.00	22-AUG-16
Prakash Poudel	AG9419 00	Graduate Research Assistant	Hire Temp Appointment	23384.00	22-AUG-16
Susmita Poudel	AG7030 01	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-16
Briana Powell	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Joshua Prohaska	AS9221 01	student hrly Technician	Hire Temp Appointment	5280.00	29-AUG-16
Shannon Prouty	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Danielle Prudich	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-SEP-16

Andrew Puetz	SS7755 00	student hrly facilities	Hire Temp Appointment	5760.00	22-AUG-16
Travis Pundsack	SS7755 00	student hrly facilities	Hire Temp Appointment	4800.00	05-OCT-16
Tamara Putz	AS9208 00	student hrly sheep unit	Hire Temp Appointment	4104.00	22-AUG-16
Yeyan Qiu	AG9762 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Archibold Quaye	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Nusrat Muntaha Qurashi Prithom	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	06-SEP-16
Shelby Rabenberg	SW9880 02	WS Records & Registration	Hire Temp Appointment	4440.00	22-AUG-16
Mohamed Radoui	SS9793 02	student hrly Fundraiser	Hire Temp Appointment	4641.60	22-AUG-16
MD Tawabur Rahman	SG7801 00	Graduate Research Assistant	Hire Temp Appointment	19681.00	22-AUG-16
Shahariar Rahman	AS9198 01	student hrly PISciF46281050	Hire Temp Appointment	5160.00	22-SEP-16
Tajbir Raihan	SG7716 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Buddhika Rajapaksha Mudalige	DSS7724 00	student hrly Ghabchi assist	Hire Temp Appointment	5760.00	20-SEP-16
Buddhika Rajapaksha Mudalige	DSS7724 01	Stdnt Hrly-Lab Assistant	Hire Temp Appointment	5760.00	22-AUG-16
Andrii Rakov	SG7757 00	Graduate Research Assistant	Hire Temp Appointment	11558.00	22-AUG-16
Kavya Ramineni	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Kavya Ramineni	SS8037 03	student hrly facility worker	Hire Temp Appointment	4104.00	22-AUG-16
Sarah Raml	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-AUG-16
Marina Ramos Pezzotti	AG7019 00	Graduate Research Assistant	Hire Temp Appointment	18000.00	22-AUG-16
Abhishek Rana	SS7917 00	student hrly research assist	Hire Temp Appointment	4800.00	17-OCT-16
Morgan Rankin	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Shelby Raper	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Abdelrahman Raslan	SS7749 00	student hrly Tutor	Hire Temp Appointment	5040.00	22-AUG-16
Abdelrahman Raslan	SS7751 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Alexander Rau	SW9539 00	WS office media	Hire Temp Appointment	4104.00	22-AUG-16
Jaclyn Rauen	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Sarah Rausch	SS7810 00	student hrly Tech Fellow	Hire Temp Appointment	7272.00	22-AUG-16
Ericka Readel	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Shashikanth Reddy	SS7755 00	student hrly facilities	Hire Temp Appointment	4800.00	22-AUG-16
Makayla Reed	AS9206 00	student hrly plant worker	Hire Temp Appointment	4224.00	22-AUG-16
Zachary Reed	SG6032 01	Graduate Admin Assistant	Hire Temp Appointment	10701.18	22-AUG-16
Gregory Reeter	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Gregory Reeter	AW9736 00	WS Plant worker	Hire Temp Appointment	4344.00	22-SEP-16
Robert Reifenrath	AW9741 00	WS technician	Hire Temp Appointment	4704.00	22-AUG-16
Brett Reimer	SS7853 00	student hrly math study leader	Hire Temp Appointment	6240.00	24-AUG-16
Ashley Reiner	SS7788 00	student hrly cow calf unit	Hire Temp Appointment	4224.00	22-AUG-16
Taylor Reis	SW9547 00	WS Pinancial Aid office assist	Hire Temp Appointment	4104.00	12-SEP-16
Joshua Reitsma	SS8748 00	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Joshua Reitsma	SW9592 00	WS Shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Donald Reker	SS7849 01	student hrly resident life	Hire Temp Appointment	4800.00	06-SEP-16
Brianna Renaas	SW9619 00	WS Clerical Help	Hire Temp Appointment	4200.00	23-SEP-16
Nathan Reynhout	SS7875 00	student hrly IP lab assistant	Hire Temp Appointment	5760.00	11-OCT-16
Calvin Rezac	AW9744 00	WS lab technician	Hire Temp Appointment	5400.00	22-AUG-16
Krystal Richards	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Brooke Richmond	SS7798 00	stdnt hrly food sci lab assist	Hire Temp Appointment	4104.00	22-AUG-16
Thomas Ricks	SS7755 00	student hrly facilities	Hire Temp Appointment	5040.00	22-AUG-16
Shelby Riddle	AS9206 00	student hrly plant worker	Hire Temp Appointment	4224.00	22-AUG-16
Andrea Rief	SS7713 00	student hrly office assistant	Hire Temp Appointment	5280.00	17-OCT-16
Sidney Riemenschneider	SW9575 00	WS Museum Aide	Hire Temp Appointment	4320.00	19-SEP-16
Kendra Riley	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	26-SEP-16
Mckenzie Rinehart	SS7749 00	student hrly Tutor	Hire Temp Appointment	5040.00	29-AUG-16
Haley Rippert	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	20-SEP-16
Burgandy Roberts	SS7741 00	student hrly lab tech	Hire Temp Appointment	5040.00	22-AUG-16
Joseph Robertson	SG7707 00	Graduate Research Assistant	Hire Temp Appointment	19900.00	22-AUG-16
Morgan Robey	SG7004 00	Graduate Teaching Assistant	Hire Temp Appointment	12678.00	22-AUG-16
Sonia Rodriguez-Jimenez	SG9855 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	02-SEP-16
Erika Roeber	SW9535 00	WS Print lab assist	Hire Temp Appointment	4680.00	22-AUG-16
Tucker Roeker	AS9173 00	student hrly farm crew	Hire Temp Appointment	5760.00	22-AUG-16
Tucker Roeker	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	5064.00	22-AUG-16
Blake Roetman	AS9221 00	student hrly Lab tech	Hire Temp Appointment	5280.00	22-AUG-16
Alex Rogen	SS7761 00	student hrly vet & biomed	Hire Temp Appointment	4224.00	22-AUG-16
Austin Rohrs	SS7736 00	student hrly Arena farm worker	Hire Temp Appointment	4320.00	22-SEP-16
Haylea Rolf	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4520.00	22-AUG-16
Matthew Romano	SW9542 00	WS Dispatcher	Hire Temp Appointment	4320.00	09-SEP-16
Kylie Root	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Chelsea Rosenau	SS8375 00	student hrly Promo Specialist	Hire Temp Appointment	4200.00	06-SEP-16
Kaylee Rosenkranz	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	07-SEP-16
Kaylee Rosenkranz	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4584.00	07-SEP-16
Kaylee Rosenkranz	AW9747 00	WS Farm Crew	Hire Temp Appointment	4104.00	12-SEP-16

Kaylee Rosenkranz	AW9747 01	WS Farm Crew holiday	Hire Temp Appointment	4584.00	12-SEP-16
Rebekah Ross	SS7878 00	student hrly Lifeguard	Hire Temp Appointment	4320.00	02-SEP-16
Rebekah Ross	SS7878 01	student hrly Water safety	Hire Temp Appointment	4320.00	02-SEP-16
Rebekah Ross	SS7878 02	student hrly Special Events	Hire Temp Appointment	5760.00	22-SEP-16
Jeannie Rossow	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-AUG-16
Wend-Kuni Rouamba	SS8023 00	student hrly building crew	Hire Temp Appointment	4104.00	22-AUG-16
Jessie Rounsley	SS7845 00	student hrly IM official	Hire Temp Appointment	4224.00	22-SEP-16
Jessie Rounsley	SS7845 01	student hrly IM supervisor	Hire Temp Appointment	4224.00	22-SEP-16
Katriona Roy	SS7897 00	student hrly bookstore	Hire Temp Appointment	4320.00	31-AUG-16
Katriona Roy	SW9523 00	WS bookstore worker	Hire Temp Appointment	4320.00	31-AUG-16
Ranen Roy	SG7799 01	Grad Teach Assist-Instr	Hire Temp Appointment	15772.00	22-AUG-16
Tamal Roy	SS7755 00	student hrly facilities	Hire Temp Appointment	4800.00	29-AUG-16
Kelsey Rozell	SG8114 00	Graduate Admin Assistant	Hire Temp Appointment	16133.30	22-AUG-16
Brooke Ruhd	SW9575 01	WS Museum aide	Hire Temp Appointment	4440.00	22-AUG-16
John Russell	SG8010 00	Graduate Admin Assistant	Hire Temp Appointment	10191.60	22-AUG-16
Stephne Russell	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	02-SEP-16
Tori Russenberger	AS9164 00	student hrly Woyengo lab asst	Hire Temp Appointment	4800.00	22-AUG-16
Moriah Ruthford	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Patrick Saaleephiw	SS7849 00	jackrabbit ch residential life	Hire Temp Appointment	4104.00	31-AUG-16
Sepideh Sadeghi	SG7577 00	Grad Teach Assist-Instructor	Hire Temp Appointment	7531.00	22-AUG-16
Sepideh Sadeghi	SG7824 00	Graduate Research Assistant	Hire Temp Appointment	9640.00	22-AUG-16
Lauren Saemrow	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Utpal Saha	SG7912 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6240.00	22-AUG-16
Sayan Sahu	SS8023 01	student hrly building crew	Hire Temp Appointment	4104.00	22-AUG-16
Ryan Sailors	SS7879 00	student hrly PT	Hire Temp Appointment	4320.00	23-AUG-16
Ryan Sailors	SS7879 01	stdnt hrly fitness attendant	Hire Temp Appointment	4104.00	23-AUG-16
Sruthi Saini	SS7742 00	student hrly lab assistant	Hire Temp Appointment	4800.00	22-AUG-16
Thomas Salentiny	SS7718 00	student hrly Vet & Biomed	Hire Temp Appointment	4104.00	22-SEP-16
Mohammed Salman	SS8147 00	student hrly Survey lab assist	Hire Temp Appointment	7200.00	15-SEP-16
Kylie Salmen	SS7730 00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Paula Salmon	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Cheyenne Salonen	SS7756 01	stdnt hrly member serv Superv	Hire Temp Appointment	4200.00	01-SEP-16
Angelina Sampson	SG7896 02	Grad Teach Assist - Instructor	Supplemental Appointment	500.00	22-AUG-16
Angelina Sampson	SG7965 00	Grad Teach Assist - Instructor	Hire Temp Appointment	21029.00	22-AUG-16
Alejandro Sanchez	SW9538 00	WS Equipment assistant	Hire Temp Appointment	4104.00	25-AUG-16
Sharon Sanchez Ordonez	SS8477 00	student hrly Language assist	Hire Temp Appointment	4320.00	22-SEP-16
Amanda Sandager	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Nichole Sandvig	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
Mitchell Sangl	AG9681 00	Graduate Research Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Kjersten Sankey	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Andrea Sapp	SS7727 00	student hrly music department	Hire Temp Appointment	7680.00	22-AUG-16
Andrea Sapp	SW9741 02	WS Symphony Librarian	Hire Temp Appointment	4320.00	22-AUG-16
Anyesha Sarkar	SG7745 01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-16
Max Sauer	SG7915 00	Grad Teach Assist - Instructor	Hire Temp Appointment	11326.00	22-AUG-16
Anne Sawyer	SG7729 01	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-16
Anne Sawyer	SG8007 02	Graduate Research Assistant	Hire Temp Appointment	2271.00	22-AUG-16
Madeline Scalise	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	22-AUG-16
Madeline Scalise	AS9173 01	student hrly farm crew	Hire Temp Appointment	4584.00	22-AUG-16
Kelly Scegura	AS9219 00	student hrly seed lab	Hire Temp Appointment	4224.00	22-AUG-16
Beau Schacherer	SS7788 00	student hrly Levesque assist	Hire Temp Appointment	4104.00	22-SEP-16
Megan Schaefer	SS8768 00	student hrly Dairy Sci assist	Hire Temp Appointment	4560.00	22-AUG-16
Grant Schaeffer	SS7849 00	student hrly Resident life	Hire Temp Appointment	4800.00	04-OCT-16
William Schaffer	SG8568 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Abigail Schechinger	SS7845 00	jackrabbit ch IM official	Hire Temp Appointment	4104.00	22-SEP-16
Austin Schelhaas	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	22-AUG-16
Austin Schelhaas	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	22-AUG-16
Meghan Schenk	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Meghan Schenk	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Star Schipper	SS7750 00	student hrly Peer mentor	Hire Temp Appointment	4104.00	22-AUG-16
Kathryn Schlafke	SG9862 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6099.00	22-AUG-16
Megan Schliesman	SW9880 07	WS Records & Reg staff	Hire Temp Appointment	4536.00	22-AUG-16
Connor Schlotfeldt	SS7845 00	St Hrly-IM Official-855	Hire Temp Appointment	4104.00	22-AUG-16
Dakota Schlough	SS7922 00	St Hrly-Wastewtr Treatment Pla	Hire Temp Appointment	5640.00	22-AUG-16
Daniel Schmidt	SG7921 02	Grad Teach Assist-Instructor	Hire Temp Appointment	6339.00	22-AUG-16
Stephanie Schmidt	SS7749 00	student hrly Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Laura Schmit	SS7912 00	student hrly Assoc Exec Board	Hire Temp Appointment	4104.00	22-AUG-16
Joseph Schmunk	SG7922 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-16
Andrew Schnabel	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16

Andrew Schnabel	AS9219 00	student hrly seed lab	Hire Temp Appointment	4680.00	22-AUG-16
Kyle Schnabel	AS9219 00	student hrly seed lab	Hire Temp Appointment	4344.00	22-AUG-16
Elizabeth Schneider	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Michelle Schneider	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-AUG-16
Kara Schoenfeld	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	5660.00	22-AUG-16
Chelsea Schossow	AS9166 00	student hrly Rsrch assist	Hire Temp Appointment	4560.00	22-AUG-16
Chelsea Schossow	AW9742 00	WS lab assistant	Hire Temp Appointment	4560.00	22-AUG-16
Chelsea Schossow	SS7737 00	student hrly class assistant	Hire Temp Appointment	4560.00	22-AUG-16
Alexander Schreier	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Hunter Schreifels	SS8486 01	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Hunter Schreifels	SS8486 02	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Brianna Schreurs	SS7820 00	student hrly Yeager Media asst	Hire Temp Appointment	4800.00	22-AUG-16
Jessica Schreyer	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Cameron Schroder	SS7820 00	student hrly Yeager Media asst	Hire Temp Appointment	4800.00	22-AUG-16
Anastasia Schroeder	ES9801 00	student hrly Vet & Biomed	Hire Temp Appointment	4104.00	22-AUG-16
Bradley Schroeder	SS7755 00	student hrly facilities	Hire Temp Appointment	4800.00	26-SEP-16
Cody Schroeder	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	07-SEP-16
Cody Schroeder	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4584.00	07-SEP-16
Cody Schroeder	AW9747 00	WS Farm crew	Hire Temp Appointment	4104.00	22-SEP-16
Cody Schroeder	AW9747 01	WS farm crew holiday	Hire Temp Appointment	4584.00	22-SEP-16
Elizabeth Schuh	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Madalyne Schuldt	SS7878 00	stdnt hrly facility attendant	Hire Temp Appointment	4104.00	06-SEP-16
Victor Schuring	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Cody Schwartz	SS8748 01	student hrly Comm Studies	Hire Temp Appointment	4104.00	11-OCT-16
Cody Schwartz	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	31-AUG-16
Cody Schwartz	SW9545 01	WS shop assistant	Hire Temp Appointment	4104.00	11-OCT-16
Honor Schwartz	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Lillian Schwartzrock	SS8861 01	student hrly tech fellow	Hire Temp Appointment	8001.60	22-AUG-16
Drew Schwarzrock	AW9748 00	WS lab assistant	Hire Temp Appointment	4800.00	29-AUG-16
Paul Schwasinger	SS7810 00	student hrly Tech fellow	Hire Temp Appointment	7272.00	22-AUG-16
Brooklyn Schwiesow	SS8748 01	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-AUG-16
Sara Scofield	SW9598 00	WS Front desk worker	Hire Temp Appointment	4104.00	24-AUG-16
Luke Serbus	SS7860 00	student hrly Museum aide	Hire Temp Appointment	4440.00	22-AUG-16
Luke Serbus	SS8704 00	stdnt hrly Newspaper Delivery	Hire Temp Appointment	5040.00	19-OCT-16
Vishal Seth	AG9782 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-AUG-16
Andrea Severtson	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Samantha Shaw	SG7743 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Yu Shen	SS7755 00	student hrly facilities	Hire Temp Appointment	5040.00	22-AUG-16
Jessie Shepherd	AS9146 00	student hrly Prairie Dog Seed	Hire Temp Appointment	4800.00	07-OCT-16
Jessie Shepherd	AS9146 01	student hrly Bud Bank	Hire Temp Appointment	4800.00	07-OCT-16
Jessie Shepherd	AW9744 02	WS research assistant	Hire Temp Appointment	5280.00	22-AUG-16
Timothy Shepherd	SG7824 02	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Md Sami Bin Shokrana	AG9757 00	Graduate Research Assistant	Hire Temp Appointment	20581.00	22-AUG-16
Jordan Shorley	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	19-SEP-16
Aawesh Shrestha	SS8037 00	student hrly facility worker	Hire Temp Appointment	4104.00	29-AUG-16
Anuj Shrestha	SG7915 00	Grad Teach Assist - Instructor	Hire Temp Appointment	7628.00	22-AUG-16
Dinesh Shrestha	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9593.60	22-AUG-16
Dipesh Shrestha	SG7808 02	Graduate Research Assistant	Hire Temp Appointment	2465.76	22-AUG-16
Dipesh Shrestha	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2568.44	22-AUG-16
Jayram Shrestha	AS9198 00	student hrly PISciF46281000	Hire Temp Appointment	4800.00	22-AUG-16
Maresh Shrestha	SG7770 00	Grad Teach Assist-Instructor	Hire Temp Appointment	1968.00	22-SEP-16
Maresh Shrestha	SG8960 04	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Maresh Shrestha	SG8960 05	Graduate Research Assistant	Hire Temp Appointment	17713.00	22-SEP-16
Sunayana Shyam Jandhyala	SG9854 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Han Si	AS9206 00	student hrly plant worker	Hire Temp Appointment	4224.00	22-AUG-16
Jaime Sichmeller	SW9541 00	WS Peer Mentor	Hire Temp Appointment	4104.00	22-AUG-16
Abdullah Siddique	SS7922 00	student hrly wastewater plant	Hire Temp Appointment	5640.00	22-AUG-16
Rebecca Sides	SS8748 00	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Josie Sieberg	SG7729 00	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-16
Josie Sieberg	SG8007 00	Graduate Research Assistant	Hire Temp Appointment	2271.00	22-AUG-16
Michaela Simcoe	SS7855 00	stdnt hrly social media coord	Hire Temp Appointment	4800.00	12-SEP-16
Branche Simms	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	29-AUG-16
Scott Simons	SS9793 00	student hrly admin support	Hire Temp Appointment	4320.00	22-AUG-16
Alex Sindelar	AS9221 00	student hrly technical assist	Hire Temp Appointment	5040.00	08-SEP-16
Alex Sindelar	AW9734 00	WS Lab technician	Hire Temp Appointment	5040.00	29-SEP-16
Devansh Singh	SG7912 02	Grad Teach Assist-Instructor	Hire Temp Appointment	5184.00	22-AUG-16
Devansh Singh	SG7915 01	Grad Teach Assist - Instructor	Hire Temp Appointment	4030.00	22-AUG-16
Falesh Singh	SS7917 00	student hrly Research	Hire Temp Appointment	4800.00	12-SEP-16

Jaskeerat Singh	AS9207 00	student hrly Woyengo lab work	Hire Temp Appointment	4800.00	22-AUG-16
Shailendra Singh	SG9865 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Annelieke Sinnema	SG7750 00	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-16
Bryce Siverling	AG9755 00	Graduate Research Assistant	Hire Temp Appointment	16002.00	22-AUG-16
Ryan Skadsen	SW9547 01	WS Gallery assistant	Hire Temp Appointment	4104.00	06-SEP-16
Ryan Skadsen	SW9547 02	WS Office assistant	Hire Temp Appointment	4104.00	22-AUG-16
Lexi Slack	AW9743 00	WS sheep unit farm worker	Hire Temp Appointment	4104.00	22-AUG-16
Callie Sleep	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Samantha Sleep	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	14-SEP-16
Cassidy Slood	SS7729 00	student hrly SI leader	Hire Temp Appointment	4440.00	22-AUG-16
Kelly Smidt	SE7653 09	Legal Aid Attorney	Hire Temp Appointment	8343.00	22-AUG-16
Marie Smidt	SE6796 01	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-AUG-16
Chelsea Smith	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Chelsea Smith	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Emily Smith	EG9899 01	Graduate Research Assistant	Hire Temp Appointment	6308.00	22-SEP-16
Faith Smith	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	22-AUG-16
Faith Smith	SS8486 01	student hrly event worker	Hire Temp Appointment	4104.00	22-AUG-16
Sarah Smith	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-AUG-16
Haley Snell	SS7911 00	student hrly Tutor	Hire Temp Appointment	4200.00	29-AUG-16
Sidney Snyder	SW9555 00	WS office assistant	Hire Temp Appointment	4104.00	22-AUG-16
Jacob Sobraske	SG7747 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Peder Solberg	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Heather Solon	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	9080.00	22-AUG-16
Spencer Sommers	SG6039 01	Grad Teach Assist-Instructor	Hire Temp Appointment	2776.00	22-AUG-16
Eun Woo Son	SG7763 03	Graduate Research Assistant	Hire Temp Appointment	16800.00	22-AUG-16
Cassidy Soper	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Jenna Soukup	SW9612 02	WS Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Alex Soupir	AS9214 00	student hrly laboratory assist	Hire Temp Appointment	4800.00	22-SEP-16
Mikayla Sousa	SS7816 00	student hrlyn horse unit work	Hire Temp Appointment	4320.00	22-SEP-16
Audrey Souza	AW9743 00	WS farm worker	Hire Temp Appointment	4104.00	22-AUG-16
Natalie Sovell	SW9536 00	WS Office Assistant	Hire Temp Appointment	4320.00	22-AUG-16
Robert Speirs	SS7912 00	student hrly Assoc Exec Board	Hire Temp Appointment	4104.00	22-AUG-16
Robert Speirs	SS8154 00	student hrly Fed Execu Board	Hire Temp Appointment	4104.00	22-AUG-16
Robbi Spencer-Rowe	SW9612 00	WS Office assistant	Hire Temp Appointment	4104.00	22-AUG-16
Chithra Sreenivasan	AG9748 01	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Jacob Stadick	AS9173 00	student hrly lab assistant	Hire Temp Appointment	4104.00	22-AUG-16
Jacob Stadick	AS9173 01	stdnt hrly lab assist holiday	Hire Temp Appointment	4584.00	22-AUG-16
Miriam Stake	SS8724 00	student hrly Transportation	Hire Temp Appointment	4440.00	03-OCT-16
Danielle Stane	SW9598 01	WS Front desk worker	Hire Temp Appointment	4104.00	22-AUG-16
Jerad Stanfield	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	01-SEP-16
Cassandra Stangeland	SS8620 00	student hrly Geog 131 assist	Hire Temp Appointment	4800.00	23-AUG-16
Cassandra Stangeland	SS8620 01	student hrly Geog lab assist	Hire Temp Appointment	4800.00	22-SEP-16
Doran Starnes	SS7845 00	student hrly IM official	Hire Temp Appointment	4224.00	22-SEP-16
Doran Starnes	SS7845 01	student hrly IM supervisor	Hire Temp Appointment	4224.00	22-SEP-16
Tarra Stecher	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Brady Steffen	AS9196 00	student hrly PISciP7329900	Hire Temp Appointment	4320.00	06-SEP-16
Brett Steffen	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	26-SEP-16
Megan Steffen	AS9165 00	student hrly Hlth & Nurtition	Hire Temp Appointment	4800.00	22-AUG-16
Hannah Stein	SS8044 00	stdnt hrly String Project asst	Hire Temp Appointment	7680.00	22-AUG-16
Rebecca Steiner	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4224.00	22-AUG-16
Kristi Steptoe	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	02-SEP-16
Kalina Sternhagen	SE6708 03	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-AUG-16
Dean Stier	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Margaret Stiles	AS9166 00	student hrly lab assistant	Hire Temp Appointment	4560.00	22-AUG-16
Dillon Storm	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	12-SEP-16
David Strain	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4224.00	22-AUG-16
Shelby Strand	SS7816 00	student hrly horse unit	Hire Temp Appointment	4104.00	22-AUG-16
Shelby Strand	SW9519 00	WS horse unit worker	Hire Temp Appointment	4104.00	24-SEP-16
Cecilia Streff	SS9793 01	student hrly Admin support	Hire Temp Appointment	4680.00	22-AUG-16
Andrea Strong	AS9155 00	student hrly Gonda lab assist	Hire Temp Appointment	4560.00	22-SEP-16
Abbilene Sudtelgte	SG7713 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Isabella Sullivan	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	22-SEP-16
Rifat Sultana	AG7030 02	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-16
Natasha Sundet	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-SEP-16
Cameron Sundmark	AS9221 00	student hrly survey assist	Hire Temp Appointment	5760.00	01-SEP-16
Walker Sundstrom	AS9206 00	student hrly plant worker	Hire Temp Appointment	4344.00	22-AUG-16
Mason Sundvold	SS8548 00	student hrly State Tech	Hire Temp Appointment	4104.00	06-OCT-16
Yeswanth Suryadevara	SS7867 00	student hrly custodial worker	Hire Temp Appointment	4104.00	30-AUG-16

Kelly Sutko	SS7738 00	student hrly stockroom worker	Hire Temp Appointment	4920.00	22-AUG-16
Jennifer Sutton	SS7714 00	student hrly gameday assist	Hire Temp Appointment	5760.00	17-SEP-16
Jennifer Sutton	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Riley Svoboda	SS8147 00	student hrly Survey lab assist	Hire Temp Appointment	7200.00	15-SEP-16
Ashley Swanson	SS7744 00	student hrly Wright TA	Hire Temp Appointment	4200.00	22-AUG-16
Ashley Swanson	SS7766 00	student hrly vet & biomed	Hire Temp Appointment	4104.00	22-AUG-16
Galen Swanson	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Alyssa Swearingen	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	02-SEP-16
Lorraine Sweetman	SW9532 00	WS Office assistant	Hire Temp Appointment	4560.00	22-AUG-16
Savannah Swenson	SW9521 00	WS Peer Mentor	Hire Temp Appointment	4104.00	30-AUG-16
Madisen Swift	AS9221 02	student hrly lab & field tech	Hire Temp Appointment	5040.00	22-SEP-16
Madisen Swift	AS9221 03	student hrly lab & field asst	Hire Temp Appointment	5040.00	22-AUG-16
Hendy Syahril	SS7734 00	student hrly EE & CS	Hire Temp Appointment	4800.00	22-AUG-16
Hendy Syahril	SS7749 00	student hrly Tutor	Hire Temp Appointment	5040.00	22-AUG-16
Meghan Syrstad	SG8023 02	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-16
Ruchira Tabassum	SG8960 01	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Shawna Tagler	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Wisdom Takumah	SG9005 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-AUG-16
Nima Tamang	AS9186 00	student hrly PISciA65391100	Hire Temp Appointment	4800.00	22-AUG-16
Nima Tamang	AS9186 01	student hrly PISciA65391100	Hire Temp Appointment	5280.00	22-AUG-16
Trevor Tande	AS9200 01	student hrly PISciADA10950	Hire Temp Appointment	5280.00	22-AUG-16
Prajina Tandukar	SG7801 02	Graduate Research Assistant	Hire Temp Appointment	2568.44	22-AUG-16
Prajina Tandukar	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	1284.00	22-AUG-16
Evan Tarrell	SS7782 00	student hrly EE & CS	Hire Temp Appointment	5760.00	22-AUG-16
Angela Tauer	SW9543 00	WS Research assistant	Hire Temp Appointment	4800.00	22-AUG-16
Christian Tchamda	AS9157 00	student hrly Research assist	Hire Temp Appointment	7742.40	22-AUG-16
Chad Te Slaa	SG7814 02	Grad Teach Assist-Instructor	Hire Temp Appointment	18752.00	22-AUG-16
Tyler Teal	SG7860 00	Grad Teach Asst-Instructor	Hire Temp Appointment	6209.00	22-AUG-16
Devin Tebay	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	02-SEP-16
Yohannes Tecleab	SG7763 00	Graduate Research Assistant	Hire Temp Appointment	16800.00	22-AUG-16
Madeline Tegethoffs	SS7845 00	student hrly Hlthy jacks camp	Hire Temp Appointment	4104.00	22-SEP-16
Marisa Tenbrink	SE6364 00	Temporary Tutor	Hire Temp Appointment	6311.76	22-AUG-16
Kyle Tews	AS9173 00	student hrly farm crew	Hire Temp Appointment	5760.00	22-AUG-16
Kyle Tews	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	5064.00	22-AUG-16
Tracy Thiesse	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	13-SEP-16
Fabien Thiombiano	SS7772 00	student hrly EE & CS	Hire Temp Appointment	6720.00	22-AUG-16
Fabien Thiombiano	SS7864 00	student hrly EE & CS	Hire Temp Appointment	5760.00	22-AUG-16
Nathan Thirsten	SS7749 00	student hrly tutor	Hire Temp Appointment	4800.00	29-AUG-16
Elodie Tholen	SS8474 00	student hrly equestrian	Hire Temp Appointment	4104.00	15-SEP-16
Brittany Thompson	EG9899 02	Graduate Research Assistant	Hire Temp Appointment	12363.00	22-AUG-16
Taylor Thompson	SS7902 00	jackrabbit ch JRC office asst	Hire Temp Appointment	4104.00	23-AUG-16
Elizabeth Thomsen	ES9803 00	student hrly Hlth & Nutrition	Hire Temp Appointment	4800.00	22-AUG-16
Molina Thongphanh	SS7782 00	student hrly EE & CS	Hire Temp Appointment	5760.00	22-AUG-16
Gowtham Thota	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Kathleen Threadgold	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-AUG-16
Joshua Thurow	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Bobbie Till	AS9184 00	student hrly vet & biomed	Hire Temp Appointment	4224.00	22-AUG-16
Daniel Timm	SS7913 01	student hrly Parking services	Hire Temp Appointment	4920.00	22-AUG-16
Mitchell Timp	AS9206 00	student hrly Dairy plant	Hire Temp Appointment	4224.00	07-SEP-16
Jared Todd	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Derek Tolbert	SG7729 00	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-16
Jessica Tomac	SE6793 03	Temporary Clinical Assistant	Hire Temp Appointment	12680.00	22-AUG-16
Savanna Tomoson	SS8474 01	student hrly equestrian barn	Hire Temp Appointment	4104.00	22-AUG-16
Andrea Tomschin	SS7730 00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Haydee Torres	SG7794 01	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-16
Alex Toupal	SS7849 00	jackrabbit ch residential life	Hire Temp Appointment	4104.00	23-AUG-16
Angela Treft	SS8474 01	student hrly equestrian barn	Hire Temp Appointment	4104.00	22-AUG-16
Brianna Trembl	SS7776 00	student hrly Patrol officer	Hire Temp Appointment	4440.00	02-SEP-16
Whitney Truax	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Cruz Trujillo-Rodriguez	SG7864 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-16
Krystal Trull	SS7887 03	student hrly note taker	Hire Temp Appointment	4800.00	22-AUG-16
Megan Tschakert	SG8014 00	Graduate Research Assistant	Hire Temp Appointment	16484.00	22-AUG-16
Molly Tschetter	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Colleen Tschida	SS8606 00	student hrly Briggs Library	Hire Temp Appointment	4104.00	22-SEP-16
Justin Tucek	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	01-SEP-16
Ishtiaque Tuhin	SG7711 00	Graduate Teach Assist-Instruct	Hire Temp Appointment	5779.00	22-AUG-16
Drew Turnis	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Drew Turnis	AS9186 00	student hrly PISciA65391100	Hire Temp Appointment	5280.00	22-AUG-16

Megan Tuschen	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
Megan Tuschen	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Megan Tuschen	AS9206 00	student hrly plant worker	Hire Temp Appointment	4224.00	22-AUG-16
Brooke Tuttle	SE6708 01	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-AUG-16
Sydney Tuttle	SS7732 00	student hrly Briggs Library	Hire Temp Appointment	4104.00	22-AUG-16
Vishal Tyagi	AS9185 00	student hrly 3X6632950	Hire Temp Appointment	4560.00	06-SEP-16
Nezam Uddin	SG7801 02	Graduate Research Assistant	Hire Temp Appointment	8328.00	22-AUG-16
Kendall Uhrich	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Tyler Ulses	SS7820 00	stdnt hrly Yeager Media assist	Hire Temp Appointment	4800.00	22-AUG-16
Tirth Uprety	SG7718 00	Graduate Teaching Assistant	Hire Temp Appointment	12407.00	22-AUG-16
Lindsay Utter	SS7736 00	student hrly arena farm worker	Hire Temp Appointment	4320.00	22-AUG-16
Sai Rajkumar Vadla	SG7778 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-16
Janet Van De Stroet	SS7729 00	student hrly SI leader	Hire Temp Appointment	4440.00	22-AUG-16
Martha Van Den Oever	SS7731 00	student hrly data analyst	Hire Temp Appointment	5760.00	31-AUG-16
Trevor Van Den Top	AS9214 00	student hrly laboratory assist	Hire Temp Appointment	4800.00	22-SEP-16
Allison Van Horn	SS7922 00	student hrlywastewater plant	Hire Temp Appointment	5640.00	02-SEP-16
Alexandria Van Noort	SG7748 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Taylor Van Roekel	SS7812 00	student hrly meat lab worker	Hire Temp Appointment	4200.00	22-AUG-16
Jacob Van Santen	AS9196 00	student hrly PISciP7329900	Hire Temp Appointment	4320.00	04-OCT-16
Megan Van Sloten	SS8044 00	stdnt hrly String project asst	Hire Temp Appointment	7680.00	22-SEP-16
Jenna Van Wyk	AW9747 00	WS farm crew	Hire Temp Appointment	4104.00	24-AUG-16
Jenna Van Wyk	AW9747 01	WS farm crew holiday	Hire Temp Appointment	4584.00	24-AUG-16
Trisha Van Wyk	SW9584 00	WS office assistant	Hire Temp Appointment	4320.00	29-AUG-16
Shelby VanOverschelde	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	9320.00	22-AUG-16
Evan Vandeneinde	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	06-SEP-16
Wesley Vander Pol	SS7815 00	student hrly research assist	Hire Temp Appointment	4800.00	22-AUG-16
Kristi Vander Waal	SS7817 00	student hrly Admissions assist	Hire Temp Appointment	4104.00	22-SEP-16
Sierra Vanderzee	SS7897 00	student hrly bookstore	Hire Temp Appointment	4320.00	23-AUG-16
Sierra Vanderzee	SW9523 00	WS bookstore worker	Hire Temp Appointment	4320.00	30-AUG-16
Carson Vanduch	SS8749 03	student hrly PAC	Hire Temp Appointment	4368.00	22-AUG-16
Veda Varnekar	SG7912 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3120.00	22-AUG-16
Monica Velakaturi	AS9198 00	student hrly PISciF46281000	Hire Temp Appointment	4800.00	22-AUG-16
Sofia Velez-Castano	SW9521 00	WS Peer mentor	Hire Temp Appointment	4104.00	22-AUG-16
Develyn Vetos	SS7751 00	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-16
Mitchell Viger	SG7741 01	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Geoffrey Vincent	AG8036 04	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Geraldine Vincent-Uzuanwu	SS7755 00	student hrly facilities	Hire Temp Appointment	5040.00	22-AUG-16
Jennifer Vipond	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Lisa Vizecky	AW9739 00	WS lab assistant	Hire Temp Appointment	5280.00	22-AUG-16
Cassidy Vlot	AS9173 00	student hrly farm crew	Hire Temp Appointment	4104.00	22-SEP-16
Cassidy Vlot	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4584.00	22-SEP-16
Cassidy Vlot	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Megan Voegelé	SW9527 00	WS Music office assistant	Hire Temp Appointment	4560.00	22-AUG-16
Megan Voegelé	SW9539 00	WS office assistant	Hire Temp Appointment	4200.00	22-AUG-16
Nathan Voegelé	SS7849 00	student hrly Housing	Hire Temp Appointment	4800.00	03-OCT-16
Nathan Voegelé	SS7871 00	student hrly Maintenance staff	Hire Temp Appointment	4800.00	12-SEP-16
Breanna Vogel	SW9534 00	WS Ambassador	Hire Temp Appointment	4104.00	22-AUG-16
Kaitlyn Voges	SG7902 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12227.00	22-AUG-16
Hannah Voss	SS8134 00	student hrly Hobo Shoppe Attd	Hire Temp Appointment	4104.00	11-OCT-16
Ashley Waagen	SS7760 00	student hrly vet & biomed	Hire Temp Appointment	4224.00	22-AUG-16
Joshua Wager	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Levi Wager	SG7584 00	Graduate Admin Assistant	Hire Temp Appointment	11465.55	22-AUG-16
Hannah Wagner	SS8748 00	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-SEP-16
Hannah Wagner	SW9529 00	WS Shop assistant	Hire Temp Appointment	4104.00	12-SEP-16
Kasey Wahl	SS7721 00	student hrly Writing tutor	Hire Temp Appointment	4560.00	15-SEP-16
Madeline Walder	SS7805 00	student hrly lab assistant	Hire Temp Appointment	5040.00	22-AUG-16
Madeline Walder	SW9530 00	WS SI leader	Hire Temp Appointment	4320.00	12-SEP-16
Ashley Waldner	SS9793 01	student hrly Fundraiser	Hire Temp Appointment	4550.40	22-AUG-16
Mikayla Waldron	SS8134 00	student hrly Hobo Shoppe Attd	Hire Temp Appointment	4104.00	11-OCT-16
Kade Walker	SS7823 00	student hrly Museum aide	Hire Temp Appointment	4104.00	05-OCT-16
Mary Walloch	SE6708 08	Temporary Clinical Assistant	Hire Temp Appointment	2434.00	22-SEP-16
Susan Wallrich	SG7898 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Kylie Waltermann	SG7814 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-AUG-16
Abigale Walz	SS7729 00	student hrly SI leader	Hire Temp Appointment	4440.00	22-AUG-16
Meng Wang	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Shenggang Wang	SG9849 01	Grad Teach Assist-Instructor	Hire Temp Appointment	21532.00	22-AUG-16
Zhao Wang	SG7728 01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-16
Joshua Ward	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16

Matthew Warejcka	SS8581 00	student hrly math tutor	Hire Temp Appointment	4800.00	22-AUG-16
Daniel Warnke	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	9320.00	22-AUG-16
Ronnie Warren	SS8673 01	student hrly equipment assist	Hire Temp Appointment	4104.00	22-AUG-16
Ronnie Warren	SW9733 00	WS Laundry/Equip Assist	Hire Temp Appointment	4104.00	19-SEP-16
Andrew Waterman	SS7792 00	student hrly lab assistant	Hire Temp Appointment	6240.00	22-AUG-16
Bethany Watson	SS7871 00	student hrly Custodial staff	Hire Temp Appointment	4104.00	27-SEP-16
Trevor Watson	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	13-SEP-16
Jace Waybright	SS7917 00	student hrly learning assist	Hire Temp Appointment	4800.00	30-AUG-16
Jace Waybright	SS7917 01	stdnt hrly Kharel Rsrch assist	Hire Temp Appointment	4800.00	06-SEP-16
Alec Weber	AS9171 00	student hrly PISciADA10855	Hire Temp Appointment	4104.00	10-SEP-16
Brianna Weber	SS8093 00	stdnt hrly BluePrint Designer	Hire Temp Appointment	4224.00	27-SEP-16
Jason Weber	SS7719 00	student hrly Min teaching asst	Hire Temp Appointment	7680.00	22-SEP-16
Jason Weber	SS7780 01	stdnt hrly Jones teaching asst	Hire Temp Appointment	7680.00	22-AUG-16
Taylor Weber	SS8748 00	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Taylor Weber	SW9592 00	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Cole Wedel	SS7845 01	student hrly IM official	Hire Temp Appointment	4128.00	02-SEP-16
Kirsten Weifenbach	SS8486 00	student hrly grounds crew	Hire Temp Appointment	4104.00	29-AUG-16
Kirsten Weifenbach	SS8486 01	student hrly events worker	Hire Temp Appointment	4104.00	29-AUG-16
Patrick Weinandt	SS7845 00	student hrly IM Official	Hire Temp Appointment	4104.00	13-SEP-16
Sydney Weiss-Anderson	SS7730 00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Dillon Welter	SS7856 00	student hrly Ag Biosystems	Hire Temp Appointment	5760.00	22-AUG-16
Ty Werdel	SG8027 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8133.00	22-AUG-16
Bret Werpy	SS8749 05	student hrly PAC	Hire Temp Appointment	4416.00	22-AUG-16
Dylan Wersal	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	30-SEP-16
Elsie West	SW9527 00	WS Music office assistant	Hire Temp Appointment	4320.00	22-AUG-16
Shaina Westhoff	AG9778 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-AUG-16
Tanner Wetzel	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Tanner Wetzel	SW9530 00	WS Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Christopher Wheeler	SS8748 00	student hrly Comm Studies	Hire Temp Appointment	4104.00	22-SEP-16
Christopher Wheeler	SW9516 00	WS PAC Tech	Hire Temp Appointment	4200.00	23-SEP-16
Christopher Wheeler	SW9852 00	WS shop assistant	Hire Temp Appointment	4104.00	22-SEP-16
Chad White	SS7845 00	student hrly IM official	Hire Temp Appointment	4104.00	14-SEP-16
Kyle White	SS8765 00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	19-SEP-16
Laura White	AG9889 01	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Matthew White	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	19-SEP-16
Angela Wick	AW9740 00	WS Horse unit farm worker	Hire Temp Appointment	4104.00	23-SEP-16
David Wick	AS9173 00	student hrly farm crew	Hire Temp Appointment	4224.00	22-AUG-16
David Wick	AS9173 01	student hrly farm crew holiday	Hire Temp Appointment	4704.00	22-AUG-16
Erin Wicker	SS7888 00	stdnt hrly Picture/Video asst	Hire Temp Appointment	4800.00	29-SEP-16
Karee Wicks	SS7748 00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Karee Wicks	SS7817 00	student hrly Admissions assist	Hire Temp Appointment	4104.00	22-SEP-16
Barbara Wielenga	SG9858 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-16
Taylor Wiemers	SS7869 01	student hrly HR assist	Hire Temp Appointment	4224.00	22-AUG-16
Ruth Wienk	SG7990 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-16
Tristan Wieseler	SS7751 00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Byron Will-Noel	SG7922 02	Grad Teach Assist-Instructor	Hire Temp Appointment	4264.00	22-AUG-16
Taylor Willhite	SS7865 00	student hrly FRUVED Rsrch Asst	Hire Temp Appointment	4800.00	29-AUG-16
Amanda Williams	AS9219 00	student hrly seed lab	Hire Temp Appointment	4344.00	22-AUG-16
Cully Williams	ES9807 00	student hrly General assistant	Hire Temp Appointment	4800.00	26-AUG-16
Dalton Williams	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	7643.70	22-AUG-16
Desmond Williams	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	01-SEP-16
Desmond Williams	SS7845 00	student hrly IM official	Hire Temp Appointment	4128.00	22-SEP-16
Desmond Williams	SW9598 00	WS filmer	Hire Temp Appointment	4104.00	31-AUG-16
Nicholas Williams	SS7751 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-16
Hannah Wilner	SS8474 00	student hrly equestrian barn	Hire Temp Appointment	4104.00	23-AUG-16
Rebecca Wilson	AS9207 00	student hrly Woyengo lab asst	Hire Temp Appointment	4800.00	22-AUG-16
Rachel Wimmer	SS8147 00	student hrly shop assistant	Hire Temp Appointment	7200.00	29-AUG-16
Rylee Winburn	SS8765 02	student hrly Nursing Driver	Hire Temp Appointment	4104.00	30-AUG-16
Rylee Winburn	SS8861 03	student hrly tech fellow	Hire Temp Appointment	9456.00	22-AUG-16
Tarryn Woelber	SW9901 00	WS office assistant	Hire Temp Appointment	4320.00	22-AUG-16
Alex Wolkow	SS7845 03	student hrly IM official	Hire Temp Appointment	4128.00	23-AUG-16
Alex Wolkow	SS7845 03	student hrly IM official	Hire Temp Appointment	4128.00	22-SEP-16
Joseph Wollbrink	AG9823 00	Graduate Research Assistant	Hire Temp Appointment	25000.00	17-OCT-16
Caleb Woodring	SS8748 01	student hrly comm studies	Hire Temp Appointment	4104.00	22-AUG-16
Caleb Woodring	SW9545 01	WS shop assistant	Hire Temp Appointment	4104.00	22-AUG-16
Amanda Worlie	SS8765 01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Kelsey Worrall	SE6761 00	Temporary Clinical Assistant	Hire Temp Appointment	2300.00	22-AUG-16
Colette Woyke	SS8474 00	student hrly equestrian barn	Hire Temp Appointment	4104.00	22-AUG-16

Emmalee Wright	SG7773	00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-16
Kyle Wright	AG7036	00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-AUG-16
Shihan Wu	SG6832	01	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-16
Shihan Wu	SG7581	00	Graduate Research Assistant	Hire Temp Appointment	2658.00	22-AUG-16
Brooke Wuebben	SS7800	00	student hrly Office specialist	Hire Temp Appointment	4200.00	17-OCT-16
Cassidy Wulff	SS7730	00	student hrly Assistant teacher	Hire Temp Appointment	4104.00	22-AUG-16
Nicole Wyffels	SS8143	00	stdnt hrly Uni program council	Hire Temp Appointment	4104.00	22-SEP-16
Juan Xie	AG9760	00	Graduate Research Assistant	Hire Temp Appointment	10287.00	22-AUG-16
Belinda Yam	SW9587	00	WS office assistant	Hire Temp Appointment	4320.00	14-SEP-16
Jinyu Yang	SG8002	02	Graduate Research Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Angela Yee	SG9749	00	Graduate Admin Assistant	Hire Temp Appointment	12520.38	22-AUG-16
Susan Yerhot	SG7990	05	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-16
Most Farzana Yesmin	SG7909	01	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-16
Lynn Ymker	SS8765	01	student hrly Nursing Driver	Hire Temp Appointment	4104.00	31-AUG-16
Lynn Ymker	SW9828	01	WS Tutor	Hire Temp Appointment	4800.00	22-AUG-16
Kaichi Yokote	SS7871	00	student hrly custodial staff	Hire Temp Appointment	4104.00	22-AUG-16
Yoman Yonjan	SS7871	00	student hrly custodial	Hire Temp Appointment	4104.00	07-SEP-16
Dakota York	SG7723	02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Kyung Eun You	SG9010	00	Graduate Research Assistant	Hire Temp Appointment	19681.00	22-AUG-16
Kelsen Young	AS9221	01	student hrly NRM	Hire Temp Appointment	4800.00	01-OCT-16
Taina Youngstrom	SS7756	00	St Hrly-Member Svcs Desk-855	Hire Temp Appointment	4104.00	22-AUG-16
Taina Youngstrom	SS7845	00	student hrly IM official	Hire Temp Appointment	4128.00	23-AUG-16
Taina Youngstrom	SS7845	00	student hrly IM official	Hire Temp Appointment	4128.00	22-SEP-16
Jieshi Yu	AG9748	00	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-16
Quadri Yusuff	SS8147	00	student hrly Research assist	Hire Temp Appointment	5760.00	12-SEP-16
Jacob Zahler	SG7701	00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-16
Marie Zander	SS8581	00	student hrly Math Tutor	Hire Temp Appointment	4800.00	14-SEP-16
Silvia Zanini	SS7751	00	student hrly Tutor	Hire Temp Appointment	4104.00	22-AUG-16
Andrea Zavadil	SS7748	00	student hrly teaching assist	Hire Temp Appointment	4104.00	22-AUG-16
Bailey Zerfoss	SS7750	00	student hrly Peer mentor	Hire Temp Appointment	4104.00	22-AUG-16
Shaohu Zhang	SG7581	00	Graduate Research Assistant	Hire Temp Appointment	6241.00	22-AUG-16
Allie Zieske	SS8765	00	student hrly Nursing Driver	Hire Temp Appointment	4104.00	23-AUG-16
Ali Zubayar	SG7912	03	Grad Teach Assist-Instructor	Hire Temp Appointment	6240.00	22-AUG-16
Dalen Zuidema	SS7743	00	student hrly Cassady TA	Hire Temp Appointment	4200.00	22-AUG-16
Sofiya Zybaylova	SS7820	01	student hrly Yeager Media asst	Hire Temp Appointment	4800.00	22-AUG-16
Sofiya Zybaylova	SS8749	03	student hrly PAC	Hire Temp Appointment	4248.00	22-AUG-16
Thomas Agostini	SE9789	00	Advisor/Coordinator	Hire Temp Appointment	61580.00	22-AUG-16
Shannon Anderson	SE6373	00	Post-Doc	Hire Temp Appointment	47476.00	22-AUG-16
Kayode Atoba	SE6367	01	Dissertation Fellowship	Hire Temp Appointment	30000.00	22-AUG-16
Peter Bergmann	AE9076	00	Research Assistant	Hire Temp Appointment	33196.16	03-OCT-16
Carrie Brown	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Tatiane Cargnin Paccin	SE6350	00	Post Doc Research Associate	Hire Temp Appointment	19122.48	17-OCT-16
James Deranleau	SE8116	00	Aviation Trainer	Hire Temp Appointment	10608.00	11-OCT-16
Robin Dutenhoeffer	SE6609	00	Clinical Assistant	Hire Temp Appointment	4000.00	22-SEP-16
Blake Flowers	SE8116	00	Aviation Trainer	Hire Temp Appointment	2184.84	22-AUG-16
Thomas Grygiel	SE7242	00	Aviation Trainer	Hire Temp Appointment	5250.99	22-AUG-16
Warren Hovland	SE8116	02	Aviation Trainer	Hire Temp Appointment	6114.02	22-AUG-16
Kristen Hybertson	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Deepak Joshi	AE9075	00	Research Associate I	Appointment	36482.50	22-SEP-16
Deepak Joshi	AG7004	02	Graduate Research Assistant	Hire Temp Appointment	18805.00	22-AUG-16
Joanita Kant	SE6670	00	Research Associate III	Hire Temp Appointment	67000.00	22-AUG-16
Joanita Kant	SE6670	00	Research Associate III	Hire Temp Appointment	67000.00	22-SEP-16
Tamara Keefner	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Jeppe Kjaersgaard	SE6816	00	Research Assistant	Hire Temp Appointment	10728.00	22-SEP-16
Hope Kleine	EB8991	01	Temp Extension Field Spec I	Hire Temp Appointment	44000.00	01-OCT-16
Tanya Kokesh	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	22056.00	22-AUG-16
Lori Korzeniewski	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	21082.00	22-AUG-16
Sheila LeFebvre	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-AUG-16
Tanner Lemmon	SE8116	00	Aviation Trainer	Hire Temp Appointment	21402.36	22-AUG-16
Rachel Lynde	SE7452	00	Temporary Nurse Practitioner	Hire Temp Appointment	4161.60	11-OCT-16
Meghan McLaughlin	SE6378	00	Temporary Shop Foreman	Hire Temp Appointment	42015.19	22-AUG-16
Amanda Mehlhaff	SE6544	00	Temporary Clinical Assistant	Hire Temp Appointment	19720.00	22-AUG-16
Carsie Myers	SE8116	00	Aviation Trainer	Hire Temp Appointment	45759.12	22-AUG-16
Luke Niedringhaus	SE8116	00	Aviation Trainer	Hire Temp Appointment	4367.16	22-AUG-16
Peter Nielson	EE9750	00	Program Director	Hire Temp Appointment	84295.00	22-AUG-16
Jacqueline Ott	SE6703	00	Research Associate III	Hire Temp Appointment	58321.00	22-AUG-16
Brett Penning	SE9790	00	Associate Athletic Trainer	Appointment	55000.00	26-AUG-16
Kari Peterson	SE6791	00	Temp Research Associate I	Hire Temp Appointment	42023.00	22-SEP-16

Bhanu Petla	AE8253 00	Post Doc Research Associate	Hire Temp Appointment	47476.00	08-SEP-16
Danielle Ragnone	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-16
Delphine Shaw	SE6352 00	Temp Research Coordinator	Hire Temp Appointment	5513.04	22-SEP-16
Amanda Sheridan	SE8116 00	Aviation Trainer	Hire Temp Appointment	10919.16	22-AUG-16
Kari Trapp	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	17320.00	22-AUG-16
Tanesha Walker	SE6363 00	Dissertation Fellowship	Appointment	30000.00	22-AUG-16
Mao-Lun Weng	SE6365 00	Post-Doc	Hire Temp Appointment	50000.00	22-AUG-16
Isaac Wilde	SE8116 00	Aviation Trainer	Hire Temp Appointment	13104.00	22-AUG-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

Karim Abdelazim Soliman	SS7836	00	student hrly Briggs library	Sal Adj-Unusual Circumstance	4104.00	4200.00	96.00	
Brennen Albrecht	SS7787	00	student hrly farm crew	Sal Adj-Unusual Circumstance	4584.00	4800.00	216.00	
Brennen Albrecht	SS7787	01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	5064.00	5280.00	216.00	
Louis Amegbletor	AG9873	01	Graduate Research Assistant	Permanent Change in FTE	12083.00	16002.00	3919.00	
Austin Anderson	SS7844	01	student hrly aviation trainer	Sal Adj-Unusual Circumstance	7200.00	10080.00	2880.00	
Yasitha Aththanayaka	AS9194	00	student hrly lab assistant	Sal Adj-Unusual Circumstance	6480.00	8640.00	2160.00	
Olivia Bartel	SS7787	00	student hrly farm crew	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00	
Olivia Bartel	SS7787	01	student hrly farm crew holiday	Sal Adj-Unusual Circumstance	4584.00	5280.00	696.00	
Aaron Beaner	SS7787	00	student hrly lab assist	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00	
Aaron Beaner	SS7787	01	student hrly lab assist	Sal Adj-Unusual Circumstance	4584.00	4704.00	120.00	
Madison Bieber	SS7760	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4344.00	4464.00	120.00	
Brandon Broyhill	SS7844	01	student hrly Aviation trainer	Sal Adj-Unusual Circumstance	7200.00	11520.00	4320.00	
Anthony Buechler	AS9198	00	student hrly PISciA65491000	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00	
Alaine Buysse	SS7759	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00	
Hannah Colgrove	SS7754	00	student hrly nursing-333910	Sal Adj-Unusual Circumstance	5280.00	5520.00	240.00	
Hannah Colgrove	SS7754	01	student hrly nursing-3MB918	Sal Adj-Unusual Circumstance	5280.00	5520.00	240.00	
Nathaniel Condelli	SS8548	05	student hrly state tech coord.	Sal Adj-Unusual Circumstance	4128.00	4368.00	240.00	
Evan Donahue	AS9198	00	student hrly PISciA65491000	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00	
Jaydin Ellenbecker	AS9198	00	student hrly PISciF46281100	Sal Adj-Unusual Circumstance	5280.00	5520.00	240.00	
Allison Fink	SS7897	01	student hrly bookstore	Sal Adj-Unusual Circumstance	4320.00	5040.00	720.00	
Brittany Fischer	SS7801	00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4128.00	4248.00	120.00	
Varun Kumar Gadipudi	SS8037	01	student hrly facility worker	Sal Adj-Unusual Circumstance	4104.00	4800.00	696.00	
Amre Gaskins	SS7764	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4584.00	4704.00	120.00	
MD Nazmul Hasan	SG7801	01	Graduate Research Assistant	Permanent Change in FTE	11558.00	7089.00	-4469.00	
Tyler Hession	SS7897	01	student hrly bookstore	Sal Adj-Unusual Circumstance	4320.00	4800.00	480.00	
Jenna Hildahl	SS7836	00	student hrly Briggs library	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00	
Rhea Lawrence	AG8010	02	Graduate Research Assistant	Sal Adj-Unusual Circumstance	20461.00	23384.00	2923.00	
Rebecca Leddy	AS9184	00	student hrly vert & biomed	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00	
Tessa Loberg	SS7845	00	student hrly IM official	Sal Adj-Unusual Circumstance	4224.00	4224.00	0.00	
Tessa Loberg	SS7845	01	student hrly IM supervisor	Sal Adj-Unusual Circumstance	4224.00	4224.00	0.00	
Melissa Loeschen	AS9198	00	student hrly PISciA65491000	Sal Adj-Unusual Circumstance	4800.00	5040.00	240.00	
Eric Looyenga	SS7797	00	student hrly research assist	Sal Adj-Unusual Circumstance	4560.00	5040.00	480.00	
Harrie Mahalingam	AS9194	00	student hrly lab assistant	Sal Adj-Unusual Circumstance	6240.00	5760.00	-480.00	
Adam Manderfeld	SS7787	00	student hrly lab assist	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00	
Adam Manderfeld	SS7787	01	stdnt hrly lab assist holiday	Sal Adj-Unusual Circumstance	4584.00	4704.00	120.00	
Bailey McConnell	AS9216	00	student hrly feedlot	Sal Adj-Unusual Circumstance	5064.00	4200.00	-864.00	
Veronica Meza	SG7790	02	Graduate Research Assistant	Permanent Change in FTE	23115.00	15101.00	-8014.00	
Jaelin Otta	AS9176	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00	
Christopher Owusu	AS9202	00	student hrly PISciA6B03	Sal Adj-Unusual Circumstance	5280.00	5760.00	480.00	
Josie Parry	SS7869	01	student hrly HR Assistant	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00	
Laura Pelzel	SS7759	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4224.00	4344.00	120.00	
Kelsie Peterson	SS7776	00	student hrly patrol officer	Sal Adj-Unusual Circumstance	4560.00	4680.00	120.00	
Aaron Reese	SS7844	01	student hrly Aviation trainer	Sal Adj-Unusual Circumstance	7200.00	10080.00	2880.00	
Megan Reitsma	SS9793	06	student hrly annual programs	Sal Adj-Unusual Circumstance	4800.00	4920.00	120.00	
Jacob Rosenbaum	SS7844	01	student hrly Aviation Trainer	Sal Adj-Unusual Circumstance	7200.00	10080.00	2880.00	
Grady Ruble	AG9819	01	Graduate Research Assistant	Sal Adj-Unusual Circumstance	16000.00	20000.00	4000.00	
Cailyn Schreurs	SS7845	01	student hrly IM official	Sal Adj-Unusual Circumstance	4200.00	4128.00	-72.00	
Grant Seelbinder	SS8548	07	student hrly state tech coord	Sal Adj-Unusual Circumstance	4368.00	4128.00	-240.00	
Abhinav Sharma	AG9873	01	Graduate Research Assistant	Permanent Change in FTE	12083.00	16002.00	3919.00	
Elen Skaar	AS9184	00	student hrly vet & biomed	Sal Adj-Unusual Circumstance	4584.00	4704.00	120.00	
Lexi Slack	SS7783	00	student hrly summer sheep unit	Sal Adj-Unusual Circumstance	4320.00	4104.00	-216.00	
Wyatt Smith	AS9216	00	student hrly feedlot	Sal Adj-Unusual Circumstance	5064.00	4320.00	-744.00	

Rebecca Steiner	SS7836 00	student hrly Briggs library	Sal Adj-Unusual Circumstance	4128.00	4248.00	120.00
Rachel Thiewes	ES9802 00	student hrly office assistant	Sal Adj-Unusual Circumstance	4560.00	5040.00	480.00
Sydney Tuttle	SS7732 00	student hrly Briggs Library	Sal Adj-Unusual Circumstance	4104.00	4224.00	120.00
Collin Vander Wal	AS9216 00	student hrly feedlot	Sal Adj-Unusual Circumstance	4800.00	4200.00	-600.00
Dallis Vanderwal	AS9216 00	student hrly feedlot	Sal Adj-Unusual Circumstance	5280.00	4320.00	-960.00
Jason Weber	SS7780 00	student hrly Jones rsrch asst	Sal Adj-Unusual Circumstance	6240.00	7680.00	1440.00
Anna Wolles	AS9219 00	student hrly plant seed lab	Sal Adj-Unusual Circumstance	4440.00	4560.00	120.00
Randy Jackson	SE7226 00	Post Doc Research Associate	Change Salary Rate/Pay Grade	43500.00	48500.00	5000.00
Elizabeth Wilkins	SE6560 00	Acting Head Coach-Equestrian	Change Salary Rate/Pay Grade	42146.00	50000.00	7854.00

Student Employment and NFE Non-Benefit Eligible (NFE2)

Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
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Adj.

There were no records found for this group.

Student Employment and NFE Non-Benefit Eligible (NFE2)

Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Mibin Kuruvilla Joseph	SG9849	02	Grad Teach Assist-Instructor	LWOP Personal Reason	21532.00	29-AUG-16

Student Employment and NFE Non-Benefit Eligible (NFE2)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Salem Abdulkarim	SS7774	00	student hrly EE & CS	TV012	21-SEP-16
Zachary Adam	AS9221	01	student hrly lab technician	TV012	21-OCT-16
Sandeep Adhikari	SS7724	00	student hrly Ghabchi assist	TV012	21-SEP-16
Sandeep Adhikari	SS7724	01	Std Hrly-Lab Assistant	TV012	21-OCT-16
David Ahrens	AS9221	00	student hrly lab tech	TV012	21-OCT-16
Woubet Alemu	SG7829	04	Graduate Research Assistant	TV013	31-AUG-16
Laura Alexander	ES9807	01	student hrly Ext 4-H/YD	TV012	15-SEP-16
Ryan Alley	AS9215	00	student hrly lab assistant	TV012	21-SEP-16
Akwanjana Ambali	SS8023	01	student hrly summer build crew	TV012	22-AUG-16
Timothy Andera	SE6763	08	Temporary Safety Consultant	TV013	30-SEP-16
Adam Anderson	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Natalie Anderson	SE6761	00	Temporary Clinical Assistant	TV013	21-OCT-16
Brandi Antonsen	SS7778	00	student hrly McCrory Gardens	TV012	21-OCT-16
Linto Antony	AG8037	01	Graduate Research Assistant	TV013	21-SEP-16
Francis Arpan	SG8040	01	Graduate Research Assistant	TV013	21-OCT-16
Taylor Aubrey	AG8011	01	Graduate Research Assistant	TV013	25-AUG-16
Cassandra Auxt	AS9221	00	student hrly tech-deer pens	TV012	21-SEP-16
Naresh Avula	SS7871	00	student hrly custodial staff	TV012	22-SEP-16
Naresh Avula	SS8037	00	student hrly facility worker	TV012	31-AUG-16
Anna Ayres	SS7897	01	student hrly bookstore	TV012	20-OCT-16
Miranda Beaulieu	SW9540	00	WS Office Assistant	TV012	09-SEP-16
Brianna Becher	AS9151	00	student hrly wildlife tech	TV012	12-OCT-16
Brianna Becher	AS9221	00	student hrly wildlife tech	TV012	21-SEP-16
Katlyn Beebout	AS9221	01	student hrly lab technician	TV012	21-OCT-16
Tori Benthin	AS9217	01	student hrly PISciM45441005	TV012	21-SEP-16
Rachel Beumer	SE6797	03	NFE Temp Professional Exempt	TV013	21-SEP-16
Myles Bialas	AS9152	00	student hrly PISciXB244	TV012	21-OCT-16
Maged Bin Mahfooz	SS8548	00	student hrly union set-up crew	TV012	21-OCT-16
Jacy Bird	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Courtney Birkholtz	SS7778	00	student hrly McCrory gardens	TV012	21-OCT-16
Grima Birru	AG7004	00	Graduate Research Assistant	TV013	21-SEP-16
Kimberly Blank	SS7878	00	stdnt hrly facility attendant	TV012	07-OCT-16
Jared Blum	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Kelly Boese	SE6708	04	Temporary Clinical Assistant	TV013	21-OCT-16
Beau Bordewyk	SS7778	00	student hrly McCrory gardens	TV012	21-OCT-16
Miranda Bren	SS7865	01	stdnt hrly Taiwain stdnt asst	TV013	21-SEP-16
Anna Bridge	SS7720	00	student hrly Event Parking	TV012	21-SEP-16

Mariah Bronk	SS8474	00	student hrly equestrian barn	TV012	21-SEP-16
Cassandra Bunkers	SS7879	00	student hrly group fitness NC	TV012	05-OCT-16
Caitlyn Bute	SS9793	00	student hrly Phonejack	TV012	21-OCT-16
Kaitlyn Carda	SE6761	00	Temporary Clinical Assistant	TV013	21-OCT-16
Spencer Carstens	AS9221	01	stdnt hrly bighorn sheep Rsrch	TV012	21-OCT-16
Vinay Ceela	SS8037	00	student hrly facility worker	TV012	23-AUG-16
Jerome Charles	SS7861	02	stdnt hrly orientation driver	TV012	21-SEP-16
Emily Chesak	SS9793	00	student hrly Phonejack	TV012	21-OCT-16
Kurt Chowanski	AG9856	03	Graduate Research Assistant	TV013	05-OCT-16
Taryn Christion	SS7829	01	student hrly football camp 2&3	TV012	30-AUG-16
Jeremy Christner	SS7829	01	student hrly football camp 2&3	TV012	30-AUG-16
Ramsey Christopherson	SS8673	00	student hrly equipment assist	TV012	10-OCT-16
Ulas Cinar	SS7861	01	stdnt hrly orientaiton driver	TV012	21-SEP-16
Sierra Close	SS7753	01	student worker peer mentor	TV012	21-SEP-16
Sophia Conzemius	AG9765	01	Graduate Research Assistant	TV013	21-SEP-16
Alyssa Cook	SS7753	01	student hrly peer mentor	TV012	21-SEP-16
Leslie Cope	SS8143	00	student hrly Program council	TV012	22-AUG-16
Chloe Cornemann	SS7879	01	student hrly wellness center	TV012	01-OCT-16
Dalton Cox	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Kimberly Cuadros	SS7756	00	student hrly service attendant	TV012	06-OCT-16
Michael Daniel	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Suresh Daravath	SS8147	00	student hrly lab assistant	TV012	31-AUG-16
Suresh Daravath	SS8147	01	student hrly lab assistant	TV012	30-SEP-16
Jaimie Day	SS9793	00	student hrly Phonejack	TV012	21-OCT-16
Brianna Doran	SS7720	00	student hrly Event Parking	TV012	21-SEP-16
Brianna Doran	SS7720	00	student hrly Event Parking	TV012	21-OCT-16
Ryan Driscoll	AS9221	00	stdnt hrly field Rsrch assist	TV012	21-OCT-16
Ruchi Dubey	SG8960	01	Graduate Research Assistant	TV013	21-SEP-16
Amos Kwabena Dwamena	SG7896	02	Grad Teach Assist - Instructor	TV013	21-SEP-16
Lucas Eastman	SS7830	00	student hrly summer camp	TV012	19-SEP-16
Aaron Eggert	SS7817	00	student hry Admissions assist	TV012	21-OCT-16
Molly Engeseth	SE6761	00	Temporary Clinical Assistant	TV013	21-SEP-16
Gift Enya	SS7755	01	student hrly facilities	TV012	31-AUG-16
Benjamin Evenson	SS8548	00	student hrly union set-up crew	TV012	21-OCT-16
Nicholas Farina	SS7829	01	student hrly football camp 2&3	TV012	30-AUG-16
Ashton Fey	AS9221	01	student hrly insect lab tech	TV012	21-SEP-16
Matthew Fitzgerald	SS7829	01	student hrly football camp 2&3	TV012	30-AUG-16
Andrew Foley	AS9183	00	student hrly vet & biomed	TV012	21-SEP-16
Jessica Fonder	SS9793	00	student hrly Phonejack	TV012	04-OCT-16
Melanie Foy	SW9517	00	WS Office assistant	TV012	02-OCT-16
Dennis Gibson	SG7799	01	Grad Teach Assist-Instr-9 mth	TV013	21-SEP-16
Christopher Glodt	SS8548	00	student hrly union set-up crew	TV012	21-OCT-16
Dallas Goedert	SS7829	00	student hrly football camp 2&3	TV012	30-AUG-16
Britney Gonnerman	SS7865	00	student hrly FRUVED research	TV012	22-SEP-16
Jordyn Gruber	SS7948	01	student hrly McCrory gardens	TV012	21-SEP-16
Jacob Guenther	SS7917	01	student hrly research assist	TV012	21-OCT-16
Shivali Gupta	SS8037	00	student hrly facility worker	TV012	08-SEP-16
Jenna Haag	AW9744	00	WS lab tech	TV012	21-OCT-16
Allison Hagerty	SS9793	00	student hrly Phonejack	TV012	21-OCT-16
Nicholas Harrington	AS9221	01	student hrly Groundskeeper	TV012	21-OCT-16
Logan Harris	AS9163	00	student hrly Brake lab work	TV012	21-SEP-16
Seth Hartman	SS8093	02	stdnt hrly blueprint designer	TV012	13-SEP-16
Jenna Hayungs	AS9158	00	student hrly Neonic Research	TV012	21-OCT-16
Jenna Hayungs	AS9221	00	student hrly research assist	TV012	21-OCT-16
Jenna Hayungs	AS9221	01	student hrly Technician	TV012	21-OCT-16
Olusegun Hazeez Agbaje	SS7871	01	student hrly custodial staff	TV012	22-SEP-16
Cody Hazelett	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Bailee Hetland	SS7817	00	student hrly Admissions assist	TV012	21-OCT-16
Spencer Hildahl	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Matthew Hillenbrand	SS8724	01	student hrly transportation	TV012	22-AUG-16
Calla Holzhauser	SS8073	00	student hrly Office assistant	TV012	01-SEP-16
Thomas Hopp	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Mohnish Hundekar	SS8023	01	student hrly summer build crew	TV012	22-AUG-16
MD Sahedul Islam	SS7867	01	student hrly custodial worker	TV013	21-SEP-16
Mason Ivers	SS8548	00	student hrly union set-up crew	TV012	21-OCT-16
Martin Jackson-Ratliff	SS7817	00	student hrly Admissions assist	TV012	21-OCT-16
Stephany Jamison	SS7778	00	student hrly McCrory gardens	TV012	21-OCT-16
Amanda John	SS7984	00	student hrly office assist	TV012	23-SEP-16

Amanda John	SS8023 01	student hrly housing	TV012	22-AUG-16
Brita Johnson	AS9221 02	student hrly lab tech	TV012	21-OCT-16
Brita Johnson	AW9744 00	WS Research Tech	TV012	21-OCT-16
Christine Johnson	SE6761 01	Temporary Clinical Assistant	TV013	21-OCT-16
Courtney Johnson	ES9807 01	student hrly Ext 4-H/YD	TV012	15-SEP-16
Philip Johnson	SS7720 00	student hrly Event Parking	TV012	21-SEP-16
Philip Johnson	SS7720 00	student hrly Event Parking	TV012	21-OCT-16
Lauren Kesselring	SS8474 00	student hrly equestrian barn	TV012	19-SEP-16
Abdul Khan	SS7867 01	student hrly custodial worker	TV012	22-AUG-16
Bikash Khanal	SS8037 00	student hrly facility worker	TV012	27-SEP-16
Kajol Khatri	AS9215 00	student hrly lab assistant	TV012	21-SEP-16
Charles King	AS9167 00	student hrly lab assistant	TV012	21-SEP-16
Kelsey Kinsella	SS8474 00	student hrly equestrian barn	TV012	22-SEP-16
Andrew Kirschenman	AS9193 00	student hrly PISciX66361000	TV012	21-SEP-16
Dustin Kleba	SS8548 01	student hrly state tech	TV012	07-SEP-16
Amy Knofczynski	SS7778 00	student hrly McCrory gardens	TV012	21-OCT-16
Katrina Knudsen	SS7778 00	student hrly McCrory gardens	TV012	21-SEP-16
Nathan Koens	SS7839 01	student hrly camp worker	TV012	01-SEP-16
Kristin Kraft	SS7833 01	student hrly promotions intern	TV012	21-SEP-16
Tara Krege	AS9217 01	student hrly PISciM4544	TV012	21-SEP-16
Alison Krieger	SS7878 00	stdnt hrly facility attendant	TV012	21-SEP-16
Maggie Kringen	SS7756 00	student hrly membership attd	TV012	21-OCT-16
Silas Krueger	SS7855 00	student hrly Ceramics assist	TV012	11-SEP-16
Connor Landberg	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Rachel Landmark	SS9793 08	student hrly Development staff	TV012	21-OCT-16
Whitlee Larson	SS7778 00	student hrly McCrory Gardens	TV012	21-OCT-16
Falon Lawton-Dirks	SS9793 00	student hrly Phonejack	TV012	28-SEP-16
Nicolette Lecy	SS8007 01	stdnt hrly info exchange attd	TV012	28-SEP-16
Mason Leiseth	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Joshua Leonard	AG8016 01	Graduate Research Assistant	TV013	26-AUG-16
Tyler Lindsey	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Kali Linville	AG8011 01	Graduate Research Assistant	TV013	25-AUG-16
Darwin Longielliere	SE6420 04	Temporary Internal Auditor	TV013	21-SEP-16
Darwin Longielliere	SE6420 05	Temporary Internal Auditor	TV013	21-OCT-16
Zachary Lujan	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Courtney Lusk	SS8548 00	jackrabbit ch union setup crew	TV012	07-OCT-16
Florencia Magni	SS7897 01	student hrly bookstore	TV012	24-AUG-16
Jacob Maland	SS8233 05	stdnt hrly orientation leader	TV012	21-SEP-16
Mallory Malecek	AS9221 04	stdnt hrly Rsrch Prairie Dog	TV012	22-AUG-16
Mallory Malecek	AS9221 05	stdnt hrly Resrch Bud banks	TV012	22-AUG-16
Mallory Malecek	AS9221 06	stdnt hrly climate change	TV012	22-AUG-16
Mallory Malecek	AS9221 07	stdnt hrly Xu Lan NRM311 Asst	TV012	21-OCT-16
Guljemal Mammetmyradova	AS9180 00	student hrly PISciX72621200	TV012	21-SEP-16
Erica Manandhar	SG7797 05	Graduate Research Assistant	TV013	21-SEP-16
Cesar Marin Rodriguez	SS7849 01	student hrly facility worker	TV012	01-SEP-16
Gokul Mayuram	SS8023 00	student hrly building crew	TV012	30-SEP-16
Meldy Mbuyi	SS7867 01	student hrly custodial worker	TV012	22-AUG-16
Sarah McDonald	SS9793 02	student hrly Fundraiser Suprv	TV012	24-AUG-16
Nicholas McGlothlen	SS7776 00	student hrly patrol officer	TV012	04-OCT-16
Nicholas Mears	SS7829 01	student hrly football camp 2&3	TV012	30-AUG-16
Lindsey Meiers	AS9221 02	student hrly lab tech	TV012	21-OCT-16
Jacob Menage	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Braden Mengarelli	SS7829 01	student hrly football camp 2&3	TV012	30-AUG-16
Darcy Mennenga	SE6708 02	Temporary Clinical Assistant	TV013	21-OCT-16
Madeline Miller	SE6796 01	Temporary Clinical Assistant	TV013	21-OCT-16
Ashutosh Mishra	AS9175 00	student hrly 3FA859 field asst	TV012	21-SEP-16
Mukesh Mithrakumar	SS7871 00	student hrly custodial staff	TV012	22-SEP-16
Mukesh Mithrakumar	SS8023 01	student hrly housing	TV012	22-AUG-16
Navid Mohammad Imran	SS7767 00	student hrly EE & CS	TV012	21-SEP-16
Benjamin Moldan	AW9747 00	WS farm crew	TV012	21-SEP-16
Benjamin Moldan	AW9747 01	WS farm crew holiday	TV012	21-SEP-16
Louise Monga	SS8023 01	student hrly summer build crew	TV012	22-AUG-16
Justin Moore	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Andrew Moritko	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Ziele Mosley	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Jean Marc Mpenba	SS7755 01	student hrly facilities	TV012	21-SEP-16
Kirsten Muhmel	SS7955 01	student hrly summer intern	TV012	21-SEP-16
Nargiza Mukhiidinova	SS9793 01	student hrly Fundraiser	TV012	13-OCT-16

Austin Nelson	SS8660	04	Student Hourly-Pep Band	TV012	21-SEP-16
Kanin Nelson	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Alexis Nepple	SS9793	00	student hrly Phonejack	TV012	01-SEP-16
Sheila Ness	SE6708	08	Temporary Clinical Assistant	TV013	21-OCT-16
Morea Nichols	SS9793	00	student hrly Phonejack	TV012	20-SEP-16
Clarissa Ober	SS8486	01	student hrly grounds assistant	TV012	01-SEP-16
Temitope Odeleye	SS7861	01	stdnt hrly orientation driver	TV012	21-SEP-16
Asuka Ohno	SS8474	01	student hrly equestrian barn	TV012	01-SEP-16
Onyinye Okpa	SS8023	01	student hrly housing	TV012	22-AUG-16
Sri Spandana Paleru	SS8037	00	student hrly facility worker	TV012	13-OCT-16
Sydney Palmer	SS8486	01	student hrly grounds assistant	TV012	01-SEP-16
Kyle Paris	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Prakash Paudyal	SS8037	00	student hrly facility worker	TV012	27-SEP-16
Kathryn Paulson	ES9807	00	student hrly State Fair	TV012	09-SEP-16
Taylor Payer	SS8088	00	student hrly New CA	TV012	21-OCT-16
Mitchell Petit	SS7810	00	student hrly OIT tech	TV012	21-SEP-16
Joshua Prohaska	AS9221	01	student hrly Technician	TV012	21-OCT-16
Charles Pugsley	SE6797	03	NFE Temp Professional Exempt	TV013	21-SEP-16
Buddhika Rajapaksha Mudalige	DSS7724	00	student hrly Ghabchi assist	TV012	21-SEP-16
Buddhika Rajapaksha Mudalige	DSS7724	01	Stdnt Hrly-Lab Assistant	TV012	21-OCT-16
Kavya Ramineni	SS8037	03	student hrly facility worker	TV012	23-AUG-16
Sarah Raml	SE6708	07	Temporary Clinical Assistant	TV013	21-OCT-16
H Kottegoda G H Ranaweera	SS7867	01	student hrly custodial worker	TV012	22-AUG-16
Jaclyn Rauen	SE6708	05	Temporary Clinical Assistant	TV013	21-OCT-16
Alexandra Rausch	SS7778	00	student hrly McCrory gardens	TV012	21-OCT-16
Calvin Rezac	AW9744	00	WS lab technician	TV012	21-OCT-16
Zachary Robertson	SS7829	01	student hrly football camp 2&3	TV012	30-AUG-16
Blake Roetman	AS9221	00	student hrly Lab tech	TV012	21-OCT-16
Adilene Rojas	ES9807	01	student hrly Ext 4-H/YD	TV012	15-SEP-16
Alexander Romanesko	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Sumaiya Saleh	AS9174	00	student hrly research assist	TV012	21-SEP-16
Angelina Sampson	SG7896	02	Grad Teach Assist - Instructor	TV013	21-SEP-16
Lily Sanderson	ES9804	01	student hrly AmeriCorps	TV012	21-SEP-16
Logan Sanow	SG7801	03	Graduate Research Assistant	TV013	31-AUG-16
Nicole Schaberg	SS8233	05	stdnt hrly orientation leader	TV012	21-SEP-16
Morgan Schaefer	AS9195	00	student hrly PISciX72491000	TV012	21-SEP-16
Mackenzie Schildhauer	SS7897	01	student hrly bookstore	TV012	20-OCT-16
Bradley Schmidt	AS9222	01	stdnt hrly Dakota Lakes Rsrch	TV012	30-SEP-16
Glenn Schumacher	SS7778	00	student hrly McCrory gardens	TV012	21-OCT-16
Samantha Shaw	SS7778	00	student hrly McCrory gardens	TV012	14-SEP-16
Jessie Shepherd	AW9744	02	WS research assistant	TV012	21-OCT-16
Aawesh Shrestha	SS8037	00	student hrly facility worker	TV012	14-SEP-16
Dinesh Shrestha	AS9211	00	student hrly lab assistant	TV012	21-SEP-16
Mahesh Shrestha	SG8960	04	Graduate Research Assistant	TV013	21-SEP-16
Alex Sindelar	AS9221	00	student hrly technical assist	TV012	21-OCT-16
Falesh Singh	SS7917	00	student hrly Research	TV012	17-OCT-16
Makiah Slade	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Austin Smenda	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Emily Smith	ES9803	00	stdnt hrly health & nutrition	TV012	21-SEP-16
Sarah Smith	SE6708	02	Temporary Clinical Assistant	TV013	21-OCT-16
Chithra Sreenivasan	AG9748	01	Graduate Research Assistant	TV013	21-OCT-16
Cassandra Stangeland	SS8620	00	student hrly Geog 131 assist	TV012	20-SEP-16
Madisen Swift	AS9221	02	student hrly lab & field tech	TV012	21-OCT-16
Madisen Swift	AS9221	03	student hrly lab & field asst	TV012	21-SEP-16
Jeremiah Szafranski	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Nima Tamang	AS9186	00	student hrly PISciA65391100	TV012	21-SEP-16
Tyler Teal	SG7860	00	Grad Teach Asst-Instructor	TV013	21-SEP-16
Gowtham Thota	SS8037	01	student hrly facility worker	TV012	23-AUG-16
Shengni Tian	AE8242	00	Temp Research Assistant	TV013	31-AUG-16
Emily Utech	SS7878	02	stdnt hrly facility attendant	TV012	22-AUG-16
Lindsay Utter	ES9805	01	stdnt hrly 4-H/YD Program Asst	TV012	21-SEP-16
Bjorn Vaagensmith	SG7801	03	Graduate Research Assistant	TV013	31-AUG-16
Kristi Vander Waal	SS7817	00	student hrly Admissions assist	TV012	21-OCT-16
Geraldine Vincent-Uzuanwu	SS7755	00	student hrly facilities	TV012	21-OCT-16
Nathan Voegele	SS7871	00	student hrly Maintenance staff	TV012	02-OCT-16
Melissa Waldner	SE6797	03	NFE Temp Professional Exempt	TV013	21-SEP-16
Isaac Wallace	SS7829	02	student hrly football camp 2&3	TV012	30-AUG-16
Ronnie Warren	SS8673	01	student hrly equipment assist	TV012	17-SEP-16

Ronnie Warren	SW9733 00	WS Laundry/Equip Assist	TV012	06-OCT-16
Jason Weber	SS7780 01	stdnt hrly Jones teaching asst	TV012	21-SEP-16
Kayla Wede	ES9804 01	student hrly AmeriCorps	TV012	21-SEP-16
Blake Whitsell	SS7829 01	student hrly football camp 2&3	TV012	30-AUG-16
Karee Wicks	SS7817 00	student hrly Admissions assist	TV012	21-OCT-16
Clark Wieneke	SS7829 01	student hrly football camp 2&3	TV012	30-AUG-16
Jacob Wieneke	SS7829 01	student hrly football camp 2&3	TV012	30-AUG-16
Alexander Wilde	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Alec Williams	AS9172 00	student hrly lab assistant	TV012	21-OCT-16
Cully Williams	ES9807 00	student hrly General assistant	TV012	09-SEP-16
Lorenzo Williams	SS7829 02	student hrly football camp 2&3	TV012	30-AUG-16
Kelsey Worrall	SE6761 00	Temporary Clinical Assistant	TV013	21-OCT-16
Kyle Wright	AG7036 00	Graduate Research Assistant	TV013	19-SEP-16
Kelsen Young	AS9221 00	student hrly NRM	TV012	30-SEP-16
Silvia Zanini	SS7861 00	student hrly driver	TV012	21-SEP-16
Samuel Zenner	SS7829 01	student hrly football camp 2&3	TV012	30-AUG-16
Fangyu Zhang	SS7809 00	student hrly computer lab asst	TV012	31-AUG-16
Leslie Zubke	SS8548 00	jackrabbit ch union setup crew	TV012	24-AUG-16
Jacqueline Ott	SE6703 00	Research Associate III	TV001	14-OCT-16
Maheshwar Shrestha	SE6450 00	Research Associate I	TV008	21-SEP-16
Senthilnath Jayavelu	SE6518 00	Post Doc Fellow	TV013	21-OCT-16
Deepak Joshi	AG7004 02	Graduate Research Assistant	TV013	21-SEP-16
Hope Kleine	EE8991 00	Temp Extension Field Spec I	TV013	30-SEP-16
Kari Peterson	SE6791 00	Temp Research Associate I	TV013	21-SEP-16

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Ross Abraham	SE9317	23	Professor	Hire Temp Appointment	100.00	22-AUG-16
Patricia Ahmed	EE9188	00	Lecturer	Appointment	52000.00	22-AUG-16
Robert Arlt	SE6872	00	Instructor	Appointment	55000.00	22-AUG-16
Staci Born	SE9568	00	Assistant Professor	Appointment	62750.00	22-AUG-16
Caitlyn Bosch	SE6499	00	Instructor	Appointment	60922.00	30-AUG-16
Larry Browning	SE9543	26	Professor	Supplemental Appointment	2448.00	22-AUG-16
Suzette Burckhard	SE9370	29	Professor	Supplemental Appointment	100.00	22-AUG-16
Nicole Carlson	SE9059	00	Instructor	Appointment	56850.00	22-AUG-16
Christin Carotta	SE9245	00	Assistant Professor	Appointment	65000.00	22-AUG-16
Eunhee Chang	SE6427	00	Instructor	Hire Temp Appointment	17500.00	22-AUG-16
Marco Ciarcia	SE6598	00	Assistant Professor	Appointment	82711.00	22-AUG-16
Charles Fenster	SE9396	00	Professor	Appointment	102000.00	22-AUG-16
Darci Fink	SE6437	00	Assistant Professor	Appointment	73585.00	22-AUG-16
James Foss	SE6567	01	ESL Instructor	Hire Temp Appointment	17500.00	22-AUG-16
Jessica Garcia Fritz	SE6847	00	Assistant Professor	Appointment	64000.00	22-AUG-16
Theresa Garren-Grubbs	SE8125	00	Instructor	Appointment	62000.00	22-AUG-16
Rouzbeh Ghabchi	SE9291	00	Assistant Professor	Appointment	80845.00	22-AUG-16
Hani Ghosheh	SE6487	00	Lecturer	Appointment	64194.00	22-AUG-16
Michael Gonda	AE9576	15	Associate Professor	Supplemental Appointment	1500.00	22-SEP-16
Nicole Graves	SE9374	00	Asstistant Professor	Appointment	64000.00	22-AUG-16
Judson Grubbs	SE9378	00	Assistant Professor	Appointment	71310.00	22-AUG-16
Zachary Gutzmer	SE7221	17	Instructor	Supplemental Appointment	240.00	22-AUG-16
Lisa Hager	SE8049	00	Assistant Professor	Appointment	64000.00	22-AUG-16
Patrick Hales	SE9545	00	Assistant Professor	Appointment	62412.00	22-AUG-16
Zheng Hao	SE9159	00	Lecturer	Appointment	52711.00	22-AUG-16
Gary Hatfield	SE6482	00	Assistant Professor	Appointment	77357.00	22-AUG-16
Wookjae Heo	SE7713	00	Assistant Professor	Appointment	65297.00	22-AUG-16
Sarah Hernandez	SE9503	00	Asstistant Professor	Appointment	65000.00	22-AUG-16
Robin Hinders	SE6435	00	Instructor	Appointment	35000.00	22-AUG-16
Anne-Marie Hoskinson	SE6418	00	Assistant Professor	Appointment	72000.00	22-SEP-16
Srinivas Janaswamy	SE6641	00	Assistant Professor	Appointment	77325.00	07-SEP-16
Hailong Jin	SE9369	00	Assistant Professor	Appointment	96658.00	22-AUG-16
Allen Jones	SE9242	34	Professor	Supplemental Appointment	170.00	22-AUG-16
Anne-Marie Junker	SE9335	00	Instructor	Appointment	45362.00	22-AUG-16
Xiao Kang	SE6592	00	Assistant Professor	Appointment	66000.00	22-AUG-16
Myoung Gin Keay	SE9287	00	Assistant Professor	Appointment	96658.00	22-AUG-16
Julia Keller	SE9535	00	Assistant Professor	Appointment	62412.00	22-AUG-16
Billie Kingfisher	SE6358	00	Assistant Professor	Appointment	58000.00	22-AUG-16

Luz Kirschner	SE9218	00	Assistant Professor	Appointment	55417.00	22-AUG-16
Nicole Klein	SE7208	00	Assistant Dept Head	Appointment	65853.00	22-AUG-16
Deepthi Kolady	SE6476	00	Assistant Professor	Appointment	80000.00	22-AUG-16
Phil Seok Lee	SE6452	00	Assistant Professor	Appointment	70000.00	22-AUG-16
Xu Li	SE9200	00	Assistant Professor	Appointment	78000.00	22-AUG-16
Yanan Li	SE9553	00	Assistant Professor	Appointment	61209.00	22-AUG-16
Hung-Ling Liu	SE9214	00	Assistant Professor	Hire Temp Appointment	64500.00	22-AUG-16
Sara Madsen	FE9975	00	Excellence in Teaching Award	Overload for Teaching	100.00	22-SEP-16
Candace May	SE9194	00	Assistant Professor	Appointment	63000.00	22-AUG-16
Gregory Michna	SE9324	18	Associate Professor	Supplemental Appointment	270.00	22-AUG-16
Kyungnan Min	SE9241	06	Instructor	Supplemental Appointment	200.00	22-AUG-16
Mary Nissen	SE8986	00	Clinical Associate Professor	Appointment	83156.00	22-AUG-16
Jamie O'Brien	SE9561	24	Professor	Supplemental Appointment	250.00	22-SEP-16
Johan Osorio Esteves	SE9132	00	Assistant Professor	Appointment	71431.00	22-AUG-16
Amy Pedersen	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	80.00	22-SEP-16
Cydne Perry	SE9442	00	Assistant Professor	Appointment	64000.00	22-AUG-16
Anamika Prasad	SE8465	00	Assistant Professor	Appointment	86000.00	22-AUG-16
Qiquan Qiao	SE8632	23	Associate Professor	Supplemental Appointment	70.00	22-AUG-16
Kristine Ramsay Seaner	SE9570	00	Assistant Professor	Appointment	61000.00	22-AUG-16
Bryan Romsa	SE6465	00	Assistant Professor	Appointment	64500.00	22-AUG-16
Katelyn Romsa	SE9571	00	Assistant Professor	Appointment	62750.00	22-AUG-16
Anna Sadovnikova	SE9288	00	Assistant Professor	Hire Temp Appointment	115000.00	22-AUG-16
Alireza Salehnia	SE9526	27	Professor	Supplemental Appointment	200.00	22-AUG-16
Teresa Seefeldt	SE9169	00	Assoc Prof/Coord of Curriculum	Appointment	88602.00	22-AUG-16
Teresa Seefeldt	SE9169	24	Associate Professor	Supplemental Appointment	2999.97	22-AUG-16
Clark Sexton	SE4498	00	Temp Event Parking	Hire Temp Appointment	450.00	22-AUG-16
Clark Sexton	SE9541	00	Instructor	Appointment	46500.00	22-AUG-16
Jamie Spinney	SE9554	00	Assistant Professor	Appointment	63500.00	22-AUG-16
Jamie Spinney	SE9554	01	Assistant Professor	Supplemental Appointment	2500.00	22-AUG-16
Julie Tkach	SE6492	00	Instructor	Appointment	58500.00	22-AUG-16
Reinaldo Tonkoski	SE9009	13	Assistant Professor	Supplemental Appointment	85.00	22-AUG-16
Todd Trooien	SE9273	23	Professor	Supplemental Appointment	270.00	22-AUG-16
Nacasius Ujah	SE9560	00	Assistant Professor	Appointment	152000.00	22-AUG-16
Julie Walker	EE9239	08	Assoc Prof/Ext Beef Specialist	Supplemental Appointment	1000.00	22-SEP-16
Dan Wang	SE6689	05	Assist Prof, Research	Hire Temp Appointment	72100.00	22-AUG-16
Jonathan Wood	SE9485	00	Assistant Professor	Appointment	80845.00	22-AUG-16
Fang Xu	SE6702	00	Instructor	Appointment	55000.00	22-AUG-16
Tammy Yonce	SE9361	05	Assistant Professor	Supplemental Appointment	1500.00	22-SEP-16
Alyssa Zweifel	SE6619	00	Instructor	Appointment	74478.00	22-AUG-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Michael Brown	SE9457	00	Associate Professor	Title Change	90820.00	77238.00	-13582.00	
Nicole Klein	SE9367	00	Professor	Change in Appointment Type	95034.00	59932.00	-35102.00	

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

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

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
John Brawand	SE9360	00	Associate Professor	Sabbatical Leave	54657.00	22-AUG-16
Leda Cempellin	SE8223	00	Associate Professor	Sabbatical Leave	61303.00	22-AUG-16
Molly Enz	SE8017	00	Associate Professor	Sabbatical Leave	65774.00	22-AUG-16
Sharon Smith	SE9323	00	Associate Professor	Sabbatical Leave	64931.00	22-AUG-16
Zhiguang Wang	SE9238	00	Associate Professor	Sabbatical Leave	107246.00	22-AUG-16

Faculty Benefit Eligible (FAC1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
David Casper	SE9449	00	Assistant Professor	TV007	21-SEP-16
Troy Grovenburg	SE8123	00	Assistant Professor	TI002	13-OCT-16
Ross Abraham	SE9317	23	Professor	TV013	21-SEP-16
Susan Bassett	SE9054	23	Lecturer	TV013	21-SEP-16
Suzette Burckhard	SE9370	29	Professor	TV013	21-SEP-16
Michael Gonda	AE9576	15	Associate Professor	TV013	21-OCT-16
Zachary Gutzmer	SE7221	17	Instructor	TV013	21-SEP-16
Allen Jones	SE9242	34	Professor	TV013	21-SEP-16
Gregory Michna	SE9324	18	Associate Professor	TV013	21-SEP-16
Kyunghan Min	SE9241	06	Instructor	TV013	21-SEP-16
Jamie O'Brien	SE9561	24	Professor	TV013	21-OCT-16
Amy Pedersen	SE4983	00	Temp Ticket Taker	TV013	21-OCT-16
Qiquan Qiao	SE8632	23	Associate Professor	TV013	21-SEP-16
Alireza Salehnia	SE9526	27	Professor	TV013	21-SEP-16
Jamie Spinney	SE9554	01	Assistant Professor	TV013	21-SEP-16
Olga Stafford	SE6720	00	Instructor	TD000	17-SEP-16
Reinaldo Tonkoski	SE9009	13	Assistant Professor	TV013	21-SEP-16
Todd Trooien	SE9273	23	Professor	TV013	21-SEP-16
Julie Walker	EE9239	08	Assoc Prof/Ext Beef Specialist	TV013	21-OCT-16
Tammy Yonce	SE9361	05	Assistant Professor	TV013	21-OCT-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Charles Abbott	SE6063	00	Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Charles Abbott	SE6063	00	Instructor	Hire Temp Appointment	4630.00	22-SEP-16
Chad Adamson	SE7492	00	Instructor	Hire Temp Appointment	2528.00	22-AUG-16
Nirmal Adhikari	SE7314	00	Instructor	Hire Temp Appointment	18677.00	22-AUG-16
Angela Arneson	SE6455	00	Temporary Instructor	Hire Temp Appointment	8839.00	22-AUG-16
Justine Ashokar	SE6776	05	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Ann Marie Bahr	SE6105	01	Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Charles Carlson	SE6851	00	Visiting Instructor	Hire Temp Appointment	7477.00	22-AUG-16
Jameson Clarke	SE7492	00	Instructor	Hire Temp Appointment	2528.00	22-AUG-16
Joey Collins	SE6117	08	Visiting Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Lesley Cook	SE6840	00	Visiting Instructor	Hire Temp Appointment	3591.00	22-AUG-16
Sherry Curtis-Cramer	SE7775	03	Visiting Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Debra DeBates	SE7688	02	Instructor	Hire Temp Appointment	9365.00	22-AUG-16
Dan Digatono	SE6776	01	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Matthew Engel	SE6119	00	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Kathryn Engle	SE6467	01	Temporary Instructor	Hire Temp Appointment	5051.00	22-AUG-16
Joshua English	SE7763	01	Instructor	Hire Temp Appointment	16371.00	22-AUG-16
Cheryl Feiock	SE7598	01	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Shannon Frewaltd	SE6366	00	Visiting Instructor	Hire Temp Appointment	10102.00	22-AUG-16
Todd Gardner	SE6119	02	Temporary Instructor	Hire Temp Appointment	4417.00	22-AUG-16
Nadine Gjerde	SE6776	01	Temporary Instructor	Hire Temp Appointment	8836.00	22-AUG-16
Bobby Goeman	SE6621	10	Temporary Instructor	Hire Temp Appointment	891.00	22-AUG-16
Janet Gritzner	SE6119	03	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Rachel Headley	SE6119	02	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Amy Holm	SE7763	01	Instructor	Hire Temp Appointment	19099.00	22-AUG-16
Laura Hughes	SE6776	01	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Angie Iverson-Maggi	SE6455	04	Temporary Instructor	Hire Temp Appointment	10100.00	22-AUG-16
Jeremy Jackson	SE6117	02	Visiting Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Jacob Jantzer	SE6117	00	Visiting Instructor	Hire Temp Appointment	13890.00	22-AUG-16
Abbie Jennings	SE6742	01	Temp Instructor	Hire Temp Appointment	16200.00	22-AUG-16
Andree Johnson	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Jocelyn Johnson	SE7492	01	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Richard Jones	SE6840	02	Visiting Instructor	Hire Temp Appointment	3591.00	22-AUG-16
John Keeler	SE6467	00	Temporary Instructor	Hire Temp Appointment	2524.00	22-AUG-16
Patrick Keller	SE7688	00	Instructor	Hire Temp Appointment	10800.00	22-AUG-16

Andrea Knox	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Andrea Knox	SE7595	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Kristofer Kracht	SE6757	01	Temporary Instructor	Hire Temp Appointment	15152.00	22-AUG-16
Kristin Kuchenbecker	SE6455	00	Temporary Instructor	Hire Temp Appointment	6173.00	22-AUG-16
Kami Kurtenbach	SE6580	02	Temporary Instructor	Hire Temp Appointment	7572.00	22-AUG-16
Reed Mahlike	SE6117	00	Visiting Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Karen Mammenga	SE6781	03	Visiting Instructor	Hire Temp Appointment	7864.00	22-AUG-16
Shadai Martin	SE7492	01	Instructor	Hire Temp Appointment	2528.00	22-AUG-16
Shadai Martin	SE7492	02	Instructor	Hire Temp Appointment	4546.00	22-SEP-16
Rebecca Maurer	SE7408	06	Instructor	Hire Temp Appointment	7209.00	22-AUG-16
Lonell Moeller	SE6372	00	Instructor	Hire Temp Appointment	4801.32	22-AUG-16
Rebecca Moen	SE6790	00	Temporary Instructor	Hire Temp Appointment	3591.00	22-AUG-16
Leslie Murphy	SE7687	00	Visiting Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Alina Negoescu	SE6119	02	Temporary Instructor	Hire Temp Appointment	2315.00	22-AUG-16
Kathryn Nevins	SE6840	00	Visiting Instructor	Hire Temp Appointment	1809.00	22-AUG-16
Morgan Newman	SE6742	00	Temp Instructor	Hire Temp Appointment	16200.00	22-AUG-16
Christopher Noid	SE7688	00	Instructor	Hire Temp Appointment	6175.00	22-AUG-16
Katie O'Leary	SE7763	00	Instructor	Hire Temp Appointment	4093.00	22-AUG-16
Larry Ort	SE6105	02	Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Cindi Penor Ceglian	SE6776	00	Temporary Instructor	Hire Temp Appointment	1545.00	22-AUG-16
Robin Peterson-Lund	SE6840	00	Visiting Instructor	Hire Temp Appointment	16685.32	22-AUG-16
John Phillips	SE6117	04	Visiting Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Douglas Prairie	SE6824	00	Temporary Instructor	Hire Temp Appointment	30112.00	22-AUG-16
Brad Richardson	SE6063	00	Instructor	Hire Temp Appointment	13890.00	22-AUG-16
Brad Richardson	SE6063	00	Instructor	Hire Temp Appointment	13890.00	22-SEP-16
Laura Schirber	SE6742	00	Temp Instructor	Hire Temp Appointment	1809.00	22-AUG-16
Rebecca Schmieding	SE6109	03	Visiting Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Ryan Schuermann	SE6119	00	Temporary Instructor	Hire Temp Appointment	3030.00	22-AUG-16
Laura Schulte	SE6796	04	Temporary Clinical Assistant	Hire Temp Appointment	700.00	22-AUG-16
Stacy Solsaa	SE6776	02	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Patricia Sortland	SE6742	00	Temp Instructor	Hire Temp Appointment	8991.00	22-AUG-16
Kara Stapert	SE6742	01	Temp Instructor	Hire Temp Appointment	9018.00	22-AUG-16
Patrick Steffensen	SE7686	01	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Erin Stolsmark	SE6776	01	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Donald Struck	SE6436	01	Assistant Professor	Hire Temp Appointment	7907.00	22-AUG-16
Kessa Tribby	SE6742	00	Temp Instructor	Hire Temp Appointment	14418.00	22-AUG-16
Jay Trobec	SE7619	05	Visiting Instructor	Hire Temp Appointment	5459.40	22-AUG-16
Courtney Van Zee	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Kristi Vensand-Hall	SE6537	02	Temporary Instructor	Hire Temp Appointment	3500.18	22-AUG-16
Joshua Warne	SE6361	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Olabisi Atoba	SE7610	00	Instructor	Hire Temp Appointment	50000.00	22-AUG-16
Elizabeth Atwood	SE6688	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Jessica Bertapelle	SE9077	00	Instructor	Hire Temp Appointment	60000.00	22-AUG-16
Axton Betz-Hamilton	SE7581	00	Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Angela Brown	SE7765	02	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Alecia Burgard	SE6382	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Sara Campbell	SE6688	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Beverly Cassady	SE6379	00	Temporary Lecturer	Hire Temp Appointment	15452.00	22-AUG-16
Joo Yeon Chon	SE7282	00	Assistant Professor	Appointment	50830.00	22-AUG-16
Kathryn Clark	SE7610	00	Instructor	Hire Temp Appointment	18520.00	22-AUG-16
Christopher Comstock	SE7765	00	Instructor	Hire Temp Appointment	47260.00	22-AUG-16
Anita Dale	SE7581	00	Instructor	Hire Temp Appointment	20070.00	22-AUG-16
Tami Dale	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Patrick Danielson	SE6063	00	Instructor	Hire Temp Appointment	5051.00	22-AUG-16
Anna DeGraff	SE7600	00	Instructor	Hire Temp Appointment	21606.00	22-AUG-16
Kathryn Dirks	SE6001	00	Instructor	Hire Temp Appointment	16371.00	22-AUG-16
Anthony Durr	SE6101	00	Instructor	Hire Temp Appointment	47000.00	22-AUG-16
Rebecca Ekeland	SE6001	01	Instructor	Hire Temp Appointment	4093.00	22-AUG-16
Rebecca Ekeland	SE6101	00	Instructor	Hire Temp Appointment	1900.00	22-AUG-16
Michael Fellner	SE6688	00	Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Vincent Foley	SE6382	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Michael Foote	SE6382	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
James Galipeau	SE8058	00	Instructor	Hire Temp Appointment	17143.00	22-AUG-16
Alan Hall	SE6103	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-16
Christina Hartline	SE7610	00	Instructor	Hire Temp Appointment	18520.00	22-AUG-16
Cheryl Hartman	SE6103	00	Instructor	Appointment	53000.00	22-AUG-16
Lori Hayungs	SE6101	00	Instructor	Hire Temp Appointment	8576.00	22-AUG-16
Ashley Honkamp	SE6688	00	Instructor	Hire Temp Appointment	4788.00	22-AUG-16

Jeffrey Horne	SE7581	00	Instructor	Hire Temp Appointment	6947.00	22-AUG-16
Vicki Isler	SE7610	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Amber Jensen	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	80.00	22-SEP-16
Amber Jensen	SE7019	00	Instructor	Hire Temp Appointment	37000.00	22-AUG-16
Bruce Johnson	SE6382	00	Instructor	Hire Temp Appointment	15152.00	22-AUG-16
Heidi Johnson	SE6562	00	Instructor	Hire Temp Appointment	10800.00	22-AUG-16
Erin Kane	SE6688	00	Instructor	Hire Temp Appointment	1895.00	22-AUG-16
Elizabeth Keeler	SE6063	00	Temp Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Jessica Kirkham	SE6688	00	Instructor	Hire Temp Appointment	8836.00	22-AUG-16
Benjamin Kleinjan	SE6382	00	Instructor	Hire Temp Appointment	4630.00	22-AUG-16
Valerie Kleinjan	SE6486	00	Instructor	Hire Temp Appointment	44928.00	22-AUG-16
Erin Kline	SE6103	00	Instructor	Hire Temp Appointment	13890.00	22-AUG-16
Cara Knipp	SE7794	01	Instructor	Hire Temp Appointment	10800.00	22-AUG-16
Alexander Koromyslov	SE6362	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Beverly Krumm	SE6381	00	Lecturer	Hire Temp Appointment	52090.00	22-AUG-16
Brian Lee	SE6468	00	Instructor	Hire Temp Appointment	54000.00	22-AUG-16
Robin Lerseth	SE7781	00	Instructor	Hire Temp Appointment	5788.00	22-AUG-16
Susan Lorenzen	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Tamera Lunday	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Sheri Marshall	SE9353	03	Instructor	Hire Temp Appointment	28407.00	22-AUG-16
Nathan McClanahan	SE7550	00	Lecturer	Hire Temp Appointment	52711.00	22-AUG-16
Kimberly McCullough	SE6063	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Ryan McKnight	SE6382	00	Instructor	Hire Temp Appointment	70000.00	22-AUG-16
Sarah Michna	SE7601	00	Instructor	Hire Temp Appointment	33874.00	22-AUG-16
Bruce Millett	SE6063	11	Instructor	Hire Temp Appointment	13890.00	22-AUG-16
Sheri Mommerency	SE6562	00	Instructor	Hire Temp Appointment	22518.00	22-AUG-16
Natalie Mook	SE7019	00	Instructor	Hire Temp Appointment	37080.00	22-AUG-16
Jill Petersen	SE6562	00	Instructor	Hire Temp Appointment	23382.00	22-AUG-16
Rich Picasso	SE6688	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Sylvia Pickard	SE7794	00	Instructor	Hire Temp Appointment	11259.00	22-AUG-16
Stephen Pohl	SE6585	00	Professor	Hire Temp Appointment	57987.00	22-SEP-16
Kevin Pond	SE8058	00	Instructor	Hire Temp Appointment	6050.00	22-AUG-16
Jordan Purintun	SE6449	00	Instructor	Hire Temp Appointment	22728.00	22-AUG-16
Kelsey Raml	SE7765	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Vonglakhone Rathsachack	SE7610	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Jane Roy	SE6101	00	Instructor	Hire Temp Appointment	15152.00	22-AUG-16
Jeremy Rud	SE8054	00	Instructor	Hire Temp Appointment	44500.00	22-AUG-16
Joao Santos	SE6063	00	Temp Instructor	Hire Temp Appointment	12346.00	22-AUG-16
Janice Schardin	SE7794	00	Instructor	Hire Temp Appointment	12609.00	22-AUG-16
Karl Schmidt	SE6462	00	Lecturer	Hire Temp Appointment	46500.00	22-AUG-16
Marie Schmit	SE7765	00	Instructor	Hire Temp Appointment	5048.00	22-AUG-16
Jeffrey Schneider	SE6101	00	Instructor	Hire Temp Appointment	45884.00	22-AUG-16
Mary Schneider	SE6101	00	Instructor	Hire Temp Appointment	45884.00	22-AUG-16
Eonyou Shin	SE7581	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Stephen Snyder	SE6001	00	Instructor	Hire Temp Appointment	20464.00	22-AUG-16
Lauri Sohl	SE6063	00	Temp Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Mark Sternhagen	SE6377	00	Instructor	Hire Temp Appointment	10102.00	22-AUG-16
Seth Studer	SE6001	00	Instructor	Hire Temp Appointment	8186.00	22-AUG-16
Lee Threadgold	SE6020	00	Instructor	Hire Temp Appointment	11364.00	22-AUG-16
Mitchell Torbert	SE6368	00	Instructor	Hire Temp Appointment	20204.00	22-AUG-16
Erika Tritle	SE7793	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-16
Elijah VanBenschoten	SE6775	00	Instructor	Hire Temp Appointment	48852.00	22-AUG-16
Mary Walker	SE7600	04	Instructor	Hire Temp Appointment	24692.00	22-AUG-16
Beverly Warne	SE6391	00	Adjunct/Temp Instructor	Hire Temp Appointment	13230.00	22-AUG-16
Timothy Weelborg	SE6382	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-16
Jason Werpy	SE8058	00	Instructor	Hire Temp Appointment	12100.00	22-AUG-16
Dallas Willman	SE6430	00	Instructor	Hire Temp Appointment	58000.00	22-AUG-16
Leon Wrage	SE6464	00	Instructor	Hire Temp Appointment	25383.00	22-AUG-16
Kari York	SE6101	00	Instructor	Hire Temp Appointment	8316.00	22-AUG-16

Faculty Non-Benefit Eligible (FAC2)
Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Stephen Pohl	SE6585	00	Professor	FY Contract Completion	57987.00	02-OCT-16

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Megan Bierman	SE6789	01	Temporary Instructor	TV013	21-SEP-16
Bobby Goeman	SE6621	09	Temporary Instructor	TV013	21-SEP-16
Rebecca Maurer	SE7408	06	Instructor	TV013	21-OCT-16
Laura Schulte	SE6796	04	Temporary Clinical Assistant	TV013	21-SEP-16
Lara Prihodko	SE6815	00	Assistant Professor-Research	TV001	21-SEP-16
Heidi Sackreiter	SE6564	00	ESL Instructor	TV000	21-SEP-16
Amber Jensen	SE4983	00	Temp Ticket Taker	TV013	21-OCT-16

ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00206776	Izel Vargas	4H Programs	SDSU
A00085111	Joshua Veurink	Admissions	SDSU
A00155353	Michael Barber	Ag & Biological Sciences	SDSU
A00187937	Emily Ravenscroft	Ag & Biological Sciences	SDSU
A00051414	Hannah Schumacher	Ag & Biological Sciences	SDSU
A00200917	Timothy Petersen	Agronomy,Horticulture, & Plant Sci	SDSU
A00130240	Benjamin Hause	Animal Disease Res & Diagnostic Lab	SDSU
A00168872	Thomas Geary	Animal Science	SDSU
A00168586	Michael MacNeil	Animal Science	SDSU
A00205737	Esther Sexton	Beresford Field Station-AES	SDSU
A00168848	Zachary Ziolkowski	Chemistry & Biochemistry	SDSU
A00205742	Kara Mulheron	Child Care Services	SDSU
A00198951	Peter Fox	Electrical Engr & Computer Science	SDSU
A00206657	Mark McLaughlin	Facilities & Services-Energy System	SDSU
A00169372	Yan Lin	Geography	SDSU
A00022601	Robert Wilbur Bartling	H M Briggs Library	SDSU
A00176969	Dean Ellis	Intercollegiate Athletics	SDSU
A00207683	Aaron Bauder	Natural Resource Management	SDSU
A00207681	Madeline St. Claire	Natural Resource Management	SDSU
A00111152	Kayla Bessler	President	SDSU
A00155632	Annie Hanson	President	SDSU
A00049305	Joshua Johnson	President	SDSU
A00093583	Sherri Rochel	President	SDSU
A00141054	Zoe Miller	SD Art Museum	SDSU
A00006014	Jeraldine Rogers	SD Art Museum	SDSU
A00148448	Pamela Warren	SD Art Museum	SDSU

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/10/2016 09:16:59

Date Range : 22-AUG-16 thru 21-OCT-16

For :USD

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Nicholas Anderson	UE9706	00	Grounds Keeper	Appointment	25541.91	27-SEP-16
Rickey Backer	UE6812	00	Business Development Manager	Appointment	52915.00	19-SEP-16
Dustin Baker	UE9741	01	Registration Officer	Continuing Education/Extension	3390.00	22-AUG-16
Armando Barash	UE7246	00	Security Officer	Appointment	28349.85	25-AUG-16
Christine Brunken	UE9751	00	Facility Worker	Appointment	25625.11	06-SEP-16
Susan Brunken	UE9779	00	Facility Worker	Appointment	25167.52	22-SEP-16
Sara Byre	UE6758	00	Business Development Manager	Appointment	38063.27	03-OCT-16
Teresa Carlisle	UE9742	00	Registration Officer	Appointment	38063.27	22-SEP-16
Jennifer Chatwell	UE9667	00	Teacher Aide	Appointment	10124.40	29-AUG-16
Stephanie Dominguez	UE9617	00	Registration Officer	Appointment	33487.36	03-OCT-16
Ilmira Dulyanova	UE8061	04	Adjunct Instructor	Hire Temp Appointment	1392.50	22-AUG-16
Daniel Edwards	UE9779	00	Facility Worker	Appointment	26103.50	17-OCT-16
Gabrielle Emmett	FE9948	00	Senior Secretary	Appointment	31719.39	03-OCT-16
Lee Engel	UE9125	00	University Law Enforce Super	Appointment	51895.00	22-AUG-16
Laurie Fritsch	UE9610	00	Secretary	Appointment	26789.88	06-SEP-16
Mark Hansen	UE9763	00	Facility Worker	Appointment	27802.80	22-SEP-16
Wynette Heeren	UE6761	00	Fitness Specialist	Appointment	11647.44	22-SEP-16
Sherry Heldt	FE9979	00	Secretary	Appointment	27455.47	03-OCT-16
Ester Houts	UE9778	00	Facility Worker	Appointment	29306.64	19-SEP-16
Brad James	UE9651	11	Correspondence Grader	Continuing Education/Extension	300.00	22-AUG-16
Tyler Johnson	QE9693	00	Senior Secretary	Appointment	31199.40	22-AUG-16
Dorothy Kerkman	UE6759	00	Fitness Specialist	Appointment	14351.31	22-SEP-16
Sandra King	UE6760	00	Fitness Specialist	Appointment	12063.42	22-SEP-16
Steven Larson	QE9719	00	Senior Secretary	Appointment	32031.38	25-AUG-16
Paul Lertola	UE9781	00	Facility Worker	Appointment	25625.11	12-SEP-16
Jeffrey Lombardi	UE9660	00	University Law Enforcement Off	Appointment	47215.09	01-SEP-16
Diavalo Martin	UE9759	00	Facility Worker	Appointment	25625.11	06-SEP-16
Lynn Martinson	UE9771	00	Facility Worker	Appointment	28128.57	22-SEP-16
Levi Reuss	UE9388	00	Communications Network Analyst	Appointment	56000.00	22-SEP-16
Amanda Schackow	UE9455	00	Registration Officer	Appointment	33487.36	11-OCT-16
Glen Schmidt	UE7149	00	Facility Worker	Appointment	26103.50	20-OCT-16
Sabrina Schnack	UE6827	00	Lab Animal Technician	Appointment	30908.21	14-SEP-16
Douglas Standley	UE9203	00	Accounting Assistant	Appointment	31781.79	22-AUG-16
Janelle Stoermer	UE8215	01	Long Term Sub Food Service	Hire Temp Appointment	2164.50	08-SEP-16
Janelle Stoermer	UE9116	00	Teacher Aide	Appointment	11568.96	10-OCT-16
Jared Thies	UE9343	00	Program Assistant II	Appointment	36268.10	22-AUG-16
Tami Watson	SS7772	00	student hrly EE & CS	Hire Temp Appointment	6720.00	22-AUG-16
Mark Weyer	UE9394	00	Building Maintenance Superv	Appointment	43325.57	03-OCT-16
Jennifer Wilka	QE9680	00	Senior Secretary	Appointment	31407.40	22-SEP-16

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Nickolas Erickson	FE9978	00	Communications Network Analyst	Reclassification	47791.44	53000.00	5208.56	
Alexandra Gallo	UE7074	00	Univ Law Enforcement Officer	End of Probation Adjust	45969.28	47215.09	1245.81	
Patricia Herman	QE9643	00	Program Assistant II	Permanent Additional Duties	43281.59	44719.14	1437.55	
Anne Hinseth	UE8919	01	Library Employee of the Year	Salary Enhance/Special Award	200.00			
Bryant Jackson	UE9793	00	Univ Law Enforcement Officer	Sal Adj-Unusual Circumstance	47129.46	47215.09	85.63	
Beth Lambeth	UE7176	00	Grant Specialist II	Reclassification	45762.60	50050.00	4287.40	
Donna McKelvey	UE7438	01	CSA Employ of the Month Aug 16	Salary Enhance/Special Award	150.00			
Jane Munkvold	UE9101	01	Sep 2016 CSA Employee of Month	Salary Enhance/Special Award	150.00			

Stephanie Oates	QE9651 00	Program Assistant I	Reclassification	34784.71	37605.68	2820.97
Juston Sangster	UE7127 00	University Law Enforcement Off	Sal Adj-Unusual Circumstance	47131.43	47215.09	83.66
Myesha Sellers	UE9108 00	Payroll/HR Generalist I	End of Probation Adjust	33878.85	35588.12	1709.27

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New

Tonya Olson 36965.67	UE9718	00	Digital Access Librarian - CSA	Temporary Additional Duties	35205.40		1760.27	

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Jordan Almos	FE9986	00	Program Assistant I	TV002	07-SEP-16
Mariam Amir	UE9116	00	Teacher Aide	TV001	01-OCT-16
Ryan Bland	UE9705	00	Grounds Keeper	TV000	03-OCT-16
Susan Brunken	UE9779	00	Facility Worker	TV000	05-OCT-16
Teresa Carlisle	UE9691	00	Senior Secretary	SA011	21-SEP-16
Dylan Corbin	UE7146	00	Facility Worker	TI000	02-SEP-16
Mark Hansen	UE9771	00	Facility Worker	SA017	21-SEP-16
David Hitzemann	UE9779	00	Facility Worker	TI000	15-SEP-16
Ester Houts	UE9766	00	Custodial Services Supv I	TV003	18-SEP-16
Richard Johnson	UE7096	00	Corporal	SA012	12-OCT-16
Richard Johnson	UE9124	00	Police Officer	SA012	13-OCT-16
Samuel Kniffen	UE7152	00	Facility Worker	TV001	29-SEP-16
Laura Kuschel	UE7301	00	Program Assistant I	TL001	31-AUG-16
Tamela Kwilinski	UE9457	00	Accounting Assistant	TI000	09-SEP-16
Megan Lawrence	UE7138	00	Facility Worker	TI000	18-OCT-16
Jeffrey Lombardi	UE9798	00	Custodial Supervisor I	SA011	31-AUG-16
Brandon Luther	UE9706	00	Grounds Keeper	TV000	06-SEP-16
Diavalo Martin	UE9759	00	Facility Worker	TV007	27-SEP-16
Lynn Martinson	UE9763	00	Facility Worker	SA017	21-SEP-16
Mary Olson	UE7149	00	Facility Worker	SA017	21-OCT-16
Levi Reuss	QE8993	00	Sr Computer Support Specialist	SA011	21-SEP-16
Shannon Rigsby	UE9742	00	Registration Officer	TV001	21-SEP-16
Douglas Sipma	UE9460	00	Buildings Engineer II	TV000	17-OCT-16
Kimberly Taylor	FE9982	00	Sr. Secretary	TV001	21-OCT-16
Vicki Carlson	QE9633	00	Operations Manager	TR001	21-OCT-16
Susan Collins	UE9355	00	Custodial Services Supv II	TR001	21-SEP-16
Wynette Heeren	US7384	02	Fitness Instructor	TV012	21-SEP-16
Anne Hinseth	UE8919	01	Library Employee of the Year	TV013	21-SEP-16
Brad James	UE9651	11	Correspondence Grader	TV013	21-SEP-16
Dorothy Kerkman	UE7260	06	Fitness Instr/Personal trainer	TV013	21-SEP-16
Sandra King	UE7260	04	Yoga Instructor	TV013	21-SEP-16
Donna McKelvey	UE7438	01	CSA Employ of the Month Aug 16	TV013	21-SEP-16
Jane Munkvold	UE9101	01	Sep 2016 CSA Employee of Month	TV013	21-OCT-16
Sabrina Schnack	US7402	00	Lab Animal Temp	TV012	13-SEP-16
Janelle Stoermer	UE8215	01	Long Term Sub Food Service	TV013	07-OCT-16
Tami Watson	QE9621	00	Training Specialist	TV011	14-SEP-16
Tami Watson	SS7772	00	student hrly EE & CS	TV012	14-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Linda Anderson	UE7397	03	Senior Secretary	Hire Temp Appointment	1997.71	22-AUG-16
Laurie Brinkman	UE8522	03	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Lessa Chase	UE8522	00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Jayson Crawford	UE8522	01	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Matthew Davis	UE7366	00	Temp Library Assistant	Hire Temp Appointment	15599.25	22-AUG-16

Beverly Dobney	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5096.91	05-OCT-16
Beverly Dobney	UE8215 01	HS Sub Teacher Aide	Hire Temp Appointment	3521.43	12-OCT-16
Benjamin Dowling	UE8089 01	Math Tutor	Continuing Education/Extension	3360.00	22-AUG-16
Beverly Edgedcomb	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5228.00	09-SEP-16
Colby Felts	UE7261 00	Football Assistant	Hire Temp Appointment	4562.65	22-AUG-16
Jason Folkers	UE8522 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Nancy Foster	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5663.23	12-SEP-16
Nancy Foster	UE8215 01	HS Sub Teacher Aide	Hire Temp Appointment	812.70	05-OCT-16
Linda Fox	UE7106 00	Test Center Administrator	Hire Temp Appointment	945.14	22-AUG-16
Derek Geddings	UE9772 00	Facility Worker	Appointment	25167.52	26-SEP-16
Jennifer Gibbs	UE7261 02	Athletics Production	Hire Temp Appointment	4333.00	22-AUG-16
Karen Goblirsch	UE8495 00	Marketing Retail Clerk	Hire Temp Appointment	7279.80	06-SEP-16
David Gorman	UE8522 06	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Nancy Haas	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5663.23	09-SEP-16
Nancy Haas	UE8215 01	HS Sub Aide	Hire Temp Appointment	3912.70	12-SEP-16
Sarah Hamze	UE8215 03	HS Sitter	Hire Temp Appointment	3334.24	05-OCT-16
Sarah Hamze	UE8215 04	EHS Sitter	Hire Temp Appointment	3334.24	06-OCT-16
Stewart Hines	UE7106 00	Test Center Administrator	Hire Temp Appointment	945.14	22-AUG-16
Robert Horton	UE8170 00	Law Library Associate	Hire Temp Appointment	2880.00	22-SEP-16
Jeri Jacobs	UE8522 04	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Cody Kearse	UE8260 00	Online Teaching Assistant	Hire Temp Appointment	4484.66	22-AUG-16
Morgan Kleinsasser	FE9975 00	Tutor	Hire Temp Appointment	6240.00	30-SEP-16
Michelle Klungseth	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5663.23	12-SEP-16
Michelle Klungseth	UE8215 01	HS Sub Teacher Aide	Hire Temp Appointment	3521.43	05-OCT-16
Charlie Luecke	UE8287 06	Director of Summer Programs	Hire Temp Appointment	20000.00	22-SEP-16
Holly Meins	UE8522 03	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Cheryl Mockler	UE8495 00	Marketing Retail Clerk	Hire Temp Appointment	10191.72	06-SEP-16
Mary Moore	UE8215 00	HS Sub Teacher	Hire Temp Appointment	1176.30	05-OCT-16
Mary Moore	UE8215 01	HS Sub Aide	Hire Temp Appointment	3912.70	12-SEP-16
Nicholas Poppe	UE8522 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	01-SEP-16
Susan Port	UE8215 00	HS Sub Teacher	Hire Temp Appointment	1176.30	29-SEP-16
Susan Port	UE8215 01	Head Start Sub Teacher Aide	Hire Temp Appointment	812.70	05-OCT-16
Teresa Rentsch	UE9691 00	Temp Senior Secretary	Hire Temp Appointment	7019.87	21-SEP-16
James Robertson	UE8116 01	Research Assistant	Hire Temp Appointment	1299.90	22-SEP-16
James Robertson	US8109 09	Field Technician	Hire Temp Appointment	1949.85	22-AUG-16
James Robertson	US8109 09	Field Technician	Hire Temp Appointment	649.95	22-SEP-16
Cynthia Robinson	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5096.91	05-OCT-16
Cynthia Robinson	UE8215 01	HS Sub Teacher Aide	Hire Temp Appointment	3521.43	12-OCT-16
Teresa Schlup	UE8306 01	ITS Temp Assistant	Hire Temp Appointment	22960.08	22-AUG-16
Kyle Schnathorst	FE9941 00	Temp. PT Help Desk Assistant	Hire Temp Appointment	10296.00	30-AUG-16
Iris Schultz	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5663.23	12-SEP-16
Iris Schultz	UE8215 01	Head Start Sub Teacher Aide	Hire Temp Appointment	812.70	05-OCT-16
Peggy Smidt	UE8215 01	HS Sub Teacher Aide	Hire Temp Appointment	3521.43	05-OCT-16
Taylor Smith	UE8215 00	Teacher Substitute	Hire Temp Appointment	566.32	22-AUG-16
Taylor Smith	UE8522 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Martha Sturges	UE8522 03	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Pierre Suarez	UE8378 00	Temp Build Maint Assist	Hire Temp Appointment	15048.00	22-AUG-16
Henry Tate	UE8522 06	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Eagappanath Thiruppathi	UE7515 01	BME Temp	Hire Temp Appointment	6929.21	14-SEP-16
Rosalee Toering	FE9975 00	Temp. Part-time Tutor	Hire Temp Appointment	5199.60	29-AUG-16
Elizabeth Tong	UE8206 00	Info Specialist-Temp	Hire Temp Appointment	6190.08	22-AUG-16
Stephanie Warnke	UE8522 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Sophia Wermers	US8010 02	Student Gallery Worker	Hire Temp Appointment	4617.00	29-AUG-16
Kevin White	FE9970 01	Temp. Part-time Secretary	Hire Temp Appointment	10815.48	31-AUG-16
Kevin White	FE9975 00	Temp. Part-time Tutor	Hire Temp Appointment	3120.00	31-AUG-16
Kevin White	UE7037 00	Conversation Lab Leader	Hire Temp Appointment	381.04	22-AUG-16
Cooper Williams	UE7261 03	Athletics Production Staff	Hire Temp Appointment	4333.00	10-SEP-16
Taylor Wingert	QE9484 01	BBS Temp Lab Assistant	Hire Temp Appointment	3334.24	22-AUG-16
Eric Roberts	UE7038 00	Veteran's Compliance Officer	Hire Temp Appointment	34943.33	22-AUG-16

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Derek Geddings	UE9772	00	Facility Worker	TI000	18-OCT-16
Linda Fox	UE7106	00	Test Center Administrator	TV013	21-SEP-16

Curtis Haakinson	UE7261 00	FB Chain Gang	TV013	23-AUG-16
Stewart Hines	UE7106 00	Test Center Administrator	TV013	21-SEP-16
Kelsey Linskoy	UE8287 00	Temp Assistant	TV013	21-SEP-16
Debra McIntyre	FE9934 00	Temp. Part-time PAII	TV013	22-AUG-16
James Robertson	UE8116 00	Research Assistant	TV013	21-OCT-16
James Robertson	US8109 09	Field Technician	TV013	21-SEP-16
James Robertson	US8109 09	Field Technician	TV012	21-OCT-16
Taylor Smith	UE8215 00	Teacher Substitute	TV013	21-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Alex Antonen	UE7066	01	WBB Summer Camp Ops Director	Hire Temp Appointment	1093.22	22-SEP-16
Mallory Behlers	UE9493	00	EHS Home Visitor	Appointment	31346.00	24-AUG-16
Carole Cochran	UE9212	07	LEND Discipline Head	Hire Temp Appointment	1222.22	22-AUG-16
Carole Cochran	UE9212	07	LEND Discipline Head	Hire Temp Appointment	4888.88	22-SEP-16
Donald Cuperus	UE6839	00	MTS Business Advisor	Appointment	86000.00	12-SEP-16
Tyler Dopheide	UE8223	00	Instructor	Overload for Teaching	2260.00	22-AUG-16
Bruce Fischbach	UE8223	00	Instructor	Overload for Teaching	2152.00	22-AUG-16
Bruce Fischbach	UE9249	13	MBB Summer Camp Ath Trainer	Supplemental Appointment	622.00	22-AUG-16
Daniel Fitzsimmons	UE8223	04	Instructor	Overload for Teaching	6780.00	22-AUG-16
David Gottsleben	UE8223	00	Instructor	Overload for Teaching	3390.00	22-AUG-16
Kimberly Grieve	UE8241	00	Lecturer	Overload for Teaching	4146.00	22-AUG-16
Chelsey Harrington	UE9740	00	Assistant Registrar	Appointment	40517.62	11-OCT-16
Kasie Heiden	UE9231	00	International Student Advisor	Appointment	40996.01	11-OCT-16
Aaron Horn	UE7220	01	WBB Summer Camp Asst Coach	Supplemental Appointment	2500.00	22-SEP-16
Marcella Hurley	NE9974	12	Adj Instr-Online/Cont Ed	Appointment	3231.00	22-AUG-16
Angela Jackson	UE6860	01	Program Manager	Hire Temp Appointment	214.62	22-SEP-16
Darin Jerke	UE7339	05	Education Technology Integrat	Continuing Education/Extension	3590.00	22-AUG-16
Wendy Johnson	UE8223	00	Instructor	Overload for Teaching	4000.00	22-AUG-16
Eric Kurtz	UE8250	00	Instructor	Overload for Teaching	4146.00	22-AUG-16
Brian Limoges	UE7347	00	Director, Construction Service	Appointment	85000.00	22-AUG-16
Annie Lockwood	UE7131	01	Softball Camp Assistant Coach	Supplemental Appointment	500.00	22-AUG-16
Annie Lockwood	UE7131	02	Softball Camp Assistant Coach	Supplemental Appointment	800.00	22-SEP-16
Ryan Los	UE7297	01	Education Tech Integrationist	Continuing Education/Extension	4146.00	22-AUG-16
Kali Mehlhoff	UE7279	00	Center Teacher	Appointment	18050.51	05-SEP-16
Patrick Morrison	UE6870	00	Asst. Dir., Intl Student Serv	Appointment	48000.00	22-AUG-16
Daniel Palmer	RE9930	01	Academic Support	Supplemental Appointment	1916.00	01-SEP-16
Daniel Palmer	UE9924	00	Asst VP, Int Res, Plan & Asses	Appointment	133000.00	01-SEP-16
Eric Peterson	UE8223	00	Instructor	Overload for Teaching	2260.00	22-AUG-16
Jennifer Peterson	UE7256	00	Academic Advisor	Appointment	45000.00	22-AUG-16
Jennifer Peterson	UE7256	01	Academic Advisor	Continuing Education/Extension	4146.00	22-AUG-16
Dawn Plitzuweit	UE9835	01	WBB Summer Camp Head Coach	Supplemental Appointment	1600.00	22-SEP-16
Courtney Roberts	UE9807	00	Multicultural Recruiting Coord	Appointment	36399.30	20-SEP-16
Debra Robertson	UE9812	05	Coordinator	Hire Temp Appointment	3390.00	22-AUG-16
Russell Rose	UE8004	01	WBB Summer Camp Asst Coach	Supplemental Appointment	2555.00	22-SEP-16
Michael Runde	UE9828	02	VB Summer Camp Asst Coach	Supplemental Appointment	3685.00	22-AUG-16
Lamont Sellers	UE8160	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Ardis Semple	UE7100	00	HS Center-Base Teacher	Appointment	19080.00	22-AUG-16
Kaitlin Shook	UE7247	00	Head Start Center Teacher	Appointment	19080.00	22-AUG-16
Devra Sigle-Hermosilla	UE7129	01	Adjunct Professor	Hire Temp Appointment	3200.00	22-AUG-16
Audra Staebell	FE9992	00	Mkting & Comm. Coordinator	Appointment	49000.00	03-OCT-16
Elizabeth Taggart	UE7058	00	Assist Dir, Market and Recruit	Appointment	52000.00	13-SEP-16
Kayla Tetschlag	UE9826	01	WBB Summer Camp Asst Coach	Supplemental Appointment	2545.00	22-SEP-16
Elizabeth Thraen	QE8724	00	Coordinator, Educ & Evaluation	Appointment	76000.00	03-OCT-16
Danielle Vanderlei	UE7179	00	Admissions Counselor	Appointment	35199.16	03-OCT-16
Robert Wagner	UE9838	01	Softball Camp Head Coach	Supplemental Appointment	700.00	22-AUG-16
Robert Wagner	UE9838	02	Softball Camp Head Coach	Supplemental Appointment	1200.00	22-SEP-16
Mark Watson	UE9342	01	FB Summer Camp Asst Coach	Supplemental Appointment	1800.00	22-SEP-16
Leanne Williamson	UE9834	04	VB Summer Camp Head Coach	Supplemental Appointment	2460.00	22-AUG-16
Sarah Wittmuss	UE9232	01	Instructor	Hire Temp Appointment	1382.00	22-AUG-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

Lisa Bannwarth	QE9929	00	Clinical Evaluation Specialist	Reclassification	22776.70	25055.00	2278.30	
Mary Fitzpatrick	QE9864	00	Manager, Birth to 3 Program	Reclassification	48129.48	53000.00	4870.52	
Douglas Jennewein	UE9875	00	Dir, Research Computing	Salary Enhance/Special Award	83542.79	91897.00	8354.21	
Rebecca Jensen	UE7466	00	Academic Advisor	Permanent Change in FTE	37991.00	39206.71	1215.71	
Rebecca Jensen	UE7467	00	Instructor	Permanent Change in FTE	2258.08	2328.08	70.00	
Cindy Knutson	UE9487	00	Center Teacher	Permanent Change in FTE	16994.00	29737.49	12743.49	
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	
Robert Nielson	UE9837	03	Head Coach - Football	Salary Enhance/Special Award	2500.00			
Kelsie Poe	UE8590	00	Residence Hall Director	Change in Overtime Eligibility	29664.00	29664.00	0.00	
Brittany Wagner	UE7133	00	Dir, Graduate Education	Reclassification	43735.00	52000.00	8265.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date

James Bandy	UE7085	00	Coord, Acad Plan & Strat Initi	TV000	09-SEP-16
Mallory Behlers	UE7247	00	Home Visitor	SA017	23-AUG-16
Daniel Burniston	UE9749	00	Head of Tech and Collect Svc	TV001	21-SEP-16
Kassandra Cline	UE6788	00	Mgr, Admin and Operations	TL001	21-OCT-16
Veronica Guzman	UE9807	00	Multicultural Recruiting Coord	TV001	06-OCT-16
Chelsey Harrington	UE9455	00	Registration Officer	SA011	10-OCT-16
Kasie Heiden	UE9740	00	Assistant Registrar	SA017	10-OCT-16
Jeffrey Kleeman	UE7059	00	Online Enrollment Coordinator	TV000	26-SEP-16
Nicholas McInerney	UE6824	00	Dir of Law School Admissions	TV001	21-SEP-16
Lamont Sellers	UE6875	00	Director CDC	SA011	21-SEP-16
Tristan Soluk	UE7095	00	Research Associate	TL001	21-OCT-16
Elizabeth Taggart	UE7435	00	Graduate Recruitment Coord	SA011	12-SEP-16
Elizabeth Thraen	UE9858	00	Educ/Disab Coordinator	SA011	02-OCT-16
Alex Antonen	UE7066	01	WBB Summer Camp Ops Director	TV013	21-OCT-16
Carole Cochran	UE9212	07	LEND Discipline Head	TV013	21-SEP-16
Bruce Fischbach	UE9249	13	MBB Summer Camp Ath Trainer	TV013	21-SEP-16
Aaron Horn	UE7220	01	WBB Summer Camp Asst Coach	TV013	21-OCT-16
Kendra Howard	UE7309	00	SOE Recruiter Coord/Advisor	TV009	23-AUG-16
Angela Jackson	UE6860	01	Program Manager	TV013	21-OCT-16
Annie Lockwood	UE7131	01	Softball Camp Assistant Coach	TV013	21-SEP-16
Annie Lockwood	UE7131	02	Softball Camp Assistant Coach	TV013	21-OCT-16
Robert Nielson	UE9837	03	Head Coach - Football	TV013	21-SEP-16
Daniel Palmer	RE9915	00	AVP for Inst. Res. & Planning	TV009	31-AUG-16
Dawn Plitzuweit	UE9835	01	WBB Summer Camp Head Coach	TV013	21-OCT-16
Russell Rose	UE8004	01	WBB Summer Camp Asst Coach	TV013	21-OCT-16
Michael Runde	UE9828	02	VB Summer Camp Asst Coach	TV013	21-SEP-16
Sharon Saunders	QE9928	00	Education Coordinator, RC	TR001	21-SEP-16
Kayla Tetschlag	UE9826	01	WBB Summer Camp Asst Coach	TV013	21-OCT-16
Robert Wagner	UE9838	01	Softball Camp Head Coach	TV013	21-SEP-16
Robert Wagner	UE9838	02	Softball Camp Head Coach	TV013	21-OCT-16
Mark Watson	UE9342	01	FB Summer Camp Asst Coach	TV013	21-OCT-16
Leanne Williamson	UE9834	04	VB Summer Camp Head Coach	TV013	21-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date

Aafaque Aafaque	UG8744	00	Graduate Research Assistant	Hire Temp Appointment	5500.00	22-AUG-16
Cameron Abbas	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Michael Abbott	UW7430	00	Work Study	Hire Temp Appointment	1600.00	12-SEP-16
Supun Randil Abe Abeyratne	HerUS8371	01	Temp Building Maint Assist	Hire Temp Appointment	4959.00	12-SEP-16
Alayna Ackerman	US8172	00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Riley Ackerman	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	26-AUG-16
Alec Adamski	UG7702	00	Native Student Services GAA	Hire Temp Appointment	9003.15	22-AUG-16

Tia Adamson	UW8409 01	Financial Aid Work-Study Asst.	Hire Temp Appointment	4000.00	22-AUG-16
Ebenezer Adewumi	US8434 01	Mail Clerk	Hire Temp Appointment	3334.24	22-AUG-16
Nehal Adhikari	US8515 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	4289.67	10-SEP-16
Joshua Afdahl	US7385 00	Ath Facilities/Game Day	Hire Temp Appointment	4506.32	07-OCT-16
Joseph Ahuna	QG9171 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Marlise Ahuna	UG8529 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Nicholas Akins	US7983 00	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Nicholas Akins	US8001 01	Student Model	Hire Temp Appointment	2080.00	22-AUG-16
Madhubabu Alaparthi	UG7546 04	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Thad Alberty	UW7994 00	Student Office Assistant III	Hire Temp Appointment	1600.00	12-SEP-16
Rusul Ali	UW8111 00	Lab Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Kelsey Amezquita	US8208 00	HS Sub Teacher	Hire Temp Appointment	5096.91	12-OCT-16
Atia Amin	UG8759 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16
Gregory Anderson	UG8782 01	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Jordan Anderson	UG7558 06	Graduate Research Assistant	Appointment	18333.33	22-AUG-16
Jordan Anderson	UG7558 07	Graduate Research Assistant	Hire Temp Appointment	2400.00	22-AUG-16
Joshua Anderson	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	23-AUG-16
Katelyn Anderson	UG8938 00	Grad Admin Assist	Hire Temp Appointment	9826.00	22-AUG-16
Logan Anderson	UW8120 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Ruthellen Anderson	QS9540 00	Student Tutor	Hire Temp Appointment	2700.00	01-SEP-16
Sarah Anderson	QG8924 02	Grad Admin Assistant	Hire Temp Appointment	9016.84	22-AUG-16
Taylor Anderson	US8515 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	10-SEP-16
Tuckor Anderson	QW9479 00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	02-SEP-16
Darko Antevski	US8344 00	Ticket Writer	Hire Temp Appointment	3704.72	09-SEP-16
Darko Antevski	US8344 01	Special Events	Hire Temp Appointment	3704.72	09-SEP-16
Darko Antevski	US8461 00	Safe Ride Monitor	Hire Temp Appointment	433.30	14-SEP-16
Darko Antevski	US8461 01	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Austere Apolo	UW8012 01	Student Office Assistant III	Hire Temp Appointment	800.00	22-AUG-16
Kimberly Arevalo	UW8057 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Elizabeth Arnason	UG8754 01	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Courtney Arney	UW8057 02	Work Study	Hire Temp Appointment	1600.20	22-AUG-16
Nicklaus Arra	UG8845 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Kennidy Asche	US8416 03	Admissions Student Worker	Hire Temp Appointment	3334.24	22-AUG-16
Grace Auchstetter	UW8165 00	Law Library Student Worker	Hire Temp Appointment	1600.00	22-AUG-16
Madeline Aune	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Rachel Axtell-Klimper	UW8165 00	Law Library Student Worker	Hire Temp Appointment	1600.00	22-AUG-16
Adrian Aylor	UG8852 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Emily Backer	UW8012 01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Joseph Bader	US7385 01	Athletics/Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Emily Badura	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Kristyn Bahr	US8425 00	MUC Information Desk Worker	Hire Temp Appointment	3334.24	22-AUG-16
Rebecca Bailey	UG8532 01	Graduate Teaching Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Chelsy Bailly	US8434 00	Mail Clerk	Hire Temp Appointment	3334.24	07-SEP-16
Haley Baker	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	23-AUG-16
Wylin Baker	UW8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	31-AUG-16
Miththira Balasingam	UG8732 00	Graduate Teaching Assistant	Hire Temp Appointment	11000.00	22-AUG-16
Kara Balken	UG8854 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Anudeep Ballu	UG7548 00	Native Student Services GAA	Hire Temp Appointment	9003.15	22-AUG-16
Kassitti Balomenos	US8082 03	Student Math Tutor II	Hire Temp Appointment	1872.00	22-AUG-16
Paige Baltz	UW8003 01	Art Assistant	Hire Temp Appointment	1600.00	22-SEP-16
Byron Banasiak	UE8495 01	Marketing Videographer	Hire Temp Appointment	2426.60	22-AUG-16
Suneel Bandarupalli	UG7407 00	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Jordyn Bangasser	US8172 00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Rachel Barclay	US7938 01	Tutor	Hire Temp Appointment	1559.88	22-AUG-16
Rachel Barclay	US8199 00	Tutor	Hire Temp Appointment	693.20	06-SEP-16
Whitney Barnes	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	09-SEP-16
Kathryn Barnett	US7745 03	Tech Fellow	Hire Temp Appointment	11950.02	22-AUG-16
Jordan Barnhart	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	4333.00	09-SEP-16
David Barnum	UG8620 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Megan Bartels	UW8057 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Clay Barton	UG7741 00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Nina Barudzic	UG8824 01	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Rachel Bauder	US8506 00	Front Desk Assistant	Hire Temp Appointment	3791.38	22-AUG-16
Samantha Baus	UW7413 03	Ath Work Study/Ticket Office	Hire Temp Appointment	1600.00	22-AUG-16
Catherine Beall	UG8762 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16
Catherine Beall	US8109 05	Field Technician	Hire Temp Appointment	606.62	22-SEP-16
Jessilynn Bean	UW8093 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Mekko Bear Killer	US8479 01	Peer Mentor	Hire Temp Appointment	2963.77	12-OCT-16

Fred Beaugard	US7385	01	Athletics/Student Production	Hire Temp Appointment	4766.30	22-AUG-16
Aidan Beck	UW8427	03	MUC Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Andrew Beck	UG7731	05	TREML Fellowship Rcpt	Hire Temp Appointment	9200.00	22-AUG-16
Ethan Beck	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	13-SEP-16
John Becker	US8100	03	Chemistry Student Assistant	Hire Temp Appointment	2166.50	22-AUG-16
Michaela Beckman	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Rachel Beckman	US8506	00	Climbing Wall Asst	Hire Temp Appointment	3791.38	22-AUG-16
Sophia Beers	UW8445	00	Childcare Assistant	Hire Temp Appointment	1600.00	13-SEP-16
Lexus Beesley	UW8481	01	CDC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	31-AUG-16
Jamie Bell	US8344	02	Ticket Writer	Hire Temp Appointment	1689.87	22-AUG-16
Jamie Bell	US8344	03	Special Events	Hire Temp Appointment	1689.87	22-AUG-16
Brook Benes	UW7381	00	SASC Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Emily Benson	QG9168	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Sarah Berg	UG8566	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Katy Bergenske	UW8147	01	Work Study	Hire Temp Appointment	1600.00	12-OCT-16
Timarie Bergman	US8082	00	Student Math Tutor II	Hire Temp Appointment	1559.88	22-AUG-16
Abby Berryman	US8461	00	Safe Ride Monitor	Hire Temp Appointment	433.30	14-SEP-16
Abby Berryman	US8461	01	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Juliana Besenbruch	UG8851	00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Thakur Bhatta	UG7757	00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Deshawn Bible	UW7994	00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Bruce Biegler	US7745	02	Tech Fellow	Hire Temp Appointment	11027.99	22-AUG-16
Rachael Biggerstaff	UW7994	02	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Maria Binder	UW8201	00	Work Study	Hire Temp Appointment	1600.00	31-AUG-16
Thomas Binder	UG7745	00	Graduate Research Assistant	Hire Temp Appointment	16470.00	22-AUG-16
Kathryn Bishop	UG7858	00	Graduate Administrative Assist	Hire Temp Appointment	9675.00	22-AUG-16
Elizabeth Bjorklund	UW8436	00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Raven Blahnik	US8344	00	Ticket Writer	Hire Temp Appointment	3293.08	22-SEP-16
Josey Blare	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	24-AUG-16
Gage Blaschke	UG8740	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Sydney Bodensteiner	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Laura Bodurtha	QW9353	00	Occupational Therapy Workstudy	Hire Temp Appointment	600.00	22-SEP-16
Caitlin Bolte	QW9353	02	Occup Therapy Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Rebecca Borkowski	UW8481	00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	25-AUG-16
Sara Bradley	UG8656	00	GTA	Hire Temp Appointment	9826.00	22-AUG-16
Tyler Bradley	US8309	01	Note Taker	Hire Temp Appointment	3899.70	22-AUG-16
Maria Brady	US7948	01	Student Worker	Hire Temp Appointment	3899.70	22-AUG-16
Ashley Brage	US7380	00	Student Library Assistant	Hire Temp Appointment	2964.29	30-AUG-16
Ashley Brage	US8299	00	Student Lab Consultant	Hire Temp Appointment	741.03	29-AUG-16
Brianna Brage	US8416	03	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Jessica Brave Heart	UW8517	00	Ath Work Study/Sports Med	Hire Temp Appointment	1600.00	22-SEP-16
Keith Braveheart	UG8621	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Aimee Breederland	UG8600	00	Graduate Research Assistant	Hire Temp Appointment	11560.00	22-AUG-16
Nicholas Britten	UG8751	00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Lochlan Broadley	US8506	00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Laura Brown	US8515	00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Paul Brown	UG7503	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
David Bruce	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Erin Bruce	UW8300	01	Wellness Center Fall WS	Hire Temp Appointment	800.00	22-AUG-16
Rebecca Bruce	US7974	00	Library Student Assistant	Hire Temp Appointment	6933.00	22-AUG-16
Daniel Brue	US7385	00	Athletics Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Olivia Bruening	UW8264	00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Rachel Bruening	US7384	00	Fitness Instructor	Hire Temp Appointment	4766.30	22-AUG-16
Derrick Bruestle	UW8481	00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	800.00	22-AUG-16
Kristyne Bruggeman	UG7429	00	Graduate Research Assistant	Hire Temp Appointment	708.00	22-AUG-16
Kristyne Bruggeman	UG7429	01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-AUG-16
Lucas Bryant	US8488	00	Marketing Student Videographer	Hire Temp Appointment	3704.72	25-AUG-16
Madison Bryant	UW8165	02	Law Library Student Worker	Hire Temp Appointment	1600.00	22-AUG-16
Michael Buchanan	QS9477	01	BBS Student Lab Assistant	Hire Temp Appointment	2963.77	22-SEP-16
Michael Buchanan	QW9479	00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	06-OCT-16
Michael Buchanan	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Clare Bucklin	UG8770	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jonni Buckman	UW7985	01	Student Theatre Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Madeline Buckman	UW8246	00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Levenae Buggs	UG8843	00	Graduate Reserach Assistant	Hire Temp Appointment	1077.50	22-AUG-16
Levenae Buggs	UG8843	01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-AUG-16
Eugene Buhian	UW8436	00	Housing Fall/Spring WS	Hire Temp Appointment	1300.00	22-AUG-16
Logan Bullard	UW8093	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16

Mary Bullerdick	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	07-SEP-16
Saydae Bures	US8082	03	Student Assistant I	Hire	Temp	Appointment	1037.29	22-AUG-16
Christina Bushinger	US8082	04	Student Assistant I	Hire	Temp	Appointment	1185.71	22-AUG-16
Nicole Bussmus	US8416	00	Admissions Student Worker	Hire	Temp	Appointment	3334.24	13-SEP-16
Dana Byram	UG7746	06	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Sarah Byrne	QW9353	00	Occup Therapy WS Office Assist	Hire	Temp	Appointment	600.00	26-SEP-16
Jessie Byrnes	UG7501	01	Gradate Research Assistant	Hire	Temp	Appointment	21000.00	22-AUG-16
Hilary Callahan	UG8635	00	Grad Admin Assist	Hire	Temp	Appointment	10241.79	22-AUG-16
Sean Callahan	US8082	02	Student Math Tutor II	Hire	Temp	Appointment	1715.76	22-AUG-16
Meghan Cameron	US7983	02	Student Technical Assistant	Hire	Temp	Appointment	5334.94	22-AUG-16
Shaylee Campbell	UW8481	00	NSS Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	07-SEP-16
Cassidy Campbell Halls	QW9461	01	Dental Hygiene Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Arleny Campillo	UW8517	00	Work Study Athletics/Football	Hire	Temp	Appointment	1600.00	15-SEP-16
Shanice Cannigan	US8515	02	Ath Tkt Office/Game Day Staff	Hire	Temp	Appointment	3704.72	30-AUG-16
Ayshanti Canton	UW8409	01	Financial Aid Work-Study Asst.	Hire	Temp	Appointment	4000.00	22-AUG-16
Dana Carlson	UG8750	00	Graduate Teaching Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Dennis Carlson	UW7430	02	Work Study	Hire	Temp	Appointment	1600.00	14-SEP-16
Tianna Carlson	QW9461	00	Dental Hygiene Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Erica Carrels	US8416	00	Admsns Student - Tour Guide	Hire	Temp	Appointment	3334.24	22-AUG-16
Braden Carroll	US8461	01	Safe Ride Monitor	Hire	Temp	Appointment	433.30	12-SEP-16
Braden Carroll	US8461	02	Safe Ride Monitor	Hire	Temp	Appointment	3466.40	01-OCT-16
Braden Carroll	UW8481	01	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-16
Jacob Carroll	UW7994	01	Student Office Assistant III	Hire	Temp	Appointment	1600.00	22-AUG-16
Matthew Carroll	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	01-SEP-16
Cristian Castro	UW8147	00	Work Study	Hire	Temp	Appointment	1600.00	22-SEP-16
Lateesha Caswell	UG8622	01	Graduate Teaching Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Seth Cavanaugh	US8506	00	Intramural Official	Hire	Temp	Appointment	3791.38	22-AUG-16
Ramon Cervantes	UW8003	00	Photo Assistant	Hire	Temp	Appointment	1600.00	22-SEP-16
Mei Kwan Chan	US7385	01	Athletics Student Production	Hire	Temp	Appointment	4766.30	22-AUG-16
Derek Chancellor	UG7886	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-AUG-16
Cley Charlson	US8082	00	Student Math Tutor II	Hire	Temp	Appointment	1872.00	29-AUG-16
Mingqian Chen	UG7750	00	Graduate Research Assistant	Hire	Temp	Appointment	24000.00	22-AUG-16
Ajay Chepuru	US8037	00	Research Assistant	Hire	Temp	Appointment	3640.00	22-AUG-16
Ajay Chepuru	US8344	00	Ticket Writer	Hire	Temp	Appointment	3704.72	06-SEP-16
Ajay Chepuru	US8344	01	Special Events	Hire	Temp	Appointment	3704.72	06-SEP-16
Frajdrach Chequetti Da Rocha	US8082	03	Student Math Tutor II	Hire	Temp	Appointment	2183.76	22-AUG-16
Joshua Childs	UG7687	02	Graduate Research Assistant	Appointment			14166.67	22-AUG-16
Minji Cho	UG7753	00	Graduate Assistant	Hire	Temp	Appointment	4617.29	22-SEP-16
Peyton Christensen	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	22-SEP-16
Brianna Christiansen	QW9353	00	Occup Therapy WS Student Tutor	Hire	Temp	Appointment	1600.00	22-AUG-16
Sarah Christopherson	US8172	01	Law School Grad Stu Worker	Hire	Temp	Appointment	5616.00	22-AUG-16
Caitlyn Christy	UW7994	00	Student Office Assistant III	Hire	Temp	Appointment	1600.00	26-AUG-16
Annalea Chytka	UW8481	01	NSS Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-16
Delaney Clark	US8416	01	Admissions Student Worker	Hire	Temp	Appointment	666.39	29-AUG-16
Emily Clark	US8208	00	HS Sitter	Hire	Temp	Appointment	3420.00	09-SEP-16
Emily Clark	US8208	01	EHS Sitter	Hire	Temp	Appointment	3704.72	12-SEP-16
Madison Clausen	US8416	01	Admissions Student Worker	Hire	Temp	Appointment	666.39	29-AUG-16
Leslie Claussen	US8046	05	Writing Center Tutor	Hire	Temp	Appointment	4289.67	29-AUG-16
Kimberly Cleveland	UG8559	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Caleb Cline	US8506	00	Front Desk Assistant	Hire	Temp	Appointment	3791.38	22-AUG-16
William Coby	US8172	00	Inclusive Excellence Intern	Hire	Temp	Appointment	5616.00	22-AUG-16
Maggie Cockburn	US8199	13	Staff Associate/Kids Count	Hire	Temp	Appointment	1039.80	22-AUG-16
Katherine Coffeen-Spencer	US8443	00	Childcare Assistant	Hire	Temp	Appointment	3334.24	13-OCT-16
Tanner Comp	UG8567	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Sean Condon	QS9540	00	Student Driver	Hire	Temp	Appointment	1539.00	13-SEP-16
Alexander Connor	UW8264	00	Student Office Assistant	Hire	Temp	Appointment	1600.00	22-AUG-16
Benjamin Connors	UG8728	01	Graduate Teaching Assistant	Hire	Temp	Appointment	8000.00	22-AUG-16
Hanna Conrad	UG8786	01	Graduate Teaching Assistant	Hire	Temp	Appointment	12000.00	22-AUG-16
Katherine Cook	UG8714	01	WC Aquatics GAA	Hire	Temp	Appointment	12027.29	22-AUG-16
Neeia Cooperwood	UG8752	01	Graduate Teaching Assistant	Hire	Temp	Appointment	16000.00	22-AUG-16
Rebecca Cordie	QS9477	01	BBS Student Lab Assistant	Hire	Temp	Appointment	4333.00	22-AUG-16
Jenna Corrin	UW7381	00	SASC Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-16
Courtney Cowan	UW8264	02	Student Office Assistant	Hire	Temp	Appointment	1600.00	22-AUG-16
Mikenzie Crocker	US8515	00	Ath Tkt Office Student Staff	Hire	Temp	Appointment	3704.72	16-SEP-16
Krista Crook	QW9353	01	Occupational Therapy Workstudy	Hire	Temp	Appointment	300.00	22-AUG-16
Laura Cruse	UG7695	00	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-16
Brittany Cruz	UW7399	00	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Richard Culver	US8443	01	Childcare Assistant	Hire	Temp	Appointment	3704.72	22-AUG-16

Brett Cuperus	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Jordan Cushman	US8416 00	Admissions Telecounselor	Hire Temp Appointment	2963.77	22-SEP-16
Justina Cvach	UW8201 00	Work Study	Hire Temp Appointment	1600.00	30-AUG-16
Amirali Daghighi	US8037 00	Research Assistant	Hire Temp Appointment	910.00	26-AUG-16
Courtney Dahlberg	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Charlie Dalldorf	UG8581 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Allison Daly	UG8700 01	GAA - Athletics/Softball	Hire Temp Appointment	9125.30	22-AUG-16
Allison Daly	US7385 05	Softball Camp Coaching Asst	Hire Temp Appointment	736.61	22-AUG-16
Alex Dangler	QS9477 01	BBS Student Lab Asst	Hire Temp Appointment	3334.24	22-AUG-16
Amanda Daubendiek	UG7630 00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jake David	US7385 00	Athletics Production Staff	Hire Temp Appointment	4333.00	10-SEP-16
Mara Davidson	UW8201 00	Work Study	Hire Temp Appointment	1600.00	13-SEP-16
Drew Davis	UG7897 01	Graduate Research Assistant	Hire Temp Appointment	13300.00	22-AUG-16
Jamarian Davis	UW7403 03	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Jodie Davis	QW9479 00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	28-AUG-16
Jordan De Boer	US7385 02	Athletics - Charlie Coyote	Hire Temp Appointment	4333.00	22-AUG-16
Taylor De Boer	UW8102 00	Chemistry Fall/Spring WS	Hire Temp Appointment	1600.00	28-SEP-16
Kaela DeJong	UW7994 02	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Zachary DeZeeuw	UW8165 00	Dean's Suite Student Worker	Hire Temp Appointment	1600.00	22-SEP-16
Shaina Dean	US7409 00	Library Student Assistant	Hire Temp Appointment	370.47	22-AUG-16
Shaina Dean	US7409 00	Library Student Assistant	Hire Temp Appointment	1111.41	22-SEP-16
Tatum Dean	UW7403 00	Tutor	Hire Temp Appointment	1600.00	22-SEP-16
Michael Deaver	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Ashley Dehaan	UG8847 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Meghan Dennis	UG7522 00	GAA-Athletics/Strength & Cond	Hire Temp Appointment	9125.30	22-AUG-16
Brandon Derby	UW8481 00	Jump Start Fall/Spring WS	Hire Temp Appointment	1600.00	31-AUG-16
Tasha Determan	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Jake Deutz	US8100 00	Chemistry Student Assistant	Hire Temp Appointment	1727.57	22-SEP-16
Daniel DiSanto	US8199 01	Tutor	Hire Temp Appointment	693.20	07-SEP-16
Makayla Disburg	US8416 01	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Melissa Dittberner	QE8664 02	Correspondence Grader	Continuing Education/Extension	1200.00	22-AUG-16
Melissa Dittberner	QS8925 00	Grad Teaching Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Natalia Dohman	US7938 00	Tutor	Hire Temp Appointment	3509.73	22-AUG-16
Mach Dojok	UW7381 00	SASC Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Patricia Dombrowski	UG8763 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16
Jose Dominguez	UG8603 00	Graduate Research Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Rebecca Donaldson	QG9224 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
David Doss	US8082 02	Student Math Tutor II	Hire Temp Appointment	1872.00	22-AUG-16
Robert Doss	UG8609 00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Brooke Doty	US7745 02	Tech Fellow	Hire Temp Appointment	11027.99	22-AUG-16
Thorn Dramstad	US8100 02	Chemistry Student Assistant	Hire Temp Appointment	2166.50	22-AUG-16
Tanner Drappeau	UW8481 00	NSS Fall/Spring Workstudy	Hire Temp Appointment	1600.00	06-SEP-16
Nicole Dressen	US7385 03	Athletics Sports Information	Hire Temp Appointment	4094.69	24-AUG-16
Kylie Drilling	UW8003 01	Art Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Allysha Duffel	US8461 00	Safe Ride Monitor	Hire Temp Appointment	433.30	12-SEP-16
Allysha Duffel	US8461 01	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Jarren Duffy	US7385 01	Athletics Student Production	Hire Temp Appointment	4766.30	22-AUG-16
Jarren Duffy	US8362 00	Grounds Temp Student Assist	Hire Temp Appointment	15840.00	22-AUG-16
Fiona Duncan	US8479 01	Peer Mentor	Hire Temp Appointment	2963.77	12-OCT-16
Jeanna Duncan	UW8012 00	Student Office Assistant III	Hire Temp Appointment	1600.00	01-SEP-16
Michael Dzordzormenyoh	UG7889 01	Graduate Teaching Assistant	Hire Temp Appointment	9128.68	22-AUG-16
Rebecca Earl	UW8418 00	Admissions Telecounselor	Hire Temp Appointment	1600.00	29-SEP-16
Miranda Easthouse-Gordon	UW8048 01	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Persephone Eastman	UW8481 00	NSS Fall/Spring Workstudy	Hire Temp Appointment	1600.00	06-SEP-16
Noah Edwards	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Austin Eggers	QS9540 00	Student Driver	Hire Temp Appointment	1539.00	13-SEP-16
Karol Eggers	UG8731 00	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Amber Eichkorn	UG8551 00	Grad Teach Assist	Hire Temp Appointment	8400.00	22-AUG-16
Courtney Eidem	UE8215 00	HS Sub Teacher	Hire Temp Appointment	5096.91	11-OCT-16
Brooke Eidsness	UW8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	26-SEP-16
Nathan Ellenbecker	US8416 02	Admissions Student Worker	Hire Temp Appointment	666.39	29-AUG-16
Sara Ellington	US8309 02	Student Staff Assistant	Hire Temp Appointment	3899.70	22-AUG-16
Noah Emery	UG8844 00	Graduate Teaching Assistant	Hire Temp Appointment	5445.00	22-AUG-16
Amanda Engbrecht	US8416 00	Admissions Student Worker	Hire Temp Appointment	2963.77	22-SEP-16
Morgan Engelkes	UW8201 0	Work Study	Hire Temp Appointment	1600.00	07-SEP-16
Lavin Entwisle	UG8849 02	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Benjamin Erickson	US7508 00	Research Student	Hire Temp Appointment	11583.00	30-AUG-16
Eric Erlennmeyer	US8461 00	Safe Ride Monitor	Hire Temp Appointment	433.30	15-SEP-16

Eric Erlenmeyer	US8461	01	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Molly Ervin	QS9540	00	ICM Student Drived	Hire Temp Appointment	547.20	03-OCT-16
Diana Espadas	UW7430	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Sydney Esselink	UW7404	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	26-AUG-16
Abby Esser	UW8400	01	Student Assistant	Hire Temp Appointment	3000.00	06-SEP-16
Brittany Evans	UW8490	00	Marketing Retail Clerk	Hire Temp Appointment	2400.00	16-SEP-16
Ryan Everson	US7385	02	Athletics - Charlie Coyote	Hire Temp Appointment	4333.00	22-AUG-16
Ryan Everson	US8479	02	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-16
Samantha Everson	QW9479	00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	06-SEP-16
Carol Exendine	UW7985	00	Scene Shop Assistant	Hire Temp Appointment	1600.00	22-SEP-16
Justin Fang	UG8771	00	Graduate Teaching Assistant	Hire Temp Appointment	8935.00	22-AUG-16
Jillian Farkas	UG7616	00	Grad Teaching Assist - IOR	Hire Temp Appointment	6250.00	22-AUG-16
Angela Farrier	UW8201	01	Work Study	Hire Temp Appointment	1600.00	26-AUG-16
Krisztian Fasi	US8461	01	Safe Ride Monitor	Hire Temp Appointment	433.30	12-SEP-16
Krisztian Fasi	US8461	02	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Krisztian Fasi	UW8481	01	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Taylor Faw	QW9479	00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	06-SEP-16
Megan Feerick	US8434	01	Mail Clerk	Hire Temp Appointment	2963.77	27-SEP-16
Megan Feerick	US8479	01	TRIO SSS Tutor	Hire Temp Appointment	1247.76	26-SEP-16
Michaela Feldmann	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Sandarage Pasan Chinthana Fern	UG7857	00	Graduate Research Assistant	Hire Temp Appointment	21000.00	22-AUG-16
Aaron Fest	US8515	01	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Nicholas Fey	US8506	02	Building Manager	Hire Temp Appointment	3899.70	22-SEP-16
Nicholas Fey	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1300.00	22-AUG-16
Madison Fick	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Shampaign Fields	UW8201	00	Work Study	Hire Temp Appointment	1600.00	22-SEP-16
Amy Fill	UG8623	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Amy Fill	US8010	03	Gallery Assistant	Hire Temp Appointment	200.00	22-SEP-16
Lindsey Fischer	QG9227	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Mikaela Fischer	UW8517	01	Ath Work Study/Sports Medicine	Hire Temp Appointment	1600.00	22-AUG-16
Hannah Flanery	UG8610	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Sydney Fleming	UG7405	01	Grad Assistant	Hire Temp Appointment	9034.74	22-AUG-16
Nicole Fluth	QG9173	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Timothy Flynn	UW7403	00	Tutor	Hire Temp Appointment	1600.00	22-AUG-16
Vinod Fnu	UG8573	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Eric Fogarty	QG9169	00	BBS Grad Asst - Research	Hire Temp Appointment	23403.33	22-AUG-16
Abigail Fogg	US7939	00	Tutor	Hire Temp Appointment	3509.73	22-AUG-16
Dylan Folkens	US7385	04	Football Videographer/Ath	Hire Temp Appointment	3899.70	22-AUG-16
Ryan Fortney	UG8528	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Cheyenne Foster	UW8481	00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	01-SEP-16
Jade Fostvedt	US8100	04	Chemistry Studen Assistant	Hire Temp Appointment	2166.50	22-AUG-16
Margaret Frank	UW7430	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Zane Frederick	UG8568	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Demi Fredericksen	US8443	00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Hailey Freidel	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	666.39	24-AUG-16
Elisabeth Fricker	UG8826	00	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Derek Friese	US8046	02	Writing Center Tutor	Hire Temp Appointment	3646.17	22-AUG-16
Imrann Gabriel	UW8517	00	Athletics Work Study/Football	Hire Temp Appointment	1600.00	26-SEP-16
Alixander Galinsky	UG8604	00	Graduate Research Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Adam Gannon	US7385	00	Student Swim/Dive Assistant	Hire Temp Appointment	4562.65	22-AUG-16
Rathna Garigipati	UG8772	01	Graduate Research Assistant	Hire Temp Appointment	4467.50	22-AUG-16
Chesney Garnos	US7974	00	Library Student Assistant	Hire Temp Appointment	6101.04	22-AUG-16
Chesney Garnos	US8073	00	Student Labor	Hire Temp Appointment	1039.92	22-AUG-16
Braeden Garrett	UW7985	02	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Zachary Garrett	US7385	00	Athletics Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Alexis Gartner	UG8618	00	Grad Admin Assist	Hire Temp Appointment	10241.79	22-AUG-16
Changkuoth Gatchay	UG8550	00	Graduate Teaching Assistant	Hire Temp Appointment	4057.19	22-AUG-16
Matthew Gaynor	US7402	00	Human Subjects Student Worker	Hire Temp Appointment	8971.56	12-SEP-16
Brittany Gebhart	UW8436	02	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Brooke Gebhart	US8506	01	Front Desk Assistant	Hire Temp Appointment	4008.03	22-AUG-16
Leah Geis	US7983	02	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Brandi German	UW7399	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Andrew Gerodias	UG7853	00	Grad Admin Assistant	Hire Temp Appointment	13900.13	22-AUG-16
Lauren Giandinoto	QW9479	00	BBS Work Study Office Asst	Hire Temp Appointment	1600.00	30-AUG-16
Chelsea Gilbertson	US7974	00	Library Student Assistant	Hire Temp Appointment	7106.33	22-AUG-16
Lauren Gilliland	US8082	01	Student Math Tutor II	Hire Temp Appointment	2495.88	22-AUG-16
Johanna Girard	UW8012	00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Falmata Gishe	UW7403	00	Student Worker	Hire Temp Appointment	1600.00	22-AUG-16

Nikita Glukharev	UW8427	00	MUC Fall/Spring Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Amanuel Ghorie	UW7403	00	Tutor	Hire	Temp	Appointment	1800.00	22-SEP-16
Lori Goad	US8172	01	Law School Grad Stu Worker	Hire	Temp	Appointment	5616.00	22-AUG-16
Lauren Goetsch	US8309	00	Note Taker	Hire	Temp	Appointment	3899.70	22-AUG-16
Olivia Goettsch	US8506	00	Intramural Official	Hire	Temp	Appointment	3899.70	22-AUG-16
Michaela Goldammer	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	09-SEP-16
Delia Gonzales	UW7985	00	Student Technical Assistant	Hire	Temp	Appointment	1600.00	29-AUG-16
Shanel Goranowski	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	24-AUG-16
Julia Gorham	US7938	00	Tutor	Hire	Temp	Appointment	3509.73	22-AUG-16
Jubal Grant	US8434	00	Operations Crew	Hire	Temp	Appointment	3334.24	24-AUG-16
Hannah Grantham	UG7587	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Jon Gray	QG9024	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Justin Gray	UG8778	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12000.00	22-AUG-16
Tara Gray	UW8436	01	Housing Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-16
Geoffrey Gray-Lobe	QE9484	01	BBS Temp Lab Assistant	Hire	Temp	Appointment	5069.61	22-AUG-16
Chelsey Green	US8515	00	Ath Tkt Office/Game Day Staff	Hire	Temp	Appointment	3704.72	10-SEP-16
Peyton Green	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	22-SEP-16
Brian Griffin	US7381	00	Admin Assistant	Hire	Temp	Appointment	13096.51	22-AUG-16
Natalie Gronlund	UW8048	00	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Chelsey Groseclose	UG7464	00	Graduate Admin Assistant	Hire	Temp	Appointment	12675.49	22-AUG-16
Kallan Groseth	UW7404	02	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-SEP-16
Emily Grove	UG8723	00	Graduate Admin Assistant-F.Aid	Hire	Temp	Appointment	9126.35	22-AUG-16
Marisa Grove	US7405	00	Tutor	Hire	Temp	Appointment	3607.22	22-AUG-16
Lucia Guatney	UG8764	00	Grad Teaching Assistant - IOR	Hire	Temp	Appointment	12500.00	22-AUG-16
Natalie Gubbels	UG7398	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-AUG-16
Jason Gully	UG8838	00	Graduate Teaching Assistant	Hire	Temp	Appointment	9048.35	22-AUG-16
Jade Gunnarson	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	12-SEP-16
Taylor Gustafson	US7405	00	Tutor	Hire	Temp	Appointment	3509.73	22-AUG-16
Monica Gutierrez	QW9461	00	Dental Hygiene Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Austin Haack	US7938	00	Tutor	Hire	Temp	Appointment	3509.73	22-AUG-16
Joshua Haaland	UG8715	00	WC Intramurals GAA	Hire	Temp	Appointment	12027.29	22-AUG-16
Christian Hagen	UW8481	03	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-16
Tyler Hagen	US8506	00	Intramural Official	Hire	Temp	Appointment	3791.38	22-AUG-16
Victoria Hagg	US8506	00	Climbing Wall Asst	Hire	Temp	Appointment	3791.38	22-AUG-16
Austin Hahn	UG7500	05	Grad Instructor of Record	Continuing	Education/Extension		3390.00	22-AUG-16
Jacob Haiar	QS9477	01	BBS Student Lab Asst	Hire	Temp	Appointment	3899.70	22-AUG-16
Ali Haines	QS9540	00	Student Driver	Hire	Temp	Appointment	1539.00	13-SEP-16
Kyli Haines	UG8553	00	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-16
Logan Hale	UG8605	00	Graduate Teach Assistant Lab	Hire	Temp	Appointment	8000.00	22-AUG-16
Amber Hallberg	UW7430	00	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Brooke Hamilton	US7983	00	Student Technical Assistant	Hire	Temp	Appointment	5334.94	22-AUG-16
Michael Hammond	US7385	00	Athletics Sports Information	Hire	Temp	Appointment	3899.70	24-AUG-16
Duane Hancock	UW8445	00	Childcare Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Paige Hanisch	US8082	00	Student Math Tutor II	Hire	Temp	Appointment	1559.88	22-AUG-16
Sarah Hansen	US7745	03	Tech Fellow	Hire	Temp	Appointment	11950.02	22-AUG-16
Shane Hansen	US7745	02	Tech Fellow	Hire	Temp	Appointment	11027.99	22-AUG-16
Wyatt Hansen	UW7985	01	Scene Shop Carp	Hire	Temp	Appointment	1600.00	22-AUG-16
Alex Hanson	QS9477	01	BBS Student Lab Assistant	Hire	Temp	Appointment	4333.00	22-AUG-16
Marley Hanson	US7745	01	Tech Fellow	Hire	Temp	Appointment	10112.02	22-AUG-16
Tage Hanson	US8416	01	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	29-AUG-16
Tage Hanson	US8425	01	MUC Information Desk Worker	Hire	Temp	Appointment	3334.24	22-AUG-16
Sydney Hardin	US8416	01	Admissions Student Worker	Hire	Temp	Appointment	3334.24	23-AUG-16
Fadi Haroun	US7405	00	Tutor	Hire	Temp	Appointment	3509.73	22-AUG-16
Paige Harpenau	UW8102	00	Chemistry Fall/Spring WS	Hire	Temp	Appointment	1600.00	26-SEP-16
Jerrel Harris	UW8517	01	Ath Work Study/Facilities	Hire	Temp	Appointment	2400.00	22-AUG-16
Morgan Hartenstein	US8416	01	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	29-AUG-16
Andrea Hartman	US7385	00	Athletics Student Production	Hire	Temp	Appointment	5199.60	22-AUG-16
Christopher Hartmann	UW8300	01	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-16
Daniel Harts	UG8734	02	Graduate Teaching Assistant	Hire	Temp	Appointment	11000.00	22-AUG-16
Chad Hatanpa	US8506	01	Climbing Wall Asst	Hire	Temp	Appointment	3899.70	22-AUG-16
Emily Hattouni	UW7403	00	Tutor	Hire	Temp	Appointment	1600.00	22-AUG-16
Mason Hatwan	UW8445	01	Reading Tutor	Hire	Temp	Appointment	1600.00	22-AUG-16
Aron Haug	UW8075	00	Student Labor	Hire	Temp	Appointment	1600.00	22-AUG-16
Lindsey Hecker	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-SEP-16
Laura Heeringa	UG8569	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Elizabeth Hegerfeld	US7745	01	Tech Fellow	Hire	Temp	Appointment	9100.82	22-SEP-16
Amanda Hegg	US8506	01	Climbing Wall Asst	Hire	Temp	Appointment	3899.70	22-AUG-16
Dustin Heiden	QW9479	00	BBS Work Study Lab Assistant	Hire	Temp	Appointment	1600.00	23-AUG-16

Jenna Heilman	US7745	01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-16
Sophia Heinemann	US7385	00	Athletics Sports Information	Hire Temp Appointment	3899.70	24-AUG-16
Marisa Helm	US8479	00	TRIO SSS Tutor	Hire Temp Appointment	3119.76	13-OCT-16
Kellen Hempel	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Jacqueline Hendry	UG8582	01	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Kelsey Hennig	UG8300	02	Wellness Center Fall/Spring WS	Hire Temp Appointment	2500.00	22-AUG-16
Lauren Henning	UG8766	00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16
Brianna Henry	UG7554	03	Graduate Research Assistant	Hire Temp Appointment	25500.00	22-AUG-16
Calli Hensley	US8425	00	MUC Information Desk Worker	Hire Temp Appointment	3334.24	22-AUG-16
Cole Hensley	US7745	01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-16
Cole Hensley	US8416	02	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Cole Hensley	US8506	02	Climbing Wall Asst	Hire Temp Appointment	3899.70	22-AUG-16
KC Herman	US8416	03	Admissions Student Worker	Hire Temp Appointment	3334.24	22-AUG-16
Rebecca Herman	UG7403	02	Monitor Study Table	Hire Temp Appointment	1600.00	22-AUG-16
McKayla Hermanson	US8443	01	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Kayla Hernandez	UG8741	01	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Miyuraj Harishchandra Hikkadu	UG7424	00	Graduate Research Assistant	Hire Temp Appointment	13500.00	22-AUG-16
Emily Hill	US8443	00	Childcare Assistant	Hire Temp Appointment	4445.66	22-AUG-16
Jenna Hill	UG7381	00	Office Assistant	Hire Temp Appointment	1600.00	22-SEP-16
Mackenzie Hiserote	UG8862	00	Grad Admin Assist	Hire Temp Appointment	10241.79	22-AUG-16
Bridget Hively	UG8614	01	Grad Admin Asst	Hire Temp Appointment	10241.79	22-AUG-16
Meghan Hoben	US8416	02	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Elise Hocking	UG8601	00	Graduate Research Assistant	Hire Temp Appointment	11496.00	22-AUG-16
Brittany Hodge	UG8445	00	Childcare Assistant	Hire Temp Appointment	1600.00	22-SEP-16
Lindsey Hodges	UG8636	00	Grad Admin Assist	Hire Temp Appointment	10241.79	22-AUG-16
Laura Hodson	US8172	00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Taylor Hoekstra	UG7415	00	Graduate Research Assistant	Appointment	14166.67	22-AUG-16
Tyler Hofeling Meints	US8136	02	Student Assistant	Hire Temp Appointment	953.37	22-AUG-16
Emily Hofer	QG8916	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jade Hofer	QG9175	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Meghan Hofer	QW9362	00	Physician Assistant Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Chelsy Hoffman	UG7421	00	Student Curatorial Assistant	Hire Temp Appointment	1600.00	09-SEP-16
Mariah Hoffman	UG7682	02	Graduate Research Assistant	Appointment	14166.67	22-AUG-16
Maxwell Hoberg	FS9966	00	Temp. PT Help Desk Assistant	Hire Temp Appointment	10296.00	29-AUG-16
Katelyn Holbrook	QG9226	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Zachary Holbrook	QG9179	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Allie Holland	US7939	01	Tutor	Hire Temp Appointment	3607.22	22-AUG-16
Krista Honomichl	UG8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	24-AUG-16
Claire Hoogland	US7745	00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Carly Horst	UG8499	00	HR Fall/Spring WS	Hire Temp Appointment	1600.00	06-SEP-16
Mitchell Horst	UG8499	00	HR Fall/Spring WS	Hire Temp Appointment	1600.00	19-SEP-16
Elijah Houchens	UG8481	01	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Lindsey Hovrud	UG8774	01	Graduate Research Assistant	Hire Temp Appointment	8935.00	22-AUG-16
Allison Howe	UG7985	01	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Taylor Hrupek	US7424	00	Resident Assistant-ACA	Hire Temp Appointment	0.00	03-OCT-16
Taylor Hrupek	US8434	00	Resident Assistant	Hire Temp Appointment	2963.77	03-OCT-16
Morgan Huber	UG8517	01	Ath Work Study/Volleyball	Hire Temp Appointment	1600.00	22-AUG-16
Nevada Hughes	QS9540	00	ICM Student Driver	Hire Temp Appointment	547.20	03-OCT-16
Samuel Hummel	UG8570	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Paden Hunt	UG8418	02	Work-Study Admissions Asst.	Hire Temp Appointment	1600.00	22-AUG-16
Yifeng Huo	UG7556	00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-16
Keith Hurly	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	23-AUG-16
Keith Hurly	US8434	00	Mail Clerk	Hire Temp Appointment	2963.77	22-SEP-16
Ryan Husby	UG8517	01	Ath Work Study/Strength & Cond	Hire Temp Appointment	3500.00	13-SEP-16
Morgan Huss	US8299	01	ITS Student Lab Consultant	Hire Temp Appointment	3899.70	22-AUG-16
Muhammad Hussain	UG7648	00	Graduate Research Assistant	Hire Temp Appointment	5500.00	22-AUG-16
Kevin Huynh	US8515	01	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Haruko Ichida	US7385	00	Ath Facilities/Game Day	Hire Temp Appointment	5069.61	10-SEP-16
Lilia Iokhvidov	UG7888	00	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Khurram Iqbal	US8515	00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	4289.67	10-SEP-16
Mominul Islam	US8362	00	Grounds Temp Student Assist	Hire Temp Appointment	15048.00	22-AUG-16
Matthew Iverson	US7385	02	Ath Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Laura Jackson	UG7479	00	Graduate Research Assistant	Hire Temp Appointment	20800.00	22-AUG-16
Sarah Jackson	US8506	00	Front Desk Assistant	Hire Temp Appointment	3791.38	22-AUG-16
Laura Jacobson	UG7517	00	Grad Teach Assist - PDC	Hire Temp Appointment	14000.00	22-AUG-16
Connor Jallo	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Parvathi Jampani	UG7860	00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-16
Jessica Jandera	UG7403	00	Student Worker	Hire Temp Appointment	1600.00	22-AUG-16

Kayla Janke	UW8147 02	Work Study	Hire Temp Appointment	1600.00	29-AUG-16
Ashley Jansma	UW8427 01	MUC Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Amy Jazwinski	UW8490 00	Marketing Retail Clerk	Hire Temp Appointment	3400.00	09-SEP-16
Taylor Jenks	UW8165 01	Law Library Student Worker	Hire Temp Appointment	1600.00	08-SEP-16
Ethan Jennings	UW8066 00	Work Study	Hire Temp Appointment	1600.00	06-SEP-16
Shannen Jennings	US8082 00	Student Math Tutor II	Hire Temp Appointment	1091.88	29-AUG-16
Abby Jensen	US8344 02	Ticket Writer	Hire Temp Appointment	3802.21	26-AUG-16
Abby Jensen	US8344 03	Special Events	Hire Temp Appointment	3802.21	26-AUG-16
Lisa Jenssen	US7383 01	Test Administrator	Hire Temp Appointment	9451.40	22-AUG-16
Rachel Johannsen	UW8111 02	Research Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Laurie Johns	UG8781 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Courtney Johnson	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Kelsey Johnson	UG8644 00	Graduate Admin Assistant	Appointment	8424.00	22-AUG-16
Kristen Johnson	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Logan Johnson	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Riley Johnson	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Sophie Johnson	UG8835 01	Graduate Teaching Assistant	Hire Temp Appointment	4057.19	22-AUG-16
Kayla Johnston	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Jordan Jones	UW8300 02	Wellness Center Fall/Spring WS	Hire Temp Appointment	1200.00	22-AUG-16
Kelvin Jones	UW8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	02-SEP-16
Michael Jones	UG8625 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Tess Jones	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	29-AUG-16
Ryan Jorgensen	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Lisa Jorgenson	QG9246 00	BBS Grad Asst Research	Hire Temp Appointment	23403.33	22-AUG-16
Ryan Jorgenson	UG8692 03	GAA - Athletics/Sports Info	Hire Temp Appointment	9125.30	22-AUG-16
Kayla Josephson	UG7454 00	Grad Assistant	Hire Temp Appointment	9034.74	22-AUG-16
Natasha Kaltenbach	US7974 00	Library Student Assistant	Hire Temp Appointment	7279.65	22-AUG-16
Lydia Kanz	US8001 00	Student Model	Hire Temp Appointment	2080.00	22-AUG-16
Brandon Karels	UG7904 00	EH&S Grad Admin Assist	Hire Temp Appointment	11218.98	22-AUG-16
Chandler Kasuske	QS9540 00	Student Tutor	Hire Temp Appointment	2700.00	31-AUG-16
Dalton Kats	UW7404 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	31-AUG-16
Pratik Katwal	QG9238 00	BBS Grad Asst - Research	Hire Temp Appointment	23403.33	22-AUG-16
Madeline Kaufman	UW7413 02	Ath Work Study/Ticket Office	Hire Temp Appointment	1600.00	22-AUG-16
Emma Kays	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	2200.00	22-AUG-16
Abigail Kayser	UW8129 02	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Alycia Kayser	UW7403 00	Student Worker	Hire Temp Appointment	1600.00	22-AUG-16
Mariah Kayser	US8344 00	Ticket Writer	Hire Temp Appointment	3704.72	06-SEP-16
Mariah Kayser	US8344 01	Special Events	Hire Temp Appointment	3704.72	06-SEP-16
Nathaniel Keane	US7983 00	Student Technical Assistant	Hire Temp Appointment	5334.94	29-AUG-16
Jasmine Kearney	US7424 00	Resident Assistant-ACA	Hire Temp Appointment	0.00	03-OCT-16
Jasmine Kearney	US8109 01	Research Assistant	Hire Temp Appointment	3899.70	22-AUG-16
Jasmine Kearney	US8109 02	Research Assistant	Hire Temp Appointment	40.00	22-AUG-16
Jasmine Kearney	US8434 00	Resident Assistant	Hire Temp Appointment	2963.77	03-OCT-16
Katherine Keitges	US7407 00	Student Library Assistant	Hire Temp Appointment	3704.72	23-AUG-16
Katherine Keitges	UW7403 00	Tutor	Emeritus/Emeriti Appointment	1600.00	12-OCT-16
Morgan Kellen	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-16
Trenity Kenobbie	UW8300 02	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Joseph Keppen	UG7497 02	Graduate Research Assistant	Hire Temp Appointment	5295.00	22-AUG-16
Delan Khalid	US7405 00	Tutor	Hire Temp Appointment	3509.73	22-AUG-16
Benjamin Kielhold	UW8481 01	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Jordan Kimball	UW8102 00	Chemistry Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Saah Kindy	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Sadie Kinslow	UW7421 00	Student Curatorial Assistant	Hire Temp Appointment	1600.00	08-SEP-16
Sage Kipfer	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Kourtney Kirsch	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Savannah Kirsch	UW7994 00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-SEP-16
Emily Klein	US8344 00	Ticket Writer	Hire Temp Appointment	3293.08	22-SEP-16
Shayla Klein	US8515 02	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Trenton Klimper	UW8165 01	Law Library Student Worker	Hire Temp Appointment	1600.00	24-AUG-16
Epiphany Knedler	UW8003 01	Art Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Hope Knedler	UW7994 00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Danielle Knight	QW9470 00	ADS Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Joseph Knoer	UG7902 00	Grad Assistant	Hire Temp Appointment	9034.74	22-AUG-16
Allie Knofczynski	US8046 02	Writing Center Tutor	Hire Temp Appointment	2117.70	22-AUG-16
Kasey Knutson	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Kristin Knutson	UW8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-SEP-16
Dillon Kober	US7385 03	Athletics Student Production	Hire Temp Appointment	5199.60	22-AUG-16
Andrew Koch	US7938 00	Tutor	Hire Temp Appointment	1559.88	22-AUG-16

Shawna Koch	UW8436	00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Kyle Koerner	US7745	01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-16
Kyle Koerner	US8199	00	Tutor	Hire Temp Appointment	693.20	06-SEP-16
Brittany Kolbeck	UW7994	01	Student Office Assistant III	Hire Temp Appointment	500.00	22-AUG-16
Eliza Kolbo	UW8300	02	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Katherine Kondratuk	QS9540	00	Student Tutor	Hire Temp Appointment	2700.00	22-AUG-16
Kyler Kooi	US7401	03	Undergraduate Research	Hire Temp Appointment	7800.30	22-AUG-16
Kyler Kooi	US7939	00	Tutor	Hire Temp Appointment	3509.73	22-AUG-16
Nicholas Koontz	US8172	00	Law School Student Worker	Hire Temp Appointment	5616.00	16-SEP-16
Shaniah Koons	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Rachelle Kotnour	UG7559	00	Grad Assistant	Hire Temp Appointment	9034.74	22-AUG-16
Tyler Kotnour	UG8707	00	Student Counseling Center GCA	Hire Temp Appointment	7488.00	22-AUG-16
Denis Kozhokar	UG8777	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jessica Krager	US7983	01	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Katey Krager	US7939	01	Tutor	Hire Temp Appointment	3607.22	22-AUG-16
Morgan Krier	US8506	01	Intramural Supervisor	Hire Temp Appointment	4224.68	22-AUG-16
Kaci Kruger	US7974	00	Library Student Assistant	Hire Temp Appointment	6101.04	22-AUG-16
Taylor Kruisselbrink	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	3334.24	23-AUG-16
Alyseka Krull	US7983	00	Student Technical Assistant	Hire Temp Appointment	5334.94	08-SEP-16
Jenna Kruntorad	US8416	02	Admissions Student Worker	Hire Temp Appointment	3334.24	22-AUG-16
Elizabeth Kubal	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Jeremy Kudrna	QS9540	00	Student Driver	Hire Temp Appointment	1539.00	13-SEP-16
Jordan Kuiper	UG7519	02	Graduate Research Assistant	Appointment	14166.67	22-AUG-16
Kathryn Kunkel	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	24-AUG-16
Anna Kuznik	US8629	00	SRR GAA	Hire Temp Appointment	9003.15	22-AUG-16
Shannon Kymala	US7385	00	Ath Facilities/Game Day	Hire Temp Appointment	4506.32	08-OCT-16
Kody Kyriss	US8172	00	Law School Grad Stu Worker	Hire Temp Appointment	5616.00	22-AUG-16
Nicco La Mattina	UW8066	01	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Tramika LaBranche	UW8003	04	Art Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Tad Lacey	US7938	00	Tutor	Hire Temp Appointment	3509.73	22-AUG-16
Kade Lamberty	UW8481	00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	23-AUG-16
Megan Langley	UW7408	01	Fall/Spring Library WS	Hire Temp Appointment	2000.00	03-OCT-16
Mariah Larson	UW8418	00	Work-Study Admissions Asst.	Hire Temp Appointment	1600.00	22-AUG-16
Luke Laycock	UW7403	00	Tutor	Hire Temp Appointment	1600.00	22-AUG-16
Lisbeth Leagjeld	UG8640	01	Grad Teach Assist IOR	Hire Temp Appointment	11400.00	22-AUG-16
Chunghwan Lee	US8344	00	Special Events	Hire Temp Appointment	3293.08	22-SEP-16
Derek Lee	QS9540	00	Student Driver	Hire Temp Appointment	1539.00	13-SEP-16
Payton Lee	UW7404	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-16
April Legatt	UG7867	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Talia Lego	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Shilo Lemmon	US8082	03	Student Assistant I	Hire Temp Appointment	1185.71	22-AUG-16
John Lentsch	UW8111	00	Research Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Samantha Lenz	UG8686	00	graduate administrative assist	Hire Temp Appointment	10530.41	22-AUG-16
Kalie Leonard	US8109	03	Research Assistant	Hire Temp Appointment	4059.59	22-AUG-16
Rhye Leonard	UW8048	01	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Nicholas Leotta	QG9184	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Hanna Leschisin	US8416	01	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Shanleigh Letexier	UW8075	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Teivaskie Lewin	UG8693	00	GAA-Athletics/Track & Field	Hire Temp Appointment	9125.30	22-AUG-16
Alexa Lewis	QG9228	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Brittany Lewno	UG8856	00	Grad Admin Assistant	Hire Temp Appointment	13900.13	22-AUG-16
Jianchen Li	US7401	01	Undergraduate Research	Hire Temp Appointment	7800.30	22-AUG-16
Yangyang Li	US7401	05	Undergraduate Research	Hire Temp Appointment	7800.30	22-AUG-16
Yangyang Li	US8082	00	Student Math Tutor II	Hire Temp Appointment	623.88	22-AUG-16
Pierce Libbey	US8506	00	Climbing Wall Asst	Hire Temp Appointment	3791.38	22-AUG-16
Anna Limoges	US8172	01	Law School Grad Stu Worker	Hire Temp Appointment	5616.00	22-AUG-16
Maria Limon	UW8481	01	NSS Fall/Spring Workstudy	Hire Temp Appointment	1600.00	13-SEP-16
Caitlyn Lint	UW7397	00	ILL Fall/Spring Work Study	Hire Temp Appointment	1600.00	29-AUG-16
Clay Lippert	US7939	01	Tutor	Hire Temp Appointment	3607.22	22-AUG-16
John Litrenta	UG8699	00	GAA - Athletics/Football	Hire Temp Appointment	9125.30	22-AUG-16
Yangxi Liu	UG8633	04	Graduate Research Assistant	Appointment	16666.67	22-AUG-16
Kristi Livermont	US8416	02	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Shelby Loffelmacher	UW7408	00	Fall/Spring Library Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Francois Lokenye	UW7403	00	Tutor	Hire Temp Appointment	1600.00	22-AUG-16
Jared Long	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Preston Long	UG8776	00	Graduate Teach Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Xavier Loose	US7508	00	BME Student Worker	Hire Temp Appointment	10296.00	03-OCT-16
Seth Lopour	US8073	01	Student Labor	Hire Temp Appointment	2600.00	22-AUG-16

Seth Lopour	US8317	12	Fleet Dispatcher	Hire	Temp	Appointment	5225.00	22-AUG-16
Aaron Loughheed	US8172	01	Law School Grad Stu Worker	Hire	Temp	Appointment	5616.00	22-AUG-16
Christopher Loutsch	UW8463	00	SCC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	26-SEP-16
Jaci Lubberstedt	UW7403	01	Student Worker	Hire	Temp	Appointment	1600.00	22-AUG-16
Jacob Luiken	UG8552	00	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-16
Benjamin Lunn	UW7994	03	Student Office Assistant III	Hire	Temp	Appointment	1600.00	22-AUG-16
Ashley Lynch	UG8841	01	Graduate Teaching Assistant	Hire	Temp	Appointment	9126.35	22-AUG-16
Kriston Lynn	UW7958	01	Sponsored Programs Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Shamly Mackey	US8479	01	CDC Student Assistant	Hire	Temp	Appointment	3334.24	22-AUG-16
Joseph Madison	UG8717	00	Graduate Research Assistant	Hire	Temp	Appointment	17000.00	22-AUG-16
Mason Madsen	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	31-AUG-16
Lauren Maestas	UG7892	01	Graduate Research Assistant	Hire	Temp	Appointment	13300.00	22-AUG-16
Divya Sree Makineni	US7974	01	Library Student Assistant	Hire	Temp	Appointment	6101.04	22-AUG-16
Cheyenne Mallory	UW8481	00	NSS Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	07-SEP-16
Emily Mammenga	QG9235	00	BBS Grad Asst - Research	Hire	Temp	Appointment	11701.70	22-AUG-16
Joseph Mammo	US7938	01	Tutor	Hire	Temp	Appointment	3607.22	22-AUG-16
Neil Mancktelow	UG8695	00	GAA - Athletics/Soccer	Hire	Temp	Appointment	9125.30	22-AUG-16
Teri Mandel	UG7696	01	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-16
Olivia Mann	US8073	09	Student Labor	Hire	Temp	Appointment	1733.20	22-AUG-16
Siyu Mao	UG7509	00	Graduate Research Assistant	Hire	Temp	Appointment	4889.00	22-AUG-16
Cheyenne Marco	UG8813	03	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-16
Abby Maresh	UW8418	01	Work-Study Admissions Asst.	Hire	Temp	Appointment	1600.00	23-AUG-16
Russell Marks	UG7903	00	Student Counseling Center GCA	Hire	Temp	Appointment	7488.00	22-AUG-16
Russell Marks	UG8865	00	Graduate Research Assistant	Hire	Temp	Appointment	2012.00	22-AUG-16
Diego Marquez Gomez	US8416	04	Admissions Student Worker	Hire	Temp	Appointment	3334.24	22-AUG-16
Kyra Martens	US8443	00	Childcare Assistant	Hire	Temp	Appointment	3704.72	22-AUG-16
Sara Martin	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	26-AUG-16
Grace Martinson	UE8522	00	Ath Tkt Office/Game Day Staff	Hire	Temp	Appointment	3466.40	22-SEP-16
Kelsie Mastel	US7745	00	Tech Fellow	Hire	Temp	Appointment	9189.99	22-AUG-16
Spencer Mathers	UG8853	00	Graduate Admin Assistant	Hire	Temp	Appointment	7488.59	22-AUG-16
Noah Matson	US8506	00	Intramural Official	Hire	Temp	Appointment	3791.38	22-AUG-16
Alexandra Mattern	US8425	02	MUC Information Desk Worker	Hire	Temp	Appointment	3334.24	22-AUG-16
Casey Matthesen	US7415	00	Janklow Student Lib Assistant	Hire	Temp	Appointment	3334.24	22-SEP-16
Casey Matthesen	US8154	00	UG Research Assistant	Hire	Temp	Appointment	3899.70	22-AUG-16
Emily Maurice	UG7675	00	Board of Regents Grad Asst	Hire	Temp	Appointment	7488.00	22-AUG-16
Ellie Mausbach	UG7603	00	Graduate Teaching Assistant	Hire	Temp	Appointment	7988.00	22-AUG-16
Joshua Max	UW8481	01	NSS Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-16
Kelly Maxwell	US8172	00	Law School Grad Stu Worker	Hire	Temp	Appointment	5148.00	22-AUG-16
Ofelia May	UG8839	00	Graduate Teaching Assistant	Hire	Temp	Appointment	9126.35	22-AUG-16
Michael Mayrose	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-16
Stephanie McBeth	UG8634	00	Grad Admin Assistant	Hire	Temp	Appointment	12191.87	22-AUG-16
Michael McCarty	UG8939	01	GTA	Hire	Temp	Appointment	11050.00	22-AUG-16
Kacie McCauley	US8082	02	Student Assistant I	Hire	Temp	Appointment	1037.29	22-AUG-16
Robert McCauley	US8416	02	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	29-AUG-16
Madison McCleerey	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	23-AUG-16
Michelle McClellan	UG8848	00	Graduate Admin Assistant	Hire	Temp	Appointment	7488.59	22-AUG-16
Emily McClelland	UW8409	03	Financial Aid Work-Study Asst.	Hire	Temp	Appointment	800.00	22-AUG-16
Dominick McClelland	UW7994	00	Student Office Assistant III	Hire	Temp	Appointment	1600.00	25-AUG-16
Ryan McClellan	US7385	00	Athletics Student Production	Hire	Temp	Appointment	4333.00	22-AUG-16
Michael McGraw	UW8517	00	Ath Work Study/Football	Hire	Temp	Appointment	1600.00	22-AUG-16
Kyle McKelvey	UG8836	01	Grad Teach Assist	Hire	Temp	Appointment	8400.00	22-AUG-16
Theodora McMahan	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	29-AUG-16
Elizabeth McMillen	UW7985	01	Student Theatre Assistant	Hire	Temp	Appointment	1600.00	22-AUG-16
Myriam Medina	UW8201	01	Work Study	Hire	Temp	Appointment	1600.00	23-AUG-16
Hao Mei	UG7749	05	Grad Teaching Assistant IOR	Hire	Temp	Appointment	24000.00	22-AUG-16
Sarah Meirose	US8046	00	Writing Center Tutor	Hire	Temp	Appointment	4075.83	22-AUG-16
Kyleigh Melstad	US8488	01	Marketing Retail Clerk	Hire	Temp	Appointment	4333.00	23-AUG-16
Kyleigh Melstad	US8506	00	Front Desk Assistant	Hire	Temp	Appointment	3791.38	22-AUG-16
Aryn Menard	QW9479	00	BBS Work Study Lab Assist	Hire	Temp	Appointment	1600.00	12-SEP-16
Aryn Menard	UW8418	00	Admissions Fall/Spring WS	Hire	Temp	Appointment	1565.80	22-SEP-16
Kierstin Mergens	UG8697	01	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-16
Brandi Merritt	UW7403	00	Student Worker	Hire	Temp	Appointment	1600.00	22-AUG-16
Lindsey Mettler	QW9353	00	Occup Therapy WS Office Assist	Hire	Temp	Appointment	600.00	26-SEP-16
Matthew Mettler	UG8834	01	Graduate Teaching Assistant	Hire	Temp	Appointment	9128.68	22-AUG-16
Gabrielle Metzger	US8046	02	Writing Center Tutor	Hire	Temp	Appointment	3882.72	22-AUG-16
Lyn Metzger	US8488	00	Marketing Retail Clerk	Hire	Temp	Appointment	4333.00	30-AUG-16
Lyn Metzger	US8515	00	Ath Ticket Office Student Asst	Hire	Temp	Appointment	4562.65	22-AUG-16
Abby Meyer	UG8526	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16

Alex Meyer	UG8827	01	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-16
Kiersten Meyer	QG8975	00	Graduate Assistant	Hire	Temp	Appointment	4200.00	22-AUG-16
Sean Meyer	US8317	00	Car Washer/Detailer	Hire	Temp	Appointment	7409.43	10-OCT-16
Taylor Meyer	QS9540	00	Student Tutor	Hire	Temp	Appointment	2700.00	01-SEP-16
Madison Michels	UW8418	01	Admissions Student Worker	Hire	Temp	Appointment	1600.00	24-AUG-16
Jennifer Michlitsch	US8172	00	Law School Grad Stu Worker	Hire	Temp	Appointment	5148.00	22-AUG-16
Skyler Mickelson	US8362	00	Temp Student Grounds Assit	Hire	Temp	Appointment	7722.00	22-AUG-16
Deborah Mika	UG8630	00	Grad Assistant	Hire	Temp	Appointment	9034.74	22-AUG-16
Abdelmouguit Mikadam	US7938	00	Tutor	Hire	Temp	Appointment	3509.73	22-AUG-16
Abdelmouguit Mikadam	US8028	01	Student Labor	Hire	Temp	Appointment	1733.50	22-AUG-16
Phillip Millar	US7745	02	Tech Fellow	Hire	Temp	Appointment	11027.99	22-AUG-16
Phillip Millar	US8416	01	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	29-AUG-16
Benjamin Miller	US8317	01	Fleet Dispatcher	Hire	Temp	Appointment	3899.70	22-AUG-16
Erica Miller	UW7403	00	Tutor	Hire	Temp	Appointment	1600.00	22-SEP-16
Kari Miller	UG8639	00	Grad Teach Assist	Hire	Temp	Appointment	10241.79	22-AUG-16
Kari Miller	UG8639	00	Grad Teach Assist	Hire	Temp	Appointment	10241.79	22-SEP-16
Madison Mills	UG8572	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Rush Milne	US8416	01	Admissions Student Worker	Hire	Temp	Appointment	3334.24	22-AUG-16
Dusan Mirkovic	US7745	01	Tech Fellow	Hire	Temp	Appointment	9189.99	22-AUG-16
Dusan Mirkovic	US8416	00	Admissions - Tour Guide	Hire	Temp	Appointment	666.39	24-AUG-16
Afiwa Missoh	UW8165	1	Law Library Student Worker	Hire	Temp	Appointment	1600.00	23-AUG-16
Jacob Miszuk	UG7688	05	Graduate Research Assistant			Appointment	18333.33	22-AUG-16
Jordan Mitchell	UW7985	00	Student Technical Assistant	Hire	Temp	Appointment	1600.00	22-AUG-16
Kelsey Mitteness	UE8008	00	Art Model	Hire	Temp	Appointment	2080.00	22-AUG-16
Lauren Moeller	US8443	00	Childcare Assistant	Hire	Temp	Appointment	3704.72	22-AUG-16
Mariah Mogck	UG8857	00	Grad Admin Assist	Hire	Temp	Appointment	10241.79	22-AUG-16
Kayla Moldan	QW9470	00	ADS Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-16
Fisher Mollet	US8506	00	Intramural Official	Hire	Temp	Appointment	3791.38	22-AUG-16
Nicholas Monahan	UG8558	00	Graduate Research Assistant	Hire	Temp	Appointment	3744.00	22-AUG-16
Malan Moody	US7745	00	Tech Fellow	Hire	Temp	Appointment	9189.99	22-AUG-16
Jordan Mooney	UG7467	00	WC Fitness GAA	Hire	Temp	Appointment	12027.29	22-AUG-16
Cole Morgan	US8506	00	Intramural Official	Hire	Temp	Appointment	3791.38	22-AUG-16
Shekendra Morgan	UW7985	01	Student Technical Assistant	Hire	Temp	Appointment	1600.00	22-AUG-16
Ava Mowery-Carlson	US8010	01	Gallery Student Worker	Hire	Temp	Appointment	410.40	31-AUG-16
Ericka Muchow	UW8499	00	HR Fall/Spring WS	Hire	Temp	Appointment	1600.00	07-SEP-16
Reed Muehler	UG8571	00	Graduate Research Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Taylor Muller	UW8508	01	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-16
Mijah Murden	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-16
Cuinsey Murphy	UW7421	00	Student Curatorial Assistant	Hire	Temp	Appointment	1600.00	13-SEP-16
Elyse Murray	US8488	01	Marketing Student Writer II	Hire	Temp	Appointment	2600.00	22-AUG-16
Sadie Murtha	UW7403	00	Student Worker	Hire	Temp	Appointment	1600.00	22-AUG-16
Aaron Nachtigall	US8506	00	Intramural Official	Hire	Temp	Appointment	3791.38	22-AUG-16
Vamsi Krishna Nagabhyru	US7974	00	Library Student Assistant	Hire	Temp	Appointment	6101.04	22-AUG-16
Byeongmin Nam	UW8427	01	MUC Fall/Spring Work Study	Hire	Temp	Appointment	1600.00	22-AUG-16
Cori Nath	UW8418	00	Admissions Telecounselor	Hire	Temp	Appointment	1100.00	26-SEP-16
Charles Nearman	US8109	01	Research Assistant	Hire	Temp	Appointment	1733.20	22-AUG-16
Courtney Neeson	US8488	01	Marketing Student Writer III	Hire	Temp	Appointment	5546.00	23-AUG-16
Jeffrey Nelson	UG8666	00	SFL GAA	Hire	Temp	Appointment	8002.80	07-OCT-16
Joshua Nelson	US7974	00	Library Student Assistant	Hire	Temp	Appointment	6101.04	22-AUG-16
Sarah Nelson	US8199	02	PFBA Student Assistant	Hire	Temp	Appointment	693.20	22-AUG-16
Jenna Neugenbauer	US8317	02	Fleet Dispatcher	Hire	Temp	Appointment	4116.35	22-AUG-16
Elizabeth Neuharth	US7974	00	Library Student Assistant	Hire	Temp	Appointment	7106.33	22-AUG-16
Gretchen Newberry	UG7610	00	Graduate Research Assistant	Hire	Temp	Appointment	13300.00	22-AUG-16
Alexandra Newcomb-Weiland	US7983	00	Student Technical Assistant	Hire	Temp	Appointment	5334.94	01-SEP-16
Ze Hui Ng	UG7540	00	Graduate Teaching Assistant	Hire	Temp	Appointment	7488.00	22-AUG-16
Lien Nguyen	US8208	00	HS Sub Teacher Aide	Hire	Temp	Appointment	3521.43	13-OCT-16
Michael Nicholas	US7939	00	Tutor	Hire	Temp	Appointment	3119.76	22-SEP-16
Anna Nichols	UW8012	00	Student Office Assistant	Hire	Temp	Appointment	1600.00	22-AUG-16
Emily Niebrugge	UG8727	00	Graduate Teaching Assistant	Hire	Temp	Appointment	8000.00	22-AUG-16
Samantha Niemann	UW8481	00	SVRC Fall/Spring Workstudy	Hire	Temp	Appointment	1600.00	31-AUG-16
Brandon Noel	US7385	01	Athletics Student Production	Hire	Temp	Appointment	4766.30	22-AUG-16
Brandon Noel	US7992	00	Announcer	Hire	Temp	Appointment	200.00	22-SEP-16
Brittany Norris	US8434	03	Desk Worker	Hire	Temp	Appointment	3529.23	22-AUG-16
Jennifer Norton	US8253	00	CPE Student Assistant	Hire	Temp	Appointment	4484.66	22-AUG-16
Krysta Novak	UW7403	00	Tutor	Hire	Temp	Appointment	1200.00	22-AUG-16
Jacob Novosad	UG8840	01	Graduate Teaching Assistant	Hire	Temp	Appointment	9126.35	22-AUG-16
Samanda Nunnery	US7983	03	Student Technical Assistant	Hire	Temp	Appointment	5334.94	22-AUG-16
Tania Nuno	US8208	00	Head Start Sitter	Hire	Temp	Appointment	769.50	29-SEP-16

Tania Nuno	US8208 01	Early Head Start Sitter	Hire Temp Appointment	769.50	05-OCT-16
Rachel Nurse	UW7430 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Zoey O'Brien	US7407 01	Student Library Assistant	Hire Temp Appointment	3813.04	22-AUG-16
Kathryn O'Neal	UG8736 00	Graduate Teaching Assistant	Hire Temp Appointment	11000.00	22-SEP-16
Raelee Oberg	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Chizoba Obiozor	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Paige Oboikovitz	UG8767 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16
Tanya Ochsner	QG9199 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Morgan Ohm	US8416 03	Admissions Student Worker	Hire Temp Appointment	3334.24	22-AUG-16
Morgan Ohm	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Tupendra Oli	UG7743 00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Shane Olney	UW8048 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Kathryn Olson	UW8255 00	Student Office Research Assist	Hire Temp Appointment	4000.00	22-AUG-16
Maranda Olson	UW7976 01	Library Fall/Spring Work Study	Hire Temp Appointment	1600.00	25-AUG-16
Megan Olson	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Michaela Olson	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Paige Olson	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Selena Olvera	UW8481 00	NSS Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Aaron Packard	UG8626 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Geralyn Palmer	QS9477 04	BBS Student Lab Asst SPURA	Hire Temp Appointment	1733.30	22-AUG-16
Geralyn Palmer	QS9477 05	BBS SPURA Student Lab Assist	Hire Temp Appointment	1733.20	13-SEP-16
Brianna Palomaki	US8172 00	Law School Grad Stu Worker	Hire Temp Appointment	5616.00	22-AUG-16
Rajendra Panth	UG7742 00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Krishna Pareek	UG7453 00	Grad Administrative Assistant	Hire Temp Appointment	11700.45	22-AUG-16
SooYeon Park	UG7551 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Presley Pasco	UW8418 00	Admissions Telecounselor	Hire Temp Appointment	1600.00	28-SEP-16
Sunny Patel	UG8822 01	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
MD Eashin Patwary	UG7912 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Emily Pauli	US7939 00	Tutor	Hire Temp Appointment	3119.76	22-SEP-16
Riley Paulsen	UG7510 00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-16
Rayna Pearson	UG7511 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Anna Peasley	QG9205 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Poni Peter	UW7403 00	Tutor	Hire Temp Appointment	1600.00	22-SEP-16
Ashley Peters	UG8846 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Dylan Peters	UG8643 00	Graduate Administrative Assist	Hire Temp Appointment	9675.00	22-AUG-16
Brook Peterson	US8416 03	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Katelyn Petry	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	6500.00	09-SEP-16
Brad Pfeifle	UW8066 00	Work Study	Hire Temp Appointment	1600.00	06-SEP-16
Alyx Phillips	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Kevin Phillips	UG8802 01	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Andreea Picioroaga	UG8683 00	Grad Assistant	Hire Temp Appointment	9034.74	22-AUG-16
Samantha Pick	US8506 01	Building Manager	Hire Temp Appointment	4333.00	22-AUG-16
Megan Pickert	UG8691 00	GAA - Athletics/Swim & Dive	Hire Temp Appointment	9125.30	22-AUG-16
Melanie Picklesimer	US8262 00	Student Office Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Melanie Picklesimer	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Morgan Piehl	US8416 02	Admissions Student Worker	Hire Temp Appointment	3334.24	22-AUG-16
Sarah Pieper	UG8565 00	Graduate Research Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Lexy Pillatzki	UG8708 00	Graduate Clinical Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Byron Pillow	UG7800 00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Carolina Pineda	UG7674 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Kristopher Pitcher	UG8756 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	13500.00	22-AUG-16
Jacob Plath	US8199 00	Tutor	Hire Temp Appointment	693.20	02-SEP-16
Jacob Plath	US8434 02	Operations Crew	Hire Temp Appointment	381.30	22-AUG-16
Samuel Platt	UG8864 00	Grad Admin Asst	Hire Temp Appointment	6177.84	22-AUG-16
Curtis Plueger	UW8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	01-SEP-16
Gage Plueger	UW8075 00	Student Labor	Hire Temp Appointment	1600.00	22-AUG-16
Paige Podoll	UW7958 00	ARC Office Work Study	Hire Temp Appointment	1600.00	03-OCT-16
Christian Pollema	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	23-AUG-16
Victoria Pollreisiz	US7385 02	Athletics/Dome Equipment Room	Hire Temp Appointment	3802.21	23-AUG-16
Ashley Pooker	UW8012 00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Hannah Poppens	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Morgan Porter	US7983 02	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Danielle Portz	UW7994 03	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Devajyothi Potnuru	US8299 00	Student Lab Consultant	Hire Temp Appointment	741.03	29-AUG-16
Sudip Poudel	UG7740 03	Graduate Research Assist/IOR	Hire Temp Appointment	24000.00	22-AUG-16
Logan Power	US8515 01	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Preston Pratt	US8416 01	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Mekayla Preheim	UW7994 01	Student Office Assistant III	Hire Temp Appointment	200.00	22-AUG-16

Hasitha Premathilake	UG8757 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	13500.00	22-AUG-16
Jerry Prentice	US8046 13	Writing Center Tutor	Hire Temp Appointment	7458.75	22-AUG-16
Matthew Preszler	US7745 02	Tech Fellow	Hire Temp Appointment	11027.99	22-AUG-16
Jordan Preuss	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Elizabeth Price	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Kasey Prudhomme	UG8627 02	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Bailey Quanbeck	US8046 01	Writing Center Tutor	Hire Temp Appointment	3529.23	22-AUG-16
Andrew Quinn	UG8749 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Filip Radev	QW9479 02	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Prakriti Rajbhandari	UG7901 01	Graduate Admin Asst-Int'l Ofc	Hire Temp Appointment	10530.41	22-AUG-16
Elizabeth Rakness	US8344 02	Ticket Writer	Hire Temp Appointment	3997.19	22-AUG-16
Elizabeth Rakness	US8344 03	Special Events	Hire Temp Appointment	3997.19	22-AUG-16
Reddi Manikanta Ramannagari	US7974 01	Library Student Assistant	Hire Temp Appointment	5927.72	22-AUG-16
Reddi Manikanta Ramannagari	US8037 00	Research Assistant	Hire Temp Appointment	3640.00	22-AUG-16
Christen Ramsey	UW8093 01	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Abby Rank	UW7397 00	Fall/Spring Work Study	Hire Temp Appointment	1600.00	30-AUG-16
Erin Rasmussen	UG8823 01	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Erin Rasmussen	UG8828 00	Grad Admin Assistant	Hire Temp Appointment	11700.45	22-AUG-16
Cody Raterman	US8172 00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Nawarathna Rathnayake	UG8758 01	Grad Teaching Assistant - IOR	Hire Temp Appointment	13500.00	22-AUG-16
Sudarshan Rayapalli	UG7899 00	Ctr Diversity & Community GAA	Hire Temp Appointment	9003.15	22-SEP-16
Tyler Reck	US8344 00	Ticket Writer	Hire Temp Appointment	3704.72	06-SEP-16
Tyler Reck	US8344 01	Special Events	Hire Temp Appointment	3704.72	06-SEP-16
Ryan Redd	US8172 01	Law School Grad Stu Worker	Hire Temp Appointment	5616.00	22-AUG-16
Kristopher Reed	US8172 00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Amber Reifenrath	US8362 00	Temp Grounds Assist	Hire Temp Appointment	10139.81	22-AUG-16
Larissa Reimann	QG9174 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Kaci Reiser	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Allison Reuland	UE8450 01	Sub Childcare Assistant	Hire Temp Appointment	3130.52	22-AUG-16
Sierra Reuter	UG8850 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Nina Revolorio	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Alexandra Reza	UW7430 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Derek Richae	US8199 00	FAST Grant Student Research	Hire Temp Appointment	4159.68	11-OCT-16
Michael Richter	UW7430 00	Work Study	Hire Temp Appointment	1600.00	19-SEP-16
Alex Rickel	UG7414 00	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-16
Mathew Rico	US7385 02	Athletics - Charlie Coyote	Hire Temp Appointment	4333.00	22-AUG-16
Grant Riedel	UG8810 01	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Samantha Riley	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	24-AUG-16
Kursta Rische	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Vanessa Rise	US8299 00	ITS Student Lab Consultant	Hire Temp Appointment	3704.72	22-AUG-16
Alexis Ritzman	US8082 00	Student Math Tutor II	Hire Temp Appointment	1559.88	22-AUG-16
Anna Robertson	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Meggin Robertson	US7974 01	Library Student Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Meggin Robertson	US8046 01	Writing Center Tutor	Hire Temp Appointment	3597.75	22-AUG-16
David Robinson	US8082 02	Student Math Tutor II	Hire Temp Appointment	1872.00	22-AUG-16
Austin Roemeling	US8506 00	Climbing Wall Asst	Hire Temp Appointment	3791.38	22-AUG-16
Mason Rogers	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	23-AUG-16
Matthew Rohner	UG8729 00	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Kelsey Rokahr	UW8445 00	Childcare Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Spenser Rokahr	UW8517 01	Work Study/Athletics Football	Hire Temp Appointment	1600.00	22-AUG-16
Joshua Rolling	UW7994 01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Seth Rombough	UG7411 00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jessica Romero	US7974 00	Student Library Assistant	Hire Temp Appointment	6933.00	22-AUG-16
Lee Rose	US8317 12	Car Washer/Detailer	Hire Temp Appointment	7600.00	22-AUG-16
Tyler Rosenbaum	US7385 01	Athletics Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Nicholas Rosenboom	US8344 00	Ticket Writer	Hire Temp Appointment	3704.72	06-SEP-16
Nicholas Rosenboom	US8344 01	Special Events	Hire Temp Appointment	3704.72	06-SEP-16
Katie Rosenstengel	UW7404 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	07-SEP-16
Ellen Roufs	UW7403 00	Tutor	Hire Temp Appointment	1600.00	22-AUG-16
M. Raisul Rubel	UW7399 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
James Rucker	UG8755 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Joshua Rudnik	UG8784 00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Elizabeth Runia	QG9209 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Elizabeth Runia	US8253 00	CPE Student Assistant	Hire Temp Appointment	4484.66	22-AUG-16
Katherine Rust	UW8490 00	Marketing Work-Study Assistant	Hire Temp Appointment	2430.00	26-SEP-16
Justin Sadler	US8371 00	Temp Build Maint Assist	Hire Temp Appointment	15444.00	22-AUG-16
Halley Sage	US7745 01	Tech Fellow	Hire Temp Appointment	8270.99	22-SEP-16
Leah Saiz	US8515 00	Ath Tkt Office Student Staff	Hire Temp Appointment	3704.72	10-SEP-16

A L M Salahuddin	US8434	00	Operations Crew	Hire Temp Appointment	2963.77	30-SEP-16
Vanessa Salgado Perez	UG8825	01	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-16
Jacquelyn Salzano	QG9222	00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Mitchell Sand	US7385	00	Athletics Facilities/Game Day	Hire Temp Appointment	5069.61	10-SEP-16
Jessica Sandbulte	UW8201	01	Work Study	Hire Temp Appointment	1600.00	23-AUG-16
Eric Sandhurst	UG7506	04	Graduate Research Assistant	Appointment	16666.67	22-AUG-16
Dustin Santjer	US8199	02	Tutor	Hire Temp Appointment	693.20	07-SEP-16
Hanna Sanyour	UG7417	04	Graduate Research Assistant	Appointment	14166.67	22-AUG-16
Hanna Sanyour	UG7417	05	Graduate Research Assistant	Appointment	1600.00	22-AUG-16
Wendi Sapp	UG7570	00	Graduate Research Assistant	Hire Temp Appointment	1305.00	22-AUG-16
Wendi Sapp	UG7570	01	Graduate Research Assistant	Hire Temp Appointment	18000.00	22-SEP-16
Wendi Sapp	UG7622	02	Graduate Research Assistant	Hire Temp Appointment	807.00	22-AUG-16
Kyle Sarringar	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Sarah Sauer	UW8201	00	Work Study	Hire Temp Appointment	1600.00	08-SEP-16
Nathan Saunders	UW7403	00	Tutor	Hire Temp Appointment	1800.00	22-SEP-16
Eric Sazama	UG8760	00	Grad Teaching Assistant - IOR	Hire Temp Appointment	13500.00	22-AUG-16
Ben Schaap	UG8613	00	Grad Admin Assist	Hire Temp Appointment	13900.13	22-AUG-16
Joe Schaeffer	UG8831	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Kiah Schaeffer	US7983	00	Student Technical Assistant	Hire Temp Appointment	5334.94	29-AUG-16
Samantha Schartz	UW8084	01	Student Math Tutor II	Hire Temp Appointment	1600.00	22-AUG-16
Merrissa Schlichte	UW8445	00	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-16
Alanna Schmeichel	UW8264	00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Alexander Schmer	UW7994	01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Kristie Schmidt	US7405	01	Tutor	Hire Temp Appointment	3607.22	22-AUG-16
Bailey Schneider	UW7413	00	Ath Work Study/Ticket Office	Hire Temp Appointment	1600.00	07-SEP-16
Staci Schoenfeld	UG8814	01	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Taylor Schoenfelder	US8416	02	Admissions Student Worker	Hire Temp Appointment	3334.24	22-AUG-16
Jay Schroeder	UG7697	00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Molly Schroeder	UG8743	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Quinn Schroeder	US8443	00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Mckinley Schubert	UW8129	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Bodhi Schultz	UG8829	00	Grad Administrative Assistant	Hire Temp Appointment	12675.49	22-AUG-16
Kiah Schumacher	US8506	00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Rebecca Schuster	US7983	02	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Quincy Score	US8506	00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Deven Scott	UG8711	01	Graduate Teaching Assistant	Hire Temp Appointment	4057.19	22-AUG-16
Deven Scott	US8317	02	Fleet Dispatcher	Hire Temp Appointment	4116.35	22-AUG-16
Erin Scott	US8172	00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Nicole Scotting	UW7985	00	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Tyler Seidel	UW8111	00	Lab Assistant	Hire Temp Appointment	1600.00	30-SEP-16
Lindsey Selemaea	UW7430	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Ethan Semrad	UG8753	01	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-16
Kaitlin Senn	UG8720	02	Scholar-Admsns Grad Admin Asst	Hire Temp Appointment	9126.35	22-AUG-16
Trever Serr	UG7468	01	WC Facilities GAA	Hire Temp Appointment	5345.46	22-AUG-16
Turner Serr	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Benjamin Severson	US8461	00	Student Prevention Assistant	Hire Temp Appointment	6579.23	22-AUG-16
Nicholas Severson	QW9479	00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	28-AUG-16
Rachael Severson	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Russell Shaffer	UG8817	01	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Basheerunnisa Shaik	US8037	01	Reserach Assistant	Hire Temp Appointment	3640.00	31-AUG-16
Prerana Sharma	UG7416	02	Graduate Research Assistant	Appointment	14166.67	22-AUG-16
Kasha Shear	QW9479	00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	06-SEP-16
Emily Short	UG8624	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jackson Shriver	US8416	02	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Chaya Sides	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Alexander Sieg	US8172	00	Law School Grad Stu Worker	Hire Temp Appointment	5148.00	22-AUG-16
Rebecca Sistad	UG8607	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Timothy Skog	US8046	02	Writing Center Tutor	Hire Temp Appointment	4397.56	22-AUG-16
Sydney Skogen	UW8517	01	Ath Work Study/Football	Hire Temp Appointment	3200.00	25-AUG-16
Adam Slyter	US8073	22	Student Labor	Hire Temp Appointment	1733.20	22-AUG-16
Abbigael Smith	UG7811	00	Graduate Admin Asst	Hire Temp Appointment	12168.47	22-AUG-16
Madeline Smith	US8253	00	CPE Student Assistant	Hire Temp Appointment	4484.66	22-AUG-16
Spencer Smith	US7992	03	Student Accompanist	Hire Temp Appointment	250.00	22-SEP-16
Tyler Smith	UW8517	02	Ath Work Study/Strength & Cond	Hire Temp Appointment	4000.00	22-AUG-16
Alexis Soldatke	US8208	00	HS Sitter	Hire Temp Appointment	3420.00	09-SEP-16
Alexis Soldatke	US8208	01	EHS Sitter	Hire Temp Appointment	3704.72	12-SEP-16
Alexis Soldatke	US8515	01	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3704.72	30-AUG-16
Eva Soluk	UG8768	00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16

Sara Sommers	UG7423 00	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Ashley Soukup	US8425 03	MUC Information Desk Worker	Hire Temp Appointment	3334.24	22-AUG-16
Ryan Sousek	UG8789 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Bradley Sowell	UG8742 01	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Olivia Sowinski	UG8619 00	Grad Admin Assist	Hire Temp Appointment	10241.79	22-AUG-16
Brittany Spader	US8416 02	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Abigail Sparks	US8506 00	Climbing Wall Asst	Hire Temp Appointment	3791.38	22-AUG-16
Austin Sparks	US7385 04	Athletics Production Staff	Hire Temp Appointment	4333.00	10-SEP-16
Brianna Sparks	US8201 00	Work Study	Hire Temp Appointment	1600.00	22-SEP-16
Jessica Speiser	US8109 01	Research Assistant	Hire Temp Appointment	1733.20	22-AUG-16
Rain Spotted Elk	US8012 00	Gallery Assistant	Hire Temp Appointment	1600.00	14-SEP-16
Prashanth Sreepathi	US8037 00	Research Assistant	Hire Temp Appointment	3640.00	24-AUG-16
Rebecca Stading	US7745 02	Tech Fellow	Hire Temp Appointment	11027.99	22-AUG-16
Scott Stallmann	US8046 01	Writing Center Tutor	Hire Temp Appointment	2647.13	22-AUG-16
Maddie Stanek	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Ebrin Stanley	US7985 02	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Craig Stanton	US8461 00	Safe Ride Monitor	Hire Temp Appointment	433.30	12-SEP-16
Craig Stanton	US8461 01	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Craig Stanton	US8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Matthew Stassel	QW9479 00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	30-AUG-16
Clarissa Staton	UG8765 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-16
Lily Steffen	QW9380 00	Physical Therapy Workstudy	Hire Temp Appointment	1600.00	13-SEP-16
Nicolas Steilen	UG7576 00	Graduate Admin Assistant	Hire Temp Appointment	11819.84	22-SEP-16
Tanner Steineke	US8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	08-SEP-16
Alexander Steinley	US7745 00	TECH FELLOW	Hire Temp Appointment	9189.99	22-AUG-16
Nathaniel Steinlicht	US8046 01	Writing Center Tutor	Hire Temp Appointment	3705.98	22-AUG-16
Lindsay Stephens	UG8818 01	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Jennifer Stephenson	US8481 00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	24-AUG-16
Elizabeth Sterling	UG8602 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Michaela Sterrett	US8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Kylie Stevens	UG8653 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.94	22-AUG-16
Sawyer Stevens	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	23-AUG-16
Jena Stewart	US7974 00	Library Student Assistant	Hire Temp Appointment	5927.72	22-AUG-16
Tyler Stoll	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-16
Blake Story	US8425 00	MUC Information Desk Worker	Hire Temp Appointment	3334.24	22-AUG-16
Blake Story	US8434 01	Operations Crew	Hire Temp Appointment	3334.24	25-AUG-16
Agelia Stout	UG8725 01	Graduate Admin Assistant	Hire Temp Appointment	7488.59	22-AUG-16
Eunice Straight Head	US8416 00	Admissions Telecounselor	Hire Temp Appointment	2963.77	06-OCT-16
Adam Stratmeyer	US7402 00	Human Subjects Student Worker	Hire Temp Appointment	8971.56	12-SEP-16
Rachel Struve	US8425 00	MUC Information Desk Worker	Hire Temp Appointment	3334.24	22-AUG-16
James Stueckrath	US7994 01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Michelle Stumpff	UG8698 00	GAA-Athletics/Volleyball	Hire Temp Appointment	9125.30	22-AUG-16
Lane Suing	US8416 00	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Lane Suing	US8418 01	Admissions - Tour Guide	Hire Temp Appointment	1600.00	07-SEP-16
Britni Summers	US8172 00	Law School Grad Stu Worker	Hire Temp Appointment	4576.00	22-SEP-16
Zuchen Sun	UG8735 01	Graduate Teaching Assistant	Hire Temp Appointment	11000.00	22-AUG-16
Muhammad Ali Suria	US8046 02	Writing Center Tutor	Hire Temp Appointment	3246.75	22-AUG-16
Muhammad Ali Suria	US8199 02	Tutor	Hire Temp Appointment	693.20	06-SEP-16
Zbynek Surovec	US8344 00	Ticket Writer	Hire Temp Appointment	3704.72	06-SEP-16
Zbynek Surovec	US8344 01	Special Events	Hire Temp Appointment	3704.72	06-SEP-16
Zbynek Surovec	US8515 00	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3293.08	01-OCT-16
Jonathan Susemihl	US8046 02	Writing Center Tutor	Hire Temp Appointment	4397.56	22-AUG-16
Arial Swallow	US8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Allison Syman	UG8790 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Elie Tabet	UG7557 00	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-16
Adrianna Taft	US7403 00	Student Worker	Hire Temp Appointment	1600.00	22-AUG-16
Dakotah Taylor	QG9225 00	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Taylor Telford	US8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-16
Chase Testa	US7385 00	Ath Facilities/Game Day Staff	Hire Temp Appointment	4506.32	27-SEP-16
Robel Tewelde	US7385 00	Athletics Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Robel Tewelde	US8517 00	Athletics Student Production	Hire Temp Appointment	1600.00	22-SEP-16
Madelyn Thein	US8416 02	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Madelyn Thein	US8515 02	Ath Tkt Office/Game Day Staff	Hire Temp Appointment	3899.70	30-AUG-16
Paige Thiemann	US8201 00	Work Study	Hire Temp Appointment	1600.00	12-SEP-16
Sierra Thomas	US7383 00	Test Center Administrator	Hire Temp Appointment	11341.68	22-AUG-16
Alexander Thomason	US8362 00	Temp Student Grounds Assist	Hire Temp Appointment	7722.00	22-AUG-16
Austin Thompson	US8344 02	Ticket Writer	Hire Temp Appointment	4221.75	22-AUG-16
Austin Thompson	US8344 03	Special Events	Hire Temp Appointment	3802.21	22-AUG-16

Noah Thompson	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-16
Jack Thony	UW7413 01	Ath Work Study/Ticket Office	Hire Temp Appointment	1600.00	22-AUG-16
Jasmine Thorson	UW8490 01	Graphics Designer Student III	Hire Temp Appointment	3400.00	22-AUG-16
Danielle Thu	UG8702 01	GAA - Athletics/Track & Field	Hire Temp Appointment	9125.30	22-AUG-16
Kenan Tiahrt	US7745 02	Tech Fellow	Hire Temp Appointment	11027.99	22-AUG-16
Andrea Tostado	UW7985 01	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Paige Tracey	UW8418 00	Admissions Telecounselor	Hire Temp Appointment	1600.00	04-OCT-16
Tien Tran	US8299 00	Student Lab Consultant	Appointment	7410.29	30-SEP-16
Karly Treiber	US8443 00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Alexandria Triplett	US8461 00	Safe Ride Monitor	Hire Temp Appointment	3899.70	07-SEP-16
Alexandria Triplett	US8461 01	Safe Ride Monitor	Hire Temp Appointment	3466.40	01-OCT-16
Amy Trivedi	US7974 00	Library Student Assistant	Hire Temp Appointment	5927.72	29-AUG-16
Katrina Tsosie	UW8481 01	NSS Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Tristan Tupy	UW8012 01	Student Office Assistant	Hire Temp Appointment	1600.00	22-SEP-16
Dana Turgeon	US8416 03	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Alexis Tuttle	UG8721 00	Admsns Recruit Grad Admin Asst	Hire Temp Appointment	9126.35	22-AUG-16
Kerstin Tuttle	UG8793 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Jensen Twite	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	6500.00	09-SEP-16
Brittany Two Elk	UW8481 00	NSS Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Danielle Tycz	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	3899.70	29-SEP-16
Michael Ugrich	UG8575 00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Jenna Uher	UG7565 01	GAA-Athletics/Sports Medicine	Hire Temp Appointment	11699.10	22-AUG-16
Haley Unzen	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Rebecca Vaca	UW8048 00	Work Study	Hire Temp Appointment	1600.00	05-SEP-16
Chaitanya Valiveti	UG8554 00	EH&S Grad Admin Assist	Hire Temp Appointment	11000.59	22-AUG-16
Menno Van Diermen	UG7683 00	Graduate Research Assistant	Hire Temp Appointment	11000.00	22-AUG-16
Audra Van Ekeren	US8046 01	Writing Center Tutor	Hire Temp Appointment	2999.80	22-AUG-16
Audra Van Ekeren	US8109 01	Research Assistant	Hire Temp Appointment	3899.70	22-AUG-16
Kurtis Van Gent	UG8661 00	Graduate Research Assistant	Hire Temp Appointment	11000.00	22-AUG-16
Taylor Van Wyhe	UW8012 00	Gallery Assistant	Hire Temp Appointment	1600.00	01-SEP-16
Karlie Vande Hoef	UG7410 01	Graduate Program Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Seth Vandenhemel	UW8201 00	Work Study	Hire Temp Appointment	1600.00	13-OCT-16
Makenzie Vander Molen	QW9353 00	Occup Therapy WS Office Assist	Hire Temp Appointment	600.00	26-SEP-16
Levi Vander Weide	US7385 00	Athletics Student Production	Hire Temp Appointment	4333.00	22-AUG-16
Chelsea Vang	UW8481 00	CDC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	25-AUG-16
Madeline Vang	UW8481 00	CDC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	24-AUG-16
Mohanraj Varatharaj	US7508 02	BME Student Research	Hire Temp Appointment	10296.00	22-SEP-16
Mohanraj Varatharaj	US8344 00	Ticket Writer	Hire Temp Appointment	3704.72	06-SEP-16
Mohanraj Varatharaj	US8344 01	Special Events	Hire Temp Appointment	3704.72	06-SEP-16
Taylor Vavra	UG7461 01	MUC GAA	Hire Temp Appointment	9003.15	22-AUG-16
Taylor Vavra	US8317 00	Fleet Dispatcher	Hire Temp Appointment	5700.00	22-AUG-16
Allison Verry	US7983 02	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Austin Vetter	US7983 01	Student Technical Assistant	Hire Temp Appointment	5334.94	22-AUG-16
Mark Vickrey	US7508 00	Graduate Research Assistant	Hire Temp Appointment	5400.00	22-AUG-16
Mark Vickrey	US7508 01	BME Student Research	Hire Temp Appointment	10296.00	22-SEP-16
Emily Vidler	US8046 01	Writing Center Tutor	Hire Temp Appointment	2964.29	22-AUG-16
Thomas Vierhout	UG7413 05	Graduate Research Assistant	Appointment	2400.00	22-AUG-16
Thomas Vierhout	UG7413 06	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-16
Luis Villamizar Rangel	US7508 00	BME Student Research	Hire Temp Appointment	10296.00	11-OCT-16
Ethan Villeneuve	UG8617 00	Grad Admin Assistant	Hire Temp Appointment	19508.55	22-AUG-16
Dana Visser	QW9353 00	Occup Therapy WS Office Assist	Hire Temp Appointment	600.00	26-SEP-16
Dayton Vogel	UG7428 00	Graduate Research Assistant	Hire Temp Appointment	20800.00	22-AUG-16
Alison Vogelsang	UG8769 00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Johnathan Vogl	UG8608 01	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Shannon Volker	US8443 00	Childcare Assistance	Hire Temp Appointment	3334.24	07-OCT-16
Stephanie Vonderahe	US8362 00	Grounds Temp Student Assist	Hire Temp Appointment	15048.00	22-AUG-16
Brennan Vote	UW8201 00	Work Study	Hire Temp Appointment	1600.00	12-SEP-16
Kiera Vroegop	US8425 00	MUC Information Desk Worker	Hire Temp Appointment	3334.24	22-AUG-16
Cassie Waage	UE8450 01	Sub Childcare Assistant	Hire Temp Appointment	9391.56	22-AUG-16
Madisyn Waage	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Tanner Waddell	UW8517 00	Athletics Work Study/Football	Hire Temp Appointment	1600.00	12-SEP-16
Amanda Wagemann	US8416 03	Admissions - Tour Guide	Hire Temp Appointment	666.39	29-AUG-16
Amanda Wagemann	US8443 00	Childcare Assistant	Department Chair/Dean Duties	3704.72	22-AUG-16
Mitchell Wagner	UG7751 03	Graduate Research Assist/IOR	Hire Temp Appointment	16470.00	22-AUG-16
Jazmin Waite	US8479 00	Peer Mentor	Hire Temp Appointment	2963.77	15-OCT-16
Gwyneth Walker	UW8003 00	Art Assistant	Hire Temp Appointment	1600.00	23-SEP-16
Landon Walter	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Kyle Walters	UG8611 00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16

Morgan Walters	US8443	00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Xuan Wang	UG8746	00	Graduate Teaching Assistant	Hire Temp Appointment	3744.00	22-AUG-16
Erica Wankum	UW7421	03	Student Curatorial Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Erica Wankum	UW7421	03	Student Curatorial Assistant	Hire Temp Appointment	1600.00	22-SEP-16
Blake Warner	UW8463	01	SCC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	22-AUG-16
Adam Warrix	UG8761	00	Grad Teaching Assist - IOR	Hire Temp Appointment	6000.00	22-AUG-16
Christian Wasley	UW8409	02	Financial Aid Work-Study Asst.	Hire Temp Appointment	1600.00	22-AUG-16
Thayme Watson	US8046	02	Writing Center Tutor	Hire Temp Appointment	3890.25	22-AUG-16
Kelsey Watterson	US8443	00	Childcare Assistance	Hire Temp Appointment	3704.72	22-AUG-16
Patrick Waugh	UG8606	00	Graduate Teaching Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Dasha Weatherman	UG7543	05	Graduate Research Assistant	Hire Temp Appointment	807.00	22-AUG-16
Dasha Weatherman	UG7714	00	Graduate Research Assistant	Appointment	1305.00	22-AUG-16
Dasha Weatherman	UG7714	01	Graduate Research Assistant	Hire Temp Appointment	6000.00	22-SEP-16
Michael Webb	UG8773	01	Graduate Research Assistant	Hire Temp Appointment	8935.00	22-AUG-16
Alexandra Weber	US8488	00	Marketing Retail Clerk	Hire Temp Appointment	3899.70	22-SEP-16
Shannon Weber	US7939	01	Tutor	Hire Temp Appointment	3607.22	22-AUG-16
Abigail Wegehaupt	QS9540	02	Student Tutor	Hire Temp Appointment	2700.00	01-SEP-16
Megan Wegher	QG8915	00	Graduate Research Assistant	Hire Temp Appointment	4200.00	22-AUG-16
Wenzhao Wei	UG7748	04	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Amy Weichler	US8443	00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Megan Weidner	UG8527	00	Graduate Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Stephan Weikert	US7974	00	Student Library Assistant	Hire Temp Appointment	6933.00	22-AUG-16
Dakota Weisbecker	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	24-AUG-16
Austin Weisenbach	UW8481	00	SVRC Fall/Spring Workstudy	Hire Temp Appointment	1600.00	01-SEP-16
Laura Weiss	UW8418	00	Admissions Student Worker	Hire Temp Appointment	1600.00	26-SEP-16
Elizabeth Welk	US7745	00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Logan Welker	US7939	01	Tutor	Hire Temp Appointment	3607.22	22-AUG-16
Phillip Wells	US7385	01	Athletics Student Production	Hire Temp Appointment	4766.30	22-AUG-16
Jennifer Welu	US7405	00	Tutor	Hire Temp Appointment	3509.73	22-AUG-16
Caleb Wenz	UW8436	00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Quincy Wert	UW8165	01	Law Library Student Worker	Hire Temp Appointment	1600.00	24-AUG-16
Erin Wetzstein	UW8111	01	Research Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Michelle While	UG7747	05	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-16
Samuel White	UG7729	03	TREML Fellowship Rcpt.	Hire Temp Appointment	9200.00	22-AUG-16
Hannah Whitlock	UW8517	01	Ath Work Study/Track & Field	Hire Temp Appointment	1600.00	22-AUG-16
Stephanie Whitlow	UG8861	00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
Hannah Wich	US8199	01	Student Research Assistant	Summer Research Appointment	866.60	22-AUG-16
Abigail Wiebers	UW8264	00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-16
Derek Wiebers	US8362	00	Temp Student Worker	Hire Temp Appointment	15048.00	22-AUG-16
Jonathan Wiegner	UG7504	00	Graduate Teaching Assistant	Hire Temp Appointment	9128.68	22-AUG-16
Morgan Wieman	US8443	00	Childcare Assistant	Hire Temp Appointment	3704.72	22-AUG-16
Gawain Williams	US7385	02	Athletics Student Production	Hire Temp Appointment	4766.30	22-AUG-16
Kjerstin Williams	US7745	02	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Monae Williams	UW8436	01	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Janette Wilsey	QG9223	01	LEND Grad Research Assistant	Hire Temp Appointment	7488.00	22-AUG-16
Tanner Wilson	UG8733	00	Graduate Teaching Assistant	Hire Temp Appointment	11000.00	22-AUG-16
Tyler Wilson	US7385	02	Athletics Student Production	Hire Temp Appointment	4766.30	22-AUG-16
Jessica Winterringer	UW8427	00	MUC Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Kennedy Winterringer	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Laura Wolf	US7385	00	Athletics - Charlie Coyote	Hire Temp Appointment	4333.00	22-AUG-16
Laura Wolf	US8479	00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-16
Laura Wolf	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Shelby Wollmuth	UW7994	02	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-16
Macenzie Wood	US8416	00	Admissions - Tour Guide	Hire Temp Appointment	666.39	22-AUG-16
Macenzie Wood	UW8418	00	Admissions - Tour Guide	Hire Temp Appointment	1600.00	27-AUG-16
Nicholas Wood	QS9477	03	BBS Student Lab Assistant	Hire Temp Appointment	3899.70	22-AUG-16
Nathaniel Wooden Knife	US7745	00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-16
Tatum Wren	UW7399	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-16
Alafia Wright	US8172	00	Law School Grad Stu Worker	Hire Temp Appointment	5616.00	22-AUG-16
Jason Wyenberg	UG7744	00	Graduate Reserach Assist/IOR	Hire Temp Appointment	24000.00	22-AUG-16
Jasmine Yaeger	UG7752	01	Graduate Research Assistant	Hire Temp Appointment	22500.00	22-AUG-16
Sonia Yanez Gonzalez	UG8858	03	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-16
John Yeary	UG8809	03	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-16
Anastasia Zabel	US8010	00	Student Gallery Assistant	Hire Temp Appointment	4617.00	15-SEP-16
Brock Zeller	UW8508	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-16
Milkias Zere	US7383	00	Test Center Administrator	Hire Temp Appointment	11341.68	22-AUG-16
Lei Zhang	QG8935	06	Grad Assist - Research	Hire Temp Appointment	2340.33	22-AUG-16
Yiman Zhang	US7385	00	Athletics Student Production	Hire Temp Appointment	4333.00	10-SEP-16

Virginija Wilcox 40949.21	UE6807 00	Coordinator Global Engagement	Temporary Additional Duties	38999.25	1949.96
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Student Employment and NFE Non-Benefit Eligible (NFE2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Darko Antevski	US8461	00	Safe Ride Monitor	TV012	30-SEP-16
Byron Banasiak	UE8495	01	Marketing Videographer	TV013	21-OCT-16
Catherine Beall	US8109	05	Field Technician	TV012	21-OCT-16
Mekko Bear Killer	US8479	01	Peer Mentor	TV012	21-OCT-16
Abby Berryman	US8461	00	Safe Ride Monitor	TV012	30-SEP-16
Jonathan Brudvig	QG8921	02	Grad Assist - Research	TV012	31-AUG-16
Derrick Bruestle	UW8481	00	SVRC Fall/Spring Workstudy	TV012	21-OCT-16
Michael Buchanan	QS9477	01	BBS Student Lab Assistant	TV012	05-OCT-16
Michael Buchanan	US8416	01	Admissions - Tour Guide	TV012	05-OCT-16
Mary Bullerdick	US8416	00	Admissions - Tour Guide	TV012	26-SEP-16
Dana Byram	UG7746	06	Graduate Research Assistant	TV012	09-SEP-16
Shaylee Campbell	UW8481	00	NSS Fall/Spring Workstudy	TV012	21-OCT-16
Braden Carroll	US8461	01	Safe Ride Monitor	TV012	30-SEP-16
Ajay Chepuru	US7508	00	Graduate Research Asst	TV012	21-SEP-16
Joslynn Clauson	US8199	00	Student Researcher-Econ Impact	TV012	21-OCT-16
Amirali Daghighi	US8037	00	Research Assistant	TV012	09-SEP-16
Allison Daly	US7385	05	Softball Camp Coaching Asst	TV012	21-SEP-16
Shaina Dean	US7409	00	Library Student Assistant	TV012	21-SEP-16
Tatum Dean	UW7403	00	Tutor	TV012	21-OCT-16
Melissa Dittberner	QE8664	02	Correspondence Grader	TV013	21-SEP-16
Allysha Duffel	US8461	00	Safe Ride Monitor	TV012	30-SEP-16
Eric Erlennmeyer	US8461	00	Safe Ride Monitor	TV012	30-SEP-16
Krisztian Fasi	US8461	01	Safe Ride Monitor	TV012	30-SEP-16
Aaron Fest	US8425	00	MUC Info Desk Worker	TV012	21-OCT-16
Nicholas Fey	UW8300	01	Wellness Center Fall/Spring WS	TV012	21-SEP-16
Amy Fill	US8010	03	Gallery Assistant	TV012	21-OCT-16
Margaret Frank	UW7430	00	Work Study	TV012	25-SEP-16
Chesney Garnos	US8073	00	Student Labor	TV012	21-OCT-16
Niranjan Ghimire	UG7683	07	Graduate Research Assistant	TV012	31-AUG-16
Matthew Glanzer	UG8666	00	SFL GAA	TV012	21-SEP-16
Tessa Goehring	US8506	01	Building Manager	TV012	21-SEP-16
Tyler Hofeling Meints	US8136	02	Student Assistant	TV012	21-SEP-16
Allison Huff	US7938	00	Tutor	TV012	01-OCT-16
Ryan Husby	UW8517	01	Ath Work Study/Strength & Cond	TV012	21-OCT-16
Kailyn Johnson	US7424	00	Resident Assistant-ACA	TV012	28-SEP-16
Kailyn Johnson	US8434	00	Resident Assistant	TV012	28-SEP-16
Jasmine Kearney	US8109	02	Research Assistant	TV012	21-OCT-16
Katherine Keitges	US7407	00	Student Library Assistant	TV012	21-OCT-16
Saah Kindy	US8416	00	Admissions - Tour Guide	TV012	07-OCT-16
Cheyenne Marco	US8046	00	Intern Services to FBSR	TV012	31-AUG-16
Grace Martinson	US8515	02	Ath Tkt Office/Game Day Staff	TV012	21-SEP-16
Aryn Menard	QW9479	00	BBS Work Study Lab Assist	TV012	21-SEP-16
Amelia Miller	US8425	00	MUC Info Desk Worker	TV012	21-OCT-16
Brandon Noel	US7992	00	Announcer	TV012	21-OCT-16
Geralyn Palmer	QS9477	04	BBS Student Lab Asst SPURA	TV012	12-SEP-16
Jacob Plath	US8434	02	Operations Crew	TV012	21-SEP-16
Reddi Manikanta Ramannagari	US8037	00	Research Assistant	TV012	21-OCT-16
Amber Reifenrath	US8362	00	Temp Grounds Assist	TV013	28-AUG-16
David Robinson	US8082	02	Student Math Tutor II	TV012	07-OCT-16
Wendi Sapp	UG7570	00	Graduate Research Assistant	TV012	21-SEP-16
Wendi Sapp	UG7622	02	Graduate Research Assistant	TV012	21-SEP-16
Basheerunnisa Shaik	US8037	01	Reserach Assistant	TV012	21-SEP-16
Spencer Smith	US7992	03	Student Accompanist	TV012	21-OCT-16
Craig Stanton	US8461	00	Safe Ride Monitor	TV012	30-SEP-16
Lane Suing	US8416	00	Admissions - Tour Guide	TV012	06-SEP-16
Robel Tewelde	US7385	00	Athletics Student Production	TV012	21-SEP-16
Alexandria Triplett	US8461	00	Safe Ride Monitor	TV012	30-SEP-16
Dana Vandenberg	QS9477	00	BBS Student Lab Assistant	TV012	21-OCT-16
Chelsea Vang	US8299	00	Student Lab Consultant	TV012	24-AUG-16

Madeline Vang	US7385	01	Athletics Soccer Videographer	TV012	06-SEP-16
Madeline Vang	US8299	00	Student Lab Consultant	TV012	23-AUG-16
Mohanraj Varatharaj	US8344	00	Ticket Writer	TV012	21-SEP-16
Mohanraj Varatharaj	US8344	01	Special Events	TV012	21-SEP-16
Mark Vickrey	US7508	00	Graduate Research Assistant	TV012	21-SEP-16
Emily Wall	US8199	00	Research Assistant-Econ Impact	TV012	21-OCT-16
Dasha Weatherman	UG7543	05	Graduate Research Assistant	TV012	21-SEP-16
Dasha Weatherman	UG7714	00	Graduate Research Assistant	TV012	21-SEP-16
Logan Welker	US7939	01	Tutor	TV012	21-OCT-16
Hannah Wich	US8199	01	Student Research Assistant	TV012	21-OCT-16
Macenzie Wood	US8416	00	Admissions - Tour Guide	TV012	26-AUG-16
Lei Zhang	QG8935	06	Grad Assist - Research	TV012	01-SEP-16

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Musheera Abdellatif	QE8765	02	Assistant Professor	Hire Temp Appointment	7488.00	22-AUG-16
Mary Adebayo	QE9745	00	Instructor	Appointment	56170.00	22-AUG-16
Jonathan Allender-Zivic	UE9188	00	Assistant Professor	Appointment	44000.00	22-AUG-16
Michael Allgrunn	UE8979	00	Chair, Econ & Decision Science	Department Chair/Dean Duties	5000.00	22-AUG-16
Christopher Anderson	UE8873	00	Assistant Professor	Appointment	66000.00	22-AUG-16
Klaus Beckmann	UE6774	00	Assistant Professor	Appointment	125000.00	22-AUG-16
Teresa Bellis	UE9196	06	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-16
Barbara Brockevelt	QE9830	33	Professor	Continuing Education/Extension	5572.64	22-AUG-16
Barbara Brockevelt	QE9830	34	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-16
Barbara Buss	QE8708	00	Instructor	Appointment	56170.00	22-AUG-16
S Caraway	UE9191	07	LEND Discipline Head	Hire Temp Appointment	5499.99	22-AUG-16
Natalie Carda	QE9772	00	Instructor	Appointment	56170.00	22-AUG-16
Jon Carey	UE9401	00	Instructor	Appointment	47500.00	22-AUG-16
Susan Curtin	UE9072	00	Associate Professor	Appointment	66000.00	22-AUG-16
Susan Curtin	UE9072	01	Associate Professor	Continuing Education/Extension	3000.00	22-AUG-16
Ali Dag	UE6763	00	Assistant Professor	Appointment	115000.00	22-AUG-16
Daniel Decino	UE9160	00	Assistant Professor	Appointment	54000.00	22-AUG-16
Patricia DiMond	UE9590	32	Instructor	Continuing Education/Extension	600.00	22-AUG-16
Kelli Ebbesen	QE9747	00	Instructor	Appointment	56170.00	22-AUG-16
Jacqueline Faulhaber	UE6830	10	Lecturer	Continuing Education/Extension	1750.00	22-AUG-16
Diana Feldhacker	QE8720	00	Assistant Professor	Appointment	80000.00	22-SEP-16
Andrea Ferber	UE9081	00	Assistant Professor	Appointment	47000.00	22-AUG-16
Alessandra Feris	UE9008	00	Assistant Professor	Appointment	44000.00	22-AUG-16
Edwin Filotas	UE9033	00	Assistant Professor	Appointment	54400.00	22-AUG-16
Cheryl Fischbach	QE9253	13	Instructor	Hire Temp Appointment	400.73	22-AUG-16
Cheryl Fischbach	QE9253	14	Instructor	Hire Temp Appointment	2805.17	22-AUG-16
Stephanie Fuller	UE8468	04	SCC Student Supervisor	Hire Temp Appointment	5280.00	22-AUG-16
Ioana Galu	UE9130	00	Assistant Professor	Appointment	42000.00	22-AUG-16
Ioana Galu	UE9130	01	Rawlins Piano Trio	Hire Temp Appointment	3000.00	22-AUG-16
Sarah Garelik	UE7939	29	Instructor	Continuing Education/Extension	600.00	22-AUG-16
Benjamin George	UE9030	00	Assistant Professor	Appointment	115000.00	22-AUG-16
Carol Geu	UE7352	33	Instructor	Continuing Education/Extension	3450.00	22-AUG-16
Carol Geu	UE7352	34	Instructor	Continuing Education/Extension	300.00	22-AUG-16
Carol Geu	UE7352	35	Instructor	Continuing Education/Extension	750.00	22-AUG-16
Jewel Goodman Shepherd	UE7218	00	Assistant Professor	Appointment	84000.00	22-AUG-16
Howard Haines	UE8205	00	Visiting Lecturer	Hire Temp Appointment	71400.00	22-AUG-16
Hannah Haksgaard	UE9476	00	Assistant Professor	Appointment	81000.00	22-AUG-16
Elizabeth Hanson	UE9517	13	LEND Discipline Head	Hire Temp Appointment	7000.02	22-AUG-16
Timothy Heaton	UE9050	22	Professor	Continuing Education/Extension	3350.00	22-AUG-16
Elizabeth Heeren	UE7062	00	Lecturer	Appointment	53142.00	22-AUG-16
Julia Hellwege	UE9133	00	Assistant Professor	Appointment	63500.00	22-AUG-16
Thomas Horton	UE9128	14	Professor	Hire Temp Appointment	13500.00	22-AUG-16
Joshua Houy	UE6801	00	Lecturer	Appointment	50000.00	22-AUG-16
Joshua Houy	UE6801	08	Lecturer	Continuing Education/Extension	2750.00	22-AUG-16
Monica Iverson	UE9642	00	Lecturer	Appointment	50180.00	22-AUG-16
Marni Johnson Martin	UE9506	03	LEND Discipline Head	Hire Temp Appointment	3249.99	22-AUG-16
Beverly Kennedy	QE9822	38	Senior Lecturer	Hire Temp Appointment	2000.00	22-SEP-16
Ramiro Lafuente-Rodriguez	UE9522	00	Assistant Professor	Appointment	65000.00	22-AUG-16
Erica Larson	QE8776	00	Instructor	Appointment	56170.00	22-AUG-16
Ahyoung Lee	UE9082	00	Assistant Professor	Appointment	75000.00	22-AUG-16

Qiuwen Li	UE6871	00	Assistant Professor	Appointment	45000.00	22-AUG-16
Andrea Liebl	UE6863	00	Assistant Professor	Appointment	68000.00	22-AUG-16
Kiho Lim	UE9411	00	Assistant Professor	Appointment	75000.00	22-AUG-16
Paul Lombardi	UE9088	16	Assistant Professor	Continuing Education/Extension	3350.00	22-AUG-16
April Lovrien	UE7060	00	Instructor	Appointment	37881.00	22-AUG-16
Christopher Lozensky	UE6902	00	Instructor	Appointment	22882.50	22-AUG-16
Christopher Lozensky	UE7056	00	Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Ryan MacLellan	UE6806	03	Assistant Professor	Summer Research Appointment	16249.44	22-AUG-16
Kristen Maxon	UE7593	35	Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Kristen Maxon	UE7593	36	Instructor	Continuing Education/Extension	300.00	22-AUG-16
Leah McCormack	UE9400	00	Assistant Professor	Appointment	54000.00	22-AUG-16
Michael McKey	UE9157	03	Lecturer	Appointment	67000.00	22-AUG-16
Jessica Messersmith	UE9539	04	Associate Professor	Hire Temp Appointment	8338.35	22-AUG-16
Scott Mollman	UE9438	05	Knutson Distinguished Profess	Hire Temp Appointment	1000.00	22-AUG-16
David Moskowitz	UE9158	32	Professor	Continuing Education/Extension	11490.48	22-AUG-16
Erik Mutterer	QE8846	03	Professor	Hire Temp Appointment	600.00	22-SEP-16
Erin Nielsen Ogdahl	QE8903	37	Instructor	Continuing Education/Extension	1500.00	22-AUG-16
Erin Nielsen Ogdahl	QE8903	38	Instructor	Continuing Education/Extension	4500.00	22-SEP-16
Debra Norris	QE9776	10	LEND Discipline Head	Hire Temp Appointment	7000.02	22-AUG-16
Seth Olson	UE9433	27	Associate Professor	Supplemental Appointment	7280.00	22-AUG-16
Andrew Pickett	UE9615	00	Assistant Professor	Appointment	52000.00	22-AUG-16
Marti Pollard	QE9773	17	Senior Lecturer	Hire Temp Appointment	700.00	22-SEP-16
Dyanis Popova	UE9511	00	Assistant Professor	Appointment	57000.00	22-AUG-16
Kari Potter	QE8661	00	Instructor	Appointment	48300.00	22-AUG-16
Kari Potter	QE8662	00	Chair, Med Lab Sciences	Department Chair/Dean Duties	32200.00	22-AUG-16
Timothy Pyles	UE9171	01	Fall 2016 Overload	Hire Temp Appointment	3652.08	22-AUG-16
Katherine Rasmussen	UE9560	21	Instructor	Continuing Education/Extension	7513.28	22-AUG-16
Derrick Robinson	UE9437	00	Assistant Professor	Appointment	60000.00	22-AUG-16
Dayalan Sampath	QE8659	00	Research Instructor	Appointment	52500.00	01-SEP-16
Samer Sarofim	UE8900	00	Assistant Professor	Appointment	105000.00	22-AUG-16
Matthew Sayre	UE8937	00	Chair Anthropology & Sociology	Department Chair/Dean Duties	18000.00	22-AUG-16
Timothy Schorn	FE9974	15	OLLI Instructor	Overload for Teaching	190.00	22-SEP-16
Timothy Schorn	FE9974	16	OLLI Instructor	Overload for Teaching	140.00	22-SEP-16
Demetrios Sengos	QE9742	07	Instructor	Hire Temp Appointment	759.09	22-AUG-16
Demetrios Sengos	QE9742	07	Instructor	Hire Temp Appointment	607.27	22-SEP-16
Ana Sariol	UE9020	00	Assistant Professor	Appointment	115000.00	22-AUG-16
Leah Seurer	UE9431	00	Assistant Professor	Appointment	55000.00	22-AUG-16
Ian Shoemaker	UE7125	00	Assistant Professor	Appointment	72500.00	22-AUG-16
Gemma Skillman	UE6813	05	Lecturer	Continuing Education/Extension	4350.00	22-AUG-16
John Smith	QE9816	25	Dentist	Hire Temp Appointment	700.00	22-SEP-16
Stephanie Spars	UE6818	14	Lecturer	Continuing Education/Extension	3200.00	22-AUG-16
Martha Steil	QE9046	17	Instructor	Hire Temp Appointment	350.00	22-SEP-16
Joseph Stollenwerk	UE9053	00	Assistant Professor	Appointment	43000.00	22-AUG-16
Alix Suckstorf	UE7061	00	Lecturer	Appointment	50000.00	22-AUG-16
Lana Svien	QE9814	10	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-16
David Swanson	UE9001	22	Harrington Lecture	Hire Temp Appointment	1000.00	22-SEP-16
Daniel Tracy	UE9024	31	Professor	Hire Temp Appointment	11169.96	22-AUG-16
Robert Turner	UE9562	06	Assistant Professor	Continuing Education/Extension	4000.00	22-AUG-16
Luis Viquez Cordoba	UE9014	00	Assistant Professor	Appointment	43000.00	22-AUG-16
Phillip Waalkes	UE9032	00	Assistant Professor	Appointment	54000.00	22-AUG-16
Carson Walker	UE8151	02	Adjunct Instructor	Hire Temp Appointment	847.50	22-SEP-16
Dawn Warren	QE9764	14	Lecturer	Hire Temp Appointment	488.10	22-AUG-16
Dawn Warren	QE9764	15	Lecturer	Hire Temp Appointment	3416.70	22-AUG-16
Mandie Weinandt	UE7217	24	Assistant Professor	Hire Temp Appointment	4630.77	22-SEP-16
Katie Williams	QE9039	18	Lecturer	Hire Temp Appointment	350.00	22-SEP-16
Sarah Wollersheim Shervey	UE9035	04	LEND Discipline Head	Hire Temp Appointment	5499.99	22-AUG-16
Wenqin XU	UE6843	00	Assistant Professor	Appointment	72500.00	22-AUG-16

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Michael Allgrunn	UE9071	00	Associate Professor	FY Salary Increase	101810.84	105210.42	3399.58	
Chet Barney	UE9501	00	Assistant Professor, Management	FY Salary Increase	101790.13	110134.06	8343.93	
Thomas Davies	UE7083	00	Distinguished Professor BHC	FY Salary Increase	5000.00	5000.00	0.00	

Thomas Davies	UE9065	00	Professor	FY Salary Increase	132237.53	132237.53	0.00
Thomas Davies	UE9952	00	Chair, Accounting & Finance	FY Salary Increase	5160.00	5160.00	0.00
Mark De Laurier	UE9427	00	Assistant Professor	FY Salary Increase	40742.58	55000.00	14257.42
Dana Elliott	UE7242	00	Instructor	Change in Appointment Type	41600.00	646.93	-40953.07
Raimondo Genna	UE9028	00	Associate Professor	FY Salary Increase	24495.30	31777.45	7282.15
Raimondo Genna	UE9959	00	Chair, Theatre	FY Salary Increase	29179.36	31777.45	2598.09
Lisa Gibbon	QE9775	00	Instructor	Sal Adj-Unusual Circumstance	60128.26	61702.00	1573.74
Benjamin Hagen	UE8888	00	Assistant Professor	FY Salary Increase	51000.00	54000.00	3000.00
Santosh KC	UE8868	00	Assistant Professor	FY Salary Increase	78000.00	79708.00	1708.00
Leon Korte	UE7436	00	Coord, Accounting Internships	FY Salary Increase	12517.67	12869.25	351.58
Leon Korte	UE9163	00	Dir Rural Bank/Assoc Professor	FY Salary Increase	86099.02	89413.93	3314.91
Shane Nordyke	UE9413	00	Associate Professor/Dir, GRB	Change in Appointment Type	71821.50	66067.31	-5754.19
Molly Rozum	UE6855	00	Assoc Prof/R.Nelson Distg Prof	FY Salary Increase	63318.61	84671.41	21352.80
Matthew Sayre	UE9060	00	Assistant Professor	Permanent Change in FTE	61385.35	54000.00	-7385.35
Kathleen Tracy	UE8885	00	Instructor	FY Salary Increase	40616.91	41965.00	1348.09
Mark Yockey	UE7824	01	Chair of EMMML	FY Salary Increase	5000.00	5160.00	160.00

Faculty Benefit Eligible (FAC1)

Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Adj.								

Michael Allgrunn	UE9071	35	Consumer Finance & Econ Educ	Temporary Additional Duties	9000.00		10000.00	
19000.00								

Faculty Benefit Eligible (FAC1)

Leave of Absence(LA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date

Nan Jiang	UE9507	00	Associate Professor	Sabbatical Leave	68342.38	22-AUG-16
Kenneth Renner	UE9019	00	Professor	Sabbatical Leave	95394.63	22-AUG-16

Faculty Benefit Eligible (FAC1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date

Lisa Inglis	QE9818	00	Assistant Professor	TV001	06-SEP-16
Stuart Inglis	QE9008	00	Gross Anatomy Assist Prof	TV001	01-SEP-16
Carson Walker	UE9918	00	Asst Director, Marketing	TV001	07-OCT-16
Michael Allgrunn	UE9071	33	Asst Professor-Econ Impact	TV013	21-OCT-16
S Caraway	UE9191	07	LEND Discipline Head	TV013	21-SEP-16
Susan Curtin	UE9072	01	Associate Professor	TV013	21-SEP-16
Patricia DiMond	UE9590	32	Instructor	TV013	21-SEP-16
Jacqueline Faulhaber	UE6830	10	Lecturer	TV013	21-SEP-16
Cheryl Fischbach	QE9253	13	Instructor	TV013	21-SEP-16
Cheryl Fischbach	QE9253	14	Instructor	TV013	21-SEP-16
Ioana Galu	UE9130	01	Rawlins Piano Trio	TV013	21-SEP-16
Sarah Garelik	UE7939	29	Instructor	TV013	21-SEP-16
Carol Geu	UE7352	33	Instructor	TV013	21-SEP-16
Carol Geu	UE7352	34	Instructor	TV013	21-SEP-16
Carol Geu	UE7352	35	Instructor	TV013	21-SEP-16
Joshua Houy	UE6801	08	Lecturer	TV013	21-SEP-16
Beverly Kennedy	QE9822	38	Senior Lecturer	TV013	21-OCT-16
Ryan MacLellan	UE6806	03	Assistant Professor	TV013	21-SEP-16
Kristen Maxon	UE7593	35	Instructor	TV013	21-SEP-16
Kristen Maxon	UE7593	36	Instructor	TV013	21-SEP-16
Jessica Messersmith	UE9539	04	Associate Professor	TV013	21-SEP-16
Scott Mollman	UE9438	05	Knutson Distinguished Professo	TV013	21-SEP-16
Erik Mutterer	QE9846	03	Professor	TV013	21-OCT-16
Erin Nielsen Ogdahl	QE8903	37	Instructor	TV013	21-SEP-16
Erin Nielsen Ogdahl	QE8903	38	Instructor	TV013	21-OCT-16
Seth Olson	UE9433	27	Associate Professor	TV013	21-SEP-16
Marti Pollard	QE9773	17	Senior Lecturer	TV013	21-OCT-16

Timothy Schorn	FE9974	15	OLLI Instructor	TV013	21-OCT-16
Timothy Schorn	FE9974	16	OLLI Instructor	TV013	21-OCT-16
Demetrios Sengos	QE9742	07	Instructor	TV013	21-SEP-16
Demetrios Sengos	QE9742	07	Instructor	TV013	21-OCT-16
Gemma Skillman	UE6813	05	Lecturer	TV013	21-SEP-16
John Smith	QE9816	25	Dentist	TV013	21-OCT-16
Stephanie Spars	UE6818	14	Lecturer	TV013	21-SEP-16
Martha Steil	QE9046	17	Instructor	TV013	21-OCT-16
David Swanson	UE9001	22	Harrington Lecture	TV012	21-OCT-16
Robert Turner	UE9562	06	Assistant Professor	TV013	21-SEP-16
Dawn Warren	QE9764	14	Lecturer	TV013	21-SEP-16
Dawn Warren	QE9764	15	Lecturer	TV013	21-SEP-16
Katie Williams	QE9039	18	Lecturer	TV013	21-OCT-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Basil Aboul-Enein	QE8664	00	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-16
Anna Allen	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4520.00	22-AUG-16
Anna Allen	QE9393	01	BSN Clinical Faculty - RC	Hire Temp Appointment	2260.00	22-AUG-16
Dawn Anderson	UE7120	03	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Timothy Anderson	UE7055	01	Adjunct Instructor	Continuing Education/Extension	4500.00	22-AUG-16
Maria Azpeitia	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	279.00	22-SEP-16
Ashley Baker	UE7053	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Joseph Barth	UE8250	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Kimberly Bartling	UE7054	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Bradley Beauvais	QE8664	00	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-16
Jonathan Benson	QE9393	03	BSN Clinical Faculty - Verm	Hire Temp Appointment	2309.50	22-AUG-16
Heather Berard	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Michael Berhow	SE6105	00	Instructor	Supplemental Appointment	3788.00	22-AUG-16
Michael Berhow	UE7056	00	Adjunct Instructor	Continuing Education/Extension	10170.00	22-AUG-16
Gregory Bertsch	UE7055	00	Adjunct Instructor	Continuing Education/Extension	4000.00	22-AUG-16
Bridgett Block	QE9393	02	BSN Clinical Faculty - SF	Hire Temp Appointment	558.00	22-AUG-16
Alison Boughn	UE8007	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Alison Boughn	UE8016	00	Course Creation	Hire Temp Appointment	1000.00	22-AUG-16
Judith Burnfield	QE9384	07	Adjunct Professor	Hire Temp Appointment	1700.00	22-SEP-16
Paula Burns	UE7056	01	Correspondence Grader	Continuing Education/Extension	1200.00	22-AUG-16
Terryl Cadwell	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Timothy Case	UE7989	00	Theatre Adjunct	Hire Temp Appointment	8292.00	22-AUG-16
Teresa Cass	QE8727	03	ASN Clinical Faculty - W	Hire Temp Appointment	2646.00	22-AUG-16
Candice Climer	UE7053	00	Adjunct Instructor	Continuing Education/Extension	3600.00	22-AUG-16
Shannon Cole	UE8052	00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-16
William Cooper	UE7056	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Lucien Costley	QE8664	00	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-16
Dawn Coulson	QE9393	06	BSN Clinical Faculty - Verm	Hire Temp Appointment	4510.50	22-AUG-16
Terry Crandall	UE8259	00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-16
Marshall Damgaard	UE8079	10	Adjunct Instructor	Hire Temp Appointment	3000.00	22-AUG-16
Abby Doorn	UE8205	00	Adjunct	Hire Temp Appointment	4000.00	22-AUG-16
Carol Dreke	QE9393	01	BSN Clinical Faculty - SF	Hire Temp Appointment	1440.00	22-AUG-16
Jodi Dumler	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
David Erickson	UE7056	01	Correspondence Grader	Continuing Education/Extension	1050.00	22-AUG-16
Amy Etter	QE9393	05	BSN Clinical Adjunct - Verm	Hire Temp Appointment	3427.20	22-AUG-16
Jonathan Feiock	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Lacee Feltman	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	279.00	22-SEP-16
Jenny Ferguson	UE7056	01	Adjunct Instructor	Continuing Education/Extension	12438.00	22-AUG-16
Samantha Fischbach	QE8727	01	ASN Clinical Faculty	Hire Temp Appointment	3168.00	22-AUG-16
Samantha Fischbach	QE8727	02	ASN Clinical Faculty - W	Hire Temp Appointment	2112.00	22-SEP-16
Jeff Fisher	UE7054	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Scott Fleming	UE7053	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Mary Ann Francis	UE7056	01	Adjunct Instructor	Continuing Education/Extension	8050.16	22-AUG-16
Julie Fuelberth	QE9393	06	BSN Clinical Faculty - Verm	Hire Temp Appointment	2790.00	22-AUG-16
Julie Fuelberth	QE9393	07	BSN Clinical Faculty - Verm	Hire Temp Appointment	2115.00	22-SEP-16
Rachel Gangle	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Steven Garelik	UE7056	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Judson Gary	UE7475	04	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Nancy Glassgow	QE9393	02	BSN Clinical Faculty - RC	Hire Temp Appointment	651.00	22-AUG-16

Erica Goembel	QE9393 03	BSN Clinical Faculty - SF	Hire Temp Appointment	2731.87	22-AUG-16
Adam Hardy	UE8259 00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
John Hegg	UE7053 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Kevin Heineman	UE8079 07	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Melissa Hendricks	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Melissa Hendricks	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Jeffrey Henry	QE8663 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Michael Hilson	UE7998 25	Adjunct Instructor	Hire Temp Appointment	900.00	22-AUG-16
Michael Hilson	UE7998 26	Adjunct Instructor Guitar	Hire Temp Appointment	7650.00	22-AUG-16
John Hinrichs	UE7056 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Nicole Holmberg	QE9393 01	BSN Clinical Faculty - SF	Hire Temp Appointment	2700.00	22-AUG-16
Jonelle Hook	UE7475 07	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Marcus Howard	QE8727 00	ASN Clinical Faculty - W	Hire Temp Appointment	2170.00	22-AUG-16
Nicholas Hruby	UE7054 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Joshua Hughes	QE8663 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Joshua Hughes	QE8773 00	Instructor	Hire Temp Appointment	5562.00	22-AUG-16
Lynne Hunter	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Megan Ibach	QE9393 00	BSN Clinical Faculty - SF	Hire Temp Appointment	4340.00	22-AUG-16
Megan Ibach	QE9393 01	BSN Clinical Faculty - SF	Hire Temp Appointment	3503.00	22-SEP-16
Kyle Irvin	UE8178 00	Adjunct Professor	Hire Temp Appointment	3200.00	22-AUG-16
Linda Jackson	QE9393 04	BSN Clinical Faculty - Verm	Hire Temp Appointment	4898.00	22-AUG-16
Sachin Jain	UE7053 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Karen Jensen	QE8664 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Marilyn Jensen	UE7475 00	Adjunct Instructor	Continuing Education/Extension	1130.00	22-AUG-16
Katherine Jorgensen	QE8727 01	ASN Clinical Faculty - W	Hire Temp Appointment	3078.00	22-AUG-16
Katherine Jorgensen	SE7408 04	Instructor	Hire Temp Appointment	1075.11	22-AUG-16
Robert Joyce	UE7054 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Christopher Karr	UE7055 01	Adjunct Instructor	Continuing Education/Extension	4000.00	22-AUG-16
Jennifer Kassing	UE7053 01	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-16
Stephanie Kocher	UE7998 31	Adjunct Instructor Flute	Hire Temp Appointment	2700.00	22-AUG-16
Benjamin Kohls	UE7053 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Kelli Korstjens	QE8727 00	ASN Clinical Faculty - W	Hire Temp Appointment	2139.00	22-AUG-16
Kelli Korstjens	QE8727 01	ASN Clinical Faculty - W	Hire Temp Appointment	1147.00	22-SEP-16
Laura Kruger	UE7053 01	Adjunct Instructor	Continuing Education/Extension	3260.00	22-AUG-16
Laura Kruger	UE8223 00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Audrey Larsen	UE8052 13	Adjunct Instructor	Hire Temp Appointment	11300.00	22-AUG-16
Christopher Larson	UE7989 02	Theatre Accompanist	Hire Temp Appointment	9272.50	22-AUG-16
Michelle Laughlin	UE7055 01	Adjunct Instructor	Continuing Education/Extension	4500.00	22-AUG-16
Kristi Leisinger	QE8664 01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
David Levine	UE8052 00	Adjunct Instructor	Hire Temp Appointment	11300.00	22-AUG-16
Heidi Linngren	BE9619 00	Adj Inst Pols	Hire Temp Appointment	3228.00	22-AUG-16
Heidi Linngren	UE7056 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Malene Little	UE7056 00	Adjunct Instructor	Continuing Education/Extension	4190.00	22-AUG-16
Cody Lukkes	UE7053 00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Sara Madden	QE9393 02	BSN Clinical Faculty - RC	Hire Temp Appointment	3726.00	22-AUG-16
Dawn Manning	QE9393 07	BSN Clinical Faculty	Hire Temp Appointment	4878.00	22-AUG-16
Dawn Manning	QE9393 08	BSN Clinical Faculty - Verm	Hire Temp Appointment	6366.00	22-SEP-16
Michelle Mayes	QE9393 03	BSN Clinical Faculty - Verm	Hire Temp Appointment	2309.50	22-AUG-16
Diana Messick	UE8241 00	Lecturer	Appointment	27810.00	22-AUG-16
Nathalie Meyer	UE7475 09	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Lisa Millen	UE7056 01	Adjunct Instructor	Continuing Education/Extension	8180.00	22-AUG-16
Stephen Miller	UE7056 00	Correspondence Grader	Continuing Education/Extension	750.00	22-AUG-16
Stephen Miller	UE8097 11	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-16
Sarah Molina	UE7056 01	Adjunct Instructor	Continuing Education/Extension	5140.00	22-AUG-16
Sandra Mollman	UE7054 03	Adjunct Instructor	Continuing Education/Extension	10620.00	22-AUG-16
Martha Muellenberg	UE8259 00	Adjunct Instructor	Hire Temp Appointment	4146.00	22-AUG-16
Allison Mueller	QE9393 03	BSN Clinical Faculty - SF	Hire Temp Appointment	3162.00	22-AUG-16
Jena Mueller	QE9393 03	BSN Clinical Faculty - Verm	Hire Temp Appointment	1658.50	22-AUG-16
Lynn Muller	UE8205 01	Adjunct	Hire Temp Appointment	10000.00	22-AUG-16
Richard Muller	UE7055 00	Adjunct Instructor	Continuing Education/Extension	5000.00	22-AUG-16
Connie Nelsen	UE7056 01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Connie Nelsen	UE7056 02	Correspondence Grader	Continuing Education/Extension	150.00	22-AUG-16
Robert Nelson	QE9054 05	Clinic Labor	Hire Temp Appointment	1000.00	22-AUG-16
Kendra Neugebauer	UE8142 00	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-16
Julie Ohl	UE7055 00	Adjunct Instructor	Continuing Education/Extension	3600.00	22-AUG-16
Kristi Oskar-Groen	UE8250 00	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-16
Cynthia Ostrom	UE7056 00	Adjunct Instructor	Continuing Education/Extension	12170.00	22-AUG-16
Xavier Pastrano	UE7475 00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16

Joleen Pietrzak	UE7056	02	Correspondence Grader	Continuing Education/Extension	3600.00	22-AUG-16
Joleen Pietrzak	UE8070	01	Adjunct Faculty	Hire Temp Appointment	6780.00	22-AUG-16
Nathan Pifer	UE7053	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Mark Ponstein	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4500.00	22-AUG-16
Mark Ponstein	QE9384	00	Lab Assistant	Hire Temp Appointment	75.00	22-AUG-16
Mark Ponstein	QE9384	00	Lab Assistant	Hire Temp Appointment	75.00	22-SEP-16
Frank Pope	UE7475	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-16
Tanya Rasmussen	UE7053	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Crystal Reitsma	QE9393	03	BSN Clinical Faculty - Verm	Hire Temp Appointment	1209.00	22-AUG-16
Michelle Resene	UE8052	00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-16
Mary Rogers	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Richard Rognstad	UE7998	00	Music Adjunct	Hire Temp Appointment	1125.00	22-AUG-16
Denise Rotert	QE9357	20	Adjunct Instructor	Hire Temp Appointment	9000.00	22-AUG-16
Denise Rotert	QE9357	20	Adjunct Instructor	Hire Temp Appointment	3375.00	22-SEP-16
Matthew Rumsey	UE8142	02	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-16
Mark Salter	UE8178	03	Adjunct Professor	Hire Temp Appointment	2500.00	22-AUG-16
Joshua Sanger	UE8052	08	Adjunct Instructor	Hire Temp Appointment	13560.00	22-AUG-16
Dawn Sawtell	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	2232.00	22-SEP-16
Jayne Schefelker	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1488.00	22-AUG-16
Stacy Schepel	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Amber Schleusner	QE8727	04	ASN Clinical Faculty - W	Hire Temp Appointment	3672.00	22-AUG-16
Megan Schmitz	QE9393	00	BSN Clinical Faculty - P	Hire Temp Appointment	1224.50	22-AUG-16
Bo Schoenwald	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-16
Elizabeth Schumacher	UE7056	01	Correspondence Grader	Continuing Education/Extension	600.00	22-AUG-16
John Seabolt	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Spencer Seager	UE7056	01	Adjunct Instructor	Continuing Education/Extension	12075.94	22-AUG-16
Jennifer Senge	QE9393	05	BSN Clinical Faculty - SF	Hire Temp Appointment	594.00	22-AUG-16
Aimee Shea	UE7053	02	Correspondence Grader	Continuing Education/Extension	300.00	22-AUG-16
Aimee Shea	UE7053	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Heather Siebert	UE7056	01	Adjunct Instructor	Continuing Education/Extension	10170.00	22-AUG-16
Elizabeth Simons	FE9974	17	OLLI Instructor	Hire Temp Appointment	50.00	22-SEP-16
Mark Skaff	UE7056	00	Adjunct Instructor	Continuing Education/Extension	4190.00	22-AUG-16
Marilyn Slaathaug	UE8250	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-16
Michael Slabaugh	UE7056	01	Adjunct Instructor	Continuing Education/Extension	6035.90	22-AUG-16
Michael Slabaugh	UE7056	01	Adjunct Instructor	Continuing Education/Extension	6035.90	22-AUG-16
James Smith	UE8178	00	Adjunct Professor	Hire Temp Appointment	4000.00	22-AUG-16
Traci Smith	UE8178	00	Adjunct Professor	Hire Temp Appointment	3200.00	22-AUG-16
Michael Snell	UE7055	01	Adjunct Instructor	Continuing Education/Extension	9000.00	22-AUG-16
Thomas Sorensen	UE7056	01	Correspondence Grader	Continuing Education/Extension	1050.00	22-AUG-16
John Soubik	UE7056	01	Correspondence Grader	Continuing Education/Extension	300.00	22-AUG-16
John Stavick	UE7055	02	Adjunct Instructor	Continuing Education/Extension	8000.00	22-AUG-16
John Stoddard	QE8664	01	Correspondence Grader	Continuing Education/Extension	150.00	22-AUG-16
John Stoddard	QE8664	02	Adjunct Instructor	Continuing Education/Extension	11970.00	22-AUG-16
Scott Swier	UE8178	00	Adjunct Professor	Hire Temp Appointment	3200.00	22-AUG-16
Loretta Thomas	UE7998	25	Bassoon Lessons	Hire Temp Appointment	450.00	22-AUG-16
Tyra Thomas-Moore	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-16
Kenneth Tusha	QE9054	00	Temp Dentist	Hire Temp Appointment	750.00	22-AUG-16
Kenneth Tusha	QE9054	00	Temp Dentist	Hire Temp Appointment	750.00	22-SEP-16
Richard Van Lente	UE7056	01	Adjunct Instructor	Continuing Education/Extension	3850.00	22-AUG-16
Richard Van Lente	UE7056	02	Correspondence Grader	Continuing Education/Extension	450.00	22-AUG-16
Barry Vickrey	UE8178	01	Professor/Dean Emeritus	Hire Temp Appointment	3500.00	22-AUG-16
Christopher Vondracek	SE7763	00	Instructor	Hire Temp Appointment	4093.00	22-AUG-16
Christopher Vondracek	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-16
Christopher Vondracek	UE7056	01	Correspondence Grader	Continuing Education/Extension	300.00	22-AUG-16
Anna Vorhes Sandberg	UE7054	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Margaret Walker	QE8664	00	Adjunct Instructor	Continuing Education/Extension	7096.00	22-AUG-16
Katie Westra	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-16
Charles Williams	UE8178	00	Adjunct Professor	Hire Temp Appointment	4000.00	22-AUG-16
Steven Wise	UE7056	00	Adjunct Instructor	Continuing Education/Extension	5100.00	22-AUG-16
Aaron Woodard	UE7056	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Adam Zellmer	UE7053	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Stuart Zephier	UE7053	00	Correspondence Grader	Continuing Education/Extension	750.00	22-AUG-16
Heather Zweifel	UE7056	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-16
Andrea Cota	UE7039	00	Instructor	Appointment	45000.00	22-AUG-16
Amber Hansen	UE9059	00	Visiting Assistant Professor	Appointment	43000.00	22-AUG-16
Mark Madsen	UE7077	10	Instructor	Continuing Education/Extension	3390.00	22-AUG-16
Mark Madsen	UE7077	11	Instructor	Continuing Education/Extension	750.00	22-AUG-16
Erik Mahon	UE9154	00	Visiting Assistant Professor	Hire Temp Appointment	40000.00	22-AUG-16

Carter Neal	UE6900 00	Lecturer	Hire Temp Appointment	42000.00	22-AUG-16
Katherine Pacza	UE9440 00	Assistant Professor	Appointment	40000.00	22-AUG-16
Gregory Schutte	UE9479 00	Visiting Lecturer	Hire Temp Appointment	43000.00	22-AUG-16
Beate Wone	UE6901 00	Instructor	Appointment	44000.00	22-AUG-16

Faculty Non-Benefit Eligible (FAC2)

Permanent Salary Adjustment(SP)

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New

Roger Baron	UE7084 00		Professor Emeritus	Permanent Change in FTE	20000.00	20000.00	0.00	
Timothy Campbell	UE7248 00		Assistant Professor	FY Salary Increase	42000.00	43500.00	1500.00	
Chanh Cho	UE9161 00		Visiting Assistant Professor	FY Salary Increase	98000.00	100000.00	2000.00	
Travis Letellier	UE9584 00		Visiting Assistant Professor	FY Salary Increase	63000.00	64890.00	1890.00	
Henry Wiedrich	UE9178 00		Instructor	FY Salary Increase	62035.83	63897.00	1861.17	

Faculty Non-Benefit Eligible (FAC2)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date

Alison Boughn	UE8016 00		Course Creation	TV013	21-SEP-16
Judith Burnfield	QE9384 07		Adjunct Professor	TV013	21-OCT-16
Paula Burns	UE7056 01		Correspondence Grader	TV013	21-SEP-16
David Erickson	UE7056 01		Correspondence Grader	TV013	21-SEP-16
Lacee Feltman	QE9393 00		BSN Clinical Faculty - Verm	TV013	21-OCT-16
Samantha Fischbach	QE8727 01		ASN Clinical Faculty	TV013	21-SEP-16
Samantha Fischbach	QE8727 02		ASN Clinical Faculty - W	TV013	21-OCT-16
Julie Fuelberth	QE9393 06		BSN Clinical Faculty - Verm	TV013	21-SEP-16
Nancy Glassgow	QE9393 02		BSN Clinical Faculty - RC	TV013	21-SEP-16
Sara Hanson	QE9393 02		BSN Clinical Faculty - SF	TV013	21-SEP-16
Megan Ibach	QE9393 00		BSN Clinical Faculty - SF	TV013	21-SEP-16
Katherine Jorgensen	QE8727 01		ASN Clinical Faculty - W	TV013	21-OCT-16
Kelli Korstjens	QE8727 00		ASN Clinical Faculty - W	TV013	21-SEP-16
Dawn Manning	QE9393 07		BSN Clinical Faculty	TV013	21-SEP-16
Stephen Miller	UE7056 00		Correspondence Grader	TV013	21-SEP-16
Jena Mueller	QE9393 03		BSN Clinical Faculty - Verm	TV013	21-SEP-16
Connie Nelsen	UE7056 02		Correspondence Grader	TV013	21-SEP-16
Robert Nelson	QE9054 05		Clinic Labor	TV013	21-SEP-16
Joleen Pietrzak	UE7056 02		Correspondence Grader	TV013	21-SEP-16
Mark Ponstein	QE9384 00		Lab Assistant	TV013	21-SEP-16
Mark Ponstein	QE9384 00		Lab Assistant	TV013	21-OCT-16
Naveen Rokkam	UE8287 00		CDE Temp Assistant	TV013	21-SEP-16
Denise Rotert	QE9357 20		Adjunct Instructor	TV013	21-SEP-16
Denise Rotert	QE9357 20		Adjunct Instructor	TV013	21-OCT-16
Melinda Sandau	QE8764 05		Sim Lab Tech - Watertown	TV013	21-OCT-16
Dawn Sawtell	QE9393 00		BSN Clinical Faculty - Verm	TV013	21-OCT-16
Sarah Schuldt	QE9393 03		BSN Clinical Faculty - SF	TV013	21-OCT-16
Elizabeth Schumacher	UE7056 01		Correspondence Grader	TV013	21-SEP-16
Aimee Shea	UE7053 02		Correspondence Grader	TV013	21-SEP-16
Elizabeth Simons	FE9974 17		OLLI Instructor	TV013	21-OCT-16
Thomas Sorensen	UE7056 01		Correspondence Grader	TV013	21-SEP-16
John Soubik	UE7056 01		Correspondence Grader	TV013	21-SEP-16
John Stoddard	QE8664 01		Correspondence Grader	TV013	21-SEP-16
Kenneth Tusha	QE9054 00		Temp Dentist	TV013	21-SEP-16
Kenneth Tusha	QE9054 00		Temp Dentist	TV013	21-OCT-16
Richard Van Lente	UE7056 02		Correspondence Grader	TV013	21-SEP-16
Christopher Vondracek	UE7056 01		Correspondence Grader	TV013	21-SEP-16
Stuart Zephier	UE7053 00		Correspondence Grader	TV013	21-SEP-16
Travis Letellier	UE9584 03		Assist Prof-Econ Impact	TV013	21-OCT-16
Mark Madsen	UE7077 11		Instructor	TV013	21-SEP-16

ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00207511	Seth Gerberding	Academic & Career Planning Center	USD
A00207262	Cami Brenner	Biology	USD
A00192497	Jedidiah Jacobson	Biology	USD
A00190396	Hannah Steinley	Biology	USD
A00203731	Jim Warne	Center for Disabilities	USD
A00172009	Benjamin Hawkins	Chemistry	USD
A00118215	Khaled Rashwan	Chemistry	USD
A00204239	Moses Yilleng	Chemistry	USD
A00207241	MaKayla Bakken	Child Care Services	USD
A00193840	Kirsten Biersbach	Child Care Services	USD
A00187814	Megan Bonar	Child Care Services	USD
A00205746	Arianna Cournoyer	Child Care Services	USD
A00183185	Julia Darland	Child Care Services	USD
A00207243	Shaylene Davis	Child Care Services	USD
A00198856	Clayton Ebright	Child Care Services	USD
A00205767	Johnathan Eyer	Child Care Services	USD
A00207357	Jensen Gramling	Child Care Services	USD
A00207352	Jessica Houser	Child Care Services	USD
A00179605	Kevin Huizenga	Child Care Services	USD
A00207242	Kyle Jones	Child Care Services	USD
A00206905	Ciara Maciel	Child Care Services	USD
A00205743	Tate Mallory	Child Care Services	USD
A00178499	Emily Massey	Child Care Services	USD
A00205782	Hunter Milner	Child Care Services	USD
A00161220	Madeline Mockler	Child Care Services	USD
A00206640	Jessica Mullenberg	Child Care Services	USD
A00205739	Katie Pearson	Child Care Services	USD
A00208770	Logan Peterson	Child Care Services	USD
A00181087	Quinn Pieper	Child Care Services	USD
A00198544	Jason Rasmussen	Child Care Services	USD
A00205741	Jessica Ruring	Child Care Services	USD
A00166035	Jenae Schneider	Child Care Services	USD
A00195271	Melanie Schneider	Child Care Services	USD
A00178535	Kassie Willard	Child Care Services	USD
A00198582	Izabella Zephier	Child Care Services	USD
A00064986	Kenneth Bayles	Dean of the Med - Basic Biomed Sc	USD
A00202891	Colette Christensen	Dean of the Med - Basic Biomed Sc	USD
A00149509	David Christianson	Dean of the Med - Basic Biomed Sc	USD
A00064987	Paul Fey	Dean of the Med - Basic Biomed Sc	USD
A00199440	Elizabeth Laskowski	Dean of the Med - Basic Biomed Sc	USD
A00172889	Benjamin Aaker	Family Medicine	USD
A00208920	Adeem Abdulwahab	Family Medicine	USD
A00208925	Kyle Adams	Family Medicine	USD
A00142812	Wafa Akkad	Family Medicine	USD
A00003916	Janine Albers	Family Medicine	USD
A00195348	Jay Allison	Family Medicine	USD
A00103162	Edward Amundson	Family Medicine	USD
A00208959	Christopher Anderson	Family Medicine	USD
A00141013	Heather Anderson	Family Medicine	USD
A00061277	Laura Anderson	Family Medicine	USD
A00159872	Sylvia Anderson	Family Medicine	USD
A00091884	Muna Ashraf	Family Medicine	USD
A00127018	Saba Awan	Family Medicine	USD
A00126820	Nancy Babbitt	Family Medicine	USD
A00207428	Tyler Backlas	Family Medicine	USD
A00120011	Jonathon Bannwarth	Family Medicine	USD
A00207917	David Barnes	Family Medicine	USD
A00111533	Kenneth Bartholomew	Family Medicine	USD
A00169648	Melissa Bartling	Family Medicine	USD
A00208233	Nelson Batoon	Family Medicine	USD
A00208653	Mary Beecher	Family Medicine	USD
A00208245	Jeremy Beireis	Family Medicine	USD
A00208246	Margaret Benson	Family Medicine	USD
A00174317	Jerome Bentz	Family Medicine	USD
A00208405	Daniel Berens	Family Medicine	USD
A00207923	Mary Berg	Family Medicine	USD

A00208677	Tony Berg	Family Medicine	USD
A00208408	Lyle Biegler	Family Medicine	USD
A00207438	Krista Birkelo	Family Medicine	USD
A00175169	Kevin Bjordahl	Family Medicine	USD
A00004371	Michael Bloom	Family Medicine	USD
A00117230	Jeffrey Bock	Family Medicine	USD
A00165064	Jay Bogard	Family Medicine	USD
A00043939	Stephanie Bolman	Family Medicine	USD
A00142825	Christopher Boschee	Family Medicine	USD
A00042980	Sherri Bostwick	Family Medicine	USD
A00165065	Forrest Brady	Family Medicine	USD
A00208679	Verdayne Brandenburg	Family Medicine	USD
A00000491	David Brechtelsbauer	Family Medicine	USD
A00208681	Stephanie Broderon	Family Medicine	USD
A00208431	Patricia Brooks	Family Medicine	USD
A00207448	Daniel Brown	Family Medicine	USD
A00144930	Lisa Brown	Family Medicine	USD
A00208434	Gary Bruning	Family Medicine	USD
A00153553	Stephanie Buhler	Family Medicine	USD
A00207451	Matt Cabrera Svendsen	Family Medicine	USD
A00208438	Chad Carda	Family Medicine	USD
A00017823	Christopher J Carlisle	Family Medicine	USD
A00208439	David Carlson	Family Medicine	USD
A00019820	Mary Carpenter	Family Medicine	USD
A00208686	Noel Chicoine	Family Medicine	USD
A00019810	Martin J. Christensen	Family Medicine	USD
A00208446	Andrew Clark	Family Medicine	USD
A00208447	Cynthia Clark	Family Medicine	USD
A00208445	Leroy Clark	Family Medicine	USD
A00052561	Justin Clem	Family Medicine	USD
A00062725	Amy Cook	Family Medicine	USD
A00013684	Shawn Culey	Family Medicine	USD
A00014532	Barb Danielson	Family Medicine	USD
A00208450	David David	Family Medicine	USD
A00092366	Tracy Davies	Family Medicine	USD
A00173055	Kelli Dawson	Family Medicine	USD
A00208723	Richard Day	Family Medicine	USD
A00208734	Douglas DeHaan	Family Medicine	USD
A00071822	Paul DeJong	Family Medicine	USD
A00208732	Thomas Dean	Family Medicine	USD
A00208738	William Dendinger	Family Medicine	USD
A00208054	Paul Denna	Family Medicine	USD
A00208742	Margaret Devick	Family Medicine	USD
A00000971	Kenneth Diamond	Family Medicine	USD
A00208261	Stephen Dick	Family Medicine	USD
A00019924	Scott Dierks	Family Medicine	USD
A00000979	Carla Dieter	Family Medicine	USD
A00208272	Jaime Dodge	Family Medicine	USD
A00208743	Timothy Donelan	Family Medicine	USD
A00207940	Mark Doohen	Family Medicine	USD
A00131144	Colette Ducheneaux	Family Medicine	USD
A00208748	Scott Ecklund	Family Medicine	USD
A00208291	Brook Eide	Family Medicine	USD
A00043010	Andrew Ellsworth	Family Medicine	USD
A00208295	Gregory Erickson	Family Medicine	USD
A00020004	Joy M Falkenburg	Family Medicine	USD
A00207946	Michael Farritor	Family Medicine	USD
A00208299	Sarah Fatland	Family Medicine	USD
A00206952	Daniel Felix	Family Medicine	USD
A00156418	Matthew Finke	Family Medicine	USD
A00208308	Anne Fisher	Family Medicine	USD
A00207465	Gregory Flaitz	Family Medicine	USD
A00208757	Dawn Flickema	Family Medicine	USD
A00040233	Pastel Fligge	Family Medicine	USD
A00208761	Stephen Foley	Family Medicine	USD
A00044596	Alese Fox	Family Medicine	USD
A00075181	Daniel Franz	Family Medicine	USD
A00207467	Logan Frederickson	Family Medicine	USD

A00208317	Jared Friedman	Family Medicine	USD
A00207477	Theresa Friend	Family Medicine	USD
A00043011	Wallace Fritz III	Family Medicine	USD
A00199719	Thane Gale	Family Medicine	USD
A00208456	Allison Geier	Family Medicine	USD
A00089743	Tara Geis	Family Medicine	USD
A00164645	Michael Gerlach	Family Medicine	USD
A00208461	James Gilbert	Family Medicine	USD
A00001231	Carolyn Gilbertson	Family Medicine	USD
A00201944	Alexia Gillen	Family Medicine	USD
A00208470	Michael Goodhope	Family Medicine	USD
A00120139	Kayla Graber	Family Medicine	USD
A00208472	Terry Graber	Family Medicine	USD
A00047151	Anne Grady	Family Medicine	USD
A00071519	Elizabeth Gravley	Family Medicine	USD
A00136368	Thomas Groeger	Family Medicine	USD
A00208606	Shakil Hafiz	Family Medicine	USD
A00207627	Regg Hagge	Family Medicine	USD
A00049037	Kayla Haines	Family Medicine	USD
A00014391	Denise Hanisch	Family Medicine	USD
A00098818	Craig Hansen	Family Medicine	USD
A00207958	McKenzie Hanson	Family Medicine	USD
A00137907	Kim Hanssen	Family Medicine	USD
A00113043	Robert Harms	Family Medicine	USD
A00111500	Jean Heisler	Family Medicine	USD
A00208608	Anora Henderson	Family Medicine	USD
A00207966	Cathy Hennies	Family Medicine	USD
A00207968	Matt Herber	Family Medicine	USD
A00207901	Terry Hickson	Family Medicine	USD
A00208609	Richard Hieb	Family Medicine	USD
A00207501	Devin Higgins	Family Medicine	USD
A00207503	Ashley Hilbrand	Family Medicine	USD
A00207900	John Hill	Family Medicine	USD
A00207902	Daniel Hofmann	Family Medicine	USD
A00195367	Amy Hogue	Family Medicine	USD
A00208611	Reid Holkesvik	Family Medicine	USD
A00111551	Mikel Holland	Family Medicine	USD
A00117430	Richard Honke II	Family Medicine	USD
A00207906	John Hopkins	Family Medicine	USD
A00083255	Jessica Horn	Family Medicine	USD
A00137894	Krista Hoyme	Family Medicine	USD
A00207971	Brad Hruby	Family Medicine	USD
A00207415	Thomas Huber	Family Medicine	USD
A00116540	Lorraine Huet-Holm	Family Medicine	USD
A00002004	Kari Hultgren	Family Medicine	USD
A00089921	Mark Huntington	Family Medicine	USD
A00207912	Anita Inveiss	Family Medicine	USD
A00154758	Judy Jacobsen	Family Medicine	USD
A00001711	Amy Jacobson	Family Medicine	USD
A00208206	Laurel Jennings	Family Medicine	USD
A00207512	Andrew Jensen	Family Medicine	USD
A00208360	Elizabeth Jensen	Family Medicine	USD
A00014898	David Johnson	Family Medicine	USD
A00121235	Jeffrey Johnson	Family Medicine	USD
A00208221	Kenneth Johnson	Family Medicine	USD
A00187579	Leah Johnson	Family Medicine	USD
A00195104	Nathaniel Johnson	Family Medicine	USD
A00207513	Robert Johnson	Family Medicine	USD
A00207418	John Jones	Family Medicine	USD
A00208058	Michael Jung	Family Medicine	USD
A00208062	Richard Kafka	Family Medicine	USD
A00167008	Bradley Kamstra	Family Medicine	USD
A00106337	David Kapaska	Family Medicine	USD
A00001899	Earl Kemp	Family Medicine	USD
A00196228	Kimberly Kennedy	Family Medicine	USD
A00207969	Colin Kerr	Family Medicine	USD
A00103368	James Kerr	Family Medicine	USD
A00002055	Lon Kightlinger	Family Medicine	USD

A00070086	Ken Kirton	Family Medicine	USD
A00207975	Jennifer Klein	Family Medicine	USD
A00208328	Michael Knapp	Family Medicine	USD
A00146121	Jason Knudson	Family Medicine	USD
A00070568	Jason Knutson	Family Medicine	USD
A00153976	Sherri Koch	Family Medicine	USD
A00207520	Mikaela Koenig	Family Medicine	USD
A00071457	Donald Kosiak	Family Medicine	USD
A00070612	Kathy Kotschegarow	Family Medicine	USD
A00093500	Jennifer Kratz	Family Medicine	USD
A00208338	Nicole Kress	Family Medicine	USD
A00113051	Ellen Kroon	Family Medicine	USD
A00198203	Jill Kruse	Family Medicine	USD
A00188164	Derrick Kuntz	Family Medicine	USD
A00208466	PingChing Kwan	Family Medicine	USD
A00113050	Beth Lapka	Family Medicine	USD
A00208492	Gregory Larson	Family Medicine	USD
A00208490	Jeanie Lembke	Family Medicine	USD
A00208066	Stacie Lenssen	Family Medicine	USD
A00105180	Abigail Lichter	Family Medicine	USD
A00207982	Clark Likness	Family Medicine	USD
A00208397	Benjamin Liscano	Family Medicine	USD
A00011555	Mark List	Family Medicine	USD
A00207529	Ronald Livermont	Family Medicine	USD
A00208356	Nathan Loewen	Family Medicine	USD
A00208399	Tony Loggins	Family Medicine	USD
A00208401	Nathan Long	Family Medicine	USD
A00208500	Marlys Luebke	Family Medicine	USD
A00208501	Rosa Lundin	Family Medicine	USD
A00005058	Mark Mabee	Family Medicine	USD
A00207986	John Malm	Family Medicine	USD
A00208514	Kenric Malmberg	Family Medicine	USD
A00208525	Kelly Manning	Family Medicine	USD
A00104534	Darren Manthey	Family Medicine	USD
A00207990	Teresa Marts	Family Medicine	USD
A00208577	Steven Massopust	Family Medicine	USD
A00195066	Jonathan McAreavey	Family Medicine	USD
A00071200	Michelle McElroy	Family Medicine	USD
A00114885	Marc McSherry	Family Medicine	USD
A00208530	Angela Meyer	Family Medicine	USD
A00208531	Jeffrey Meyer	Family Medicine	USD
A00195392	Gary Meyers	Family Medicine	USD
A00208533	Andrea Miller	Family Medicine	USD
A00002478	Catherine Miller	Family Medicine	USD
A00208535	Stephan Miller	Family Medicine	USD
A00207540	Jaron Miner	Family Medicine	USD
A00208509	Lisa Mofle	Family Medicine	USD
A00208240	Mark Mogen	Family Medicine	USD
A00014377	Roy Mortinsen	Family Medicine	USD
A00208116	Amy Nelson	Family Medicine	USD
A00207545	Michael Nielson	Family Medicine	USD
A00074576	Lynelle Noisy Hawk	Family Medicine	USD
A00208211	Allen Nord	Family Medicine	USD
A00002819	Wesley Nord	Family Medicine	USD
A00195408	Rolf Norlin	Family Medicine	USD
A00207770	Douglas Olson	Family Medicine	USD
A00207771	Jennifer Olson	Family Medicine	USD
A00043226	Jonathan Olson	Family Medicine	USD
A00042998	Lacey Olson	Family Medicine	USD
A00208229	Mary Jo Olson	Family Medicine	USD
A00208225	Michael Olson	Family Medicine	USD
A00208123	Thomas Olson	Family Medicine	USD
A00116999	Keri Orstad	Family Medicine	USD
A00208231	Matthew Owens	Family Medicine	USD
A00208125	Bradley Palmer	Family Medicine	USD
A00125650	Patricia Peters	Family Medicine	USD
A00065332	Scott Peterson	Family Medicine	USD
A00208132	Terri Peterson-Henry	Family Medicine	USD

A00042941	Carrissa Pietz	Family Medicine	USD
A00207786	Russell Pietz	Family Medicine	USD
A00154763	Wayne Plooster	Family Medicine	USD
A00207590	Jaclyn Pohlers	Family Medicine	USD
A00207790	Abigail Polzin	Family Medicine	USD
A00207793	Joseph Prasek	Family Medicine	USD
A00207842	Aaron Prestbo	Family Medicine	USD
A00040282	Leah Prestbo	Family Medicine	USD
A00172487	Bryn Putbrese	Family Medicine	USD
A00207796	Abdul Qazi	Family Medicine	USD
A00075861	Michael Rafferty	Family Medicine	USD
A00054277	Carin Rambow	Family Medicine	USD
A00126956	George Rath	Family Medicine	USD
A00208300	Steven Redmond	Family Medicine	USD
A00207595	Diane Reeves	Family Medicine	USD
A00208151	Daniel Reiffenberger	Family Medicine	USD
A00208150	Sarah Reiffenberger	Family Medicine	USD
A00144430	Kelly Rhone	Family Medicine	USD
A00111502	James Richardson	Family Medicine	USD
A00208306	Glenn Ridder	Family Medicine	USD
A00207810	AMy Rief-Elks	Family Medicine	USD
A00207597	Christopher Robbins	Family Medicine	USD
A00208155	Mark Rodig	Family Medicine	USD
A00207816	John Rud	Family Medicine	USD
A00064795	Robert Sage	Family Medicine	USD
A00043020	Amy Sanford	Family Medicine	USD
A00106536	Jamie Schaeffer	Family Medicine	USD
A00208339	Bobbie Schauer	Family Medicine	USD
A00154765	Bobbie Schneller	Family Medicine	USD
A00208345	Jennifer Schriever	Family Medicine	USD
A00208348	Bruce Schulz	Family Medicine	USD
A00207606	Kathryn Score	Family Medicine	USD
A00208352	Anastasia Searcy	Family Medicine	USD
A00208205	Nicole Sears	Family Medicine	USD
A00134231	Heidi Senst	Family Medicine	USD
A00065309	Andrea Seurer	Family Medicine	USD
A00059564	Joseph Seurer	Family Medicine	USD
A00005033	Charles Shafer	Family Medicine	USD
A00114117	Jamie Sheridan	Family Medicine	USD
A00208146	Aaron Shives	Family Medicine	USD
A00003492	Edward Simanton	Family Medicine	USD
A00114109	Leighton Singh	Family Medicine	USD
A00207607	Mayanka Singh	Family Medicine	USD
A00082788	Demetre Skliris	Family Medicine	USD
A00207811	David Sly	Family Medicine	USD
A00003529	Brian Smith	Family Medicine	USD
A00042972	Clay Smith	Family Medicine	USD
A00075754	Megan Smith	Family Medicine	USD
A00208139	Sandra Smith	Family Medicine	USD
A00207814	Shirlene Smook	Family Medicine	USD
A00208368	Dawn Snow	Family Medicine	USD
A00207820	Andrew Solares	Family Medicine	USD
A00208370	Todd Sorensen	Family Medicine	USD
A00003285	Suzannah Spencer	Family Medicine	USD
A00208373	Michael Stassen	Family Medicine	USD
A00207994	David Staub	Family Medicine	USD
A00207833	Nicole Stethem	Family Medicine	USD
A00207834	Darcey Stockland	Family Medicine	USD
A00003854	Kurt Stone	Family Medicine	USD
A00207835	Kirsten Stotz	Family Medicine	USD
A00207836	Michael Stotz	Family Medicine	USD
A00207892	Thor Swanson	Family Medicine	USD
A00186785	Stephen Tamang	Family Medicine	USD
A00207611	Brandyn Tarap	Family Medicine	USD
A00208140	Johnathan Taylor	Family Medicine	USD
A00040301	Jill Termaat	Family Medicine	USD
A00003613	Fredric Thanel	Family Medicine	USD
A00003615	Ruth Thatcher	Family Medicine	USD

A00208145	Chad Thury	Family Medicine	USD
A00208375	Patrick Tibbles	Family Medicine	USD
A00047187	Jennifer Tinguely	Family Medicine	USD
A00200374	Karen Tjaden	Family Medicine	USD
A00141726	Arleigh Trainor	Family Medicine	USD
A00088899	John Travnicek	Family Medicine	USD
A00208018	William Tschetter	Family Medicine	USD
A00079810	Craig Uthe	Family Medicine	USD
A00005439	Verle Valentine	Family Medicine	USD
A00208153	Clayton Van Balen	Family Medicine	USD
A00208381	Carilyn Van Kalsbeek	Family Medicine	USD
A00175168	Nanci Van Peurse	Family Medicine	USD
A00113046	Scott VanKeulen	Family Medicine	USD
A00208160	Lucas VanOeveren	Family Medicine	USD
A00208157	Kanya Vanadurongvan	Family Medicine	USD
A00106093	Rebecca Vande Kop	Family Medicine	USD
A00208159	Antoinette Vander Pol	Family Medicine	USD
A00207618	Kathy Vasa	Family Medicine	USD
A00116800	Collin Vaughn	Family Medicine	USD
A00003799	Harry Vogt	Family Medicine	USD
A00207620	Dorinda Vojta	Family Medicine	USD
A00019811	Steven Thomas Vosler	Family Medicine	USD
A00208027	David Wachs	Family Medicine	USD
A00154067	Heith Waddell	Family Medicine	USD
A00207626	William Wagner	Family Medicine	USD
A00003941	Jim Walery	Family Medicine	USD
A00103008	Vicki Walker	Family Medicine	USD
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A00208044	Robert Wenger	Family Medicine	USD
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A00067131	Jon Wingert	Family Medicine	USD
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A00198242	Ann Verma	Psychiatry	USD
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A00207499	Evan Hermanson	Surgery	USD
A00207970	Darlys Hofer	Surgery	USD
A00207905	Marshall Holifield	Surgery	USD
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A00208601	Laura Larsen	Surgery	USD
A00145797	Christopher Larson	Surgery	USD
A00208484	Chad Laurich	Surgery	USD
A00043006	Adam Lefebvre	Surgery	USD
A00208489	Dennis Leland	Surgery	USD
A00040252	Micah Likness	Surgery	USD
A00208396	Brian Lindaman	Surgery	USD

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A00208504	Robert Lunn	Surgery	USD
A00197237	Mathew Malek	Surgery	USD
A00208569	Dean Marietta	Surgery	USD
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A00208578	David Maziarz	Surgery	USD
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A00208085	Matthew McKenzie	Surgery	USD
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A00208107	Vaughn Meyer	Surgery	USD
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A00208238	Mary Milroy	Surgery	USD
A00208511	Kimberly Montileaux	Surgery	USD
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A00207763	Hoang Nguyen	Surgery	USD
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A00177011	Michael Person	Surgery	USD
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A00073863	Julie Raymond	Surgery	USD
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A00207825	Ryan Schellpfeffer	Surgery	USD
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A00207828	Shawna Schmidt	Surgery	USD
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A00208228	Matthew Tschetter	Surgery	USD
A00208148	Elizabeth Tucker	Surgery	USD
A00208379	Geoffrey Tufty	Surgery	USD
A00208156	Katherine Van Demark	Surgery	USD
A00053182	Robert Van Demark	Surgery	USD
A00207617	Jesse Van Maanen	Surgery	USD
A00136159	Paola Vermeer	Surgery	USD
A00208197	Victoria Vlach	Surgery	USD
A00208244	David Wagner	Surgery	USD
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A00166981	Wayne Wittenberg	Surgery	USD
A00208393	Timothy Zoellner	Surgery	USD
A00208805	Jena Jones	VP for Financial Affairs	USD

PZRNJOB

South Dakota Board of Regents

BOR Routine

11/04/2016 08:41:47

Date Range : 22-AUG-16 thru 21-OCT-16
For :SDSD

Ver: 072011.28a

ECLS 45 Volunteers

Banner ID Name

Department

Institution

There are no volunteers for the dates entered

PZRNJOB

South Dakota Board of Regents

BOR Routine

11/04/2016 08:43:18

Date Range : 22-AUG-16 thru 21-OCT-16
For :SDSBVI

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Hilary Filler	VE9957	00	House Parent	Appointment	17518.46	01-SEP-16
Stacy Krah	VE9952	00	House Parent	Appointment	17518.46	01-SEP-16
Julianna Peterson	VE9960	00	Cook	Appointment	16785.28	01-SEP-16
Aimee Ullrich	VE9936	00	Secretary	Appointment	24522.73	03-OCT-16
Kristina Walden	VE9950	00	House Parent	Appointment	17518.46	01-SEP-16

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Nichole Nelson	VE9958	00	House Parent Supervisor	Sal Adj to 5% Range at 6 mo	23468.88	24647.53	1178.65	

Career Service Non-Benefit Eligible (CSA2)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Juanita Misslitz	VE9939	00	Cook - Labor	Hire Temp Appointment	3809.04	01-SEP-16
Danyelle Sanders	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-16
Danielle Vincent	VE9940	00	Houseparent Labor	Hire Temp Appointment	3975.42	01-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-SEP-16
Danielle Vincent	VE9956	00	House Parent	TV009	21-SEP-16

Non-Faculty Benefit Eligible (NFE1) (NFE1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Mallory Bingham	VE9976	00	Instructional Assistant	Appointment	24912.72	22-AUG-16

Timothy Jalbert	VE9977 00	Instructional Assistant	Appointment	28173.06	22-AUG-16		
Non-Faculty Benefit Eligible (NFE1) (NFE1)							
Temporary Salary Adjustments(ST)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.
Adj.							New

Ardell Fiedler	NE9669 00	SPED 4235/523	Shared Employee Agreement	2154.00		2692.50	
4846.50							
Student Employment and NFE Non-Benefit Eligible (NFE2)							
Appointments(AA)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date	

Katelyn Howard	NW8309 01		W/S Off campus - SDSBVI	Hire Temp Appointment	3150.00	22-AUG-16	
Angela Sieh	NW8309 01		W/S Off Campus SDSBVI	Hire Temp Appointment	3150.00	22-AUG-16	
ECLS 45 Volunteers							
Banner ID	Name	Department	Institution				
A00191172	Magdalena Fischer	Residential Services	SDSBVI				

PZRNJOB

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

11/04/2016 08:44:15

Ver: 072011.28a

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
David Williams	RE9913	00	Financial Project Analyst	Hire Temp Appointment	21000.00	22-SEP-16

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Janice Minder	RE9928	00	HRFIS Consultant	TV013	21-SEP-16
Donald Ticknor	RE9931	00	Project Consultant	TV013	21-OCT-16
Mary Turman	RE9920	00	Academic Affairs Support	TD000	21-OCT-16
Mary Turman	RE9920	01	Presidential Search Support	TD000	21-OCT-16

ECLS 45 Volunteers
Banner ID Name

Department

Institution

There are no volunteers for the dates entered

Dakota State University									
Name	Posn	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Amber Alfson	DE9601	Senior Secretary	22-Sep-16	Reclassification	\$14.83	\$30,845.81	\$13.40	\$27,864.90	10
Northern State University									
Name	Posn	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Marla Fogderud	NE9639	Assistant Professor	22-Aug-16	Change Faculty Rank	\$26.92	\$42,000.00	\$24.54	\$38,286.00	9
William Wieland	NE9510	Professor	22-Aug-16	Change in Appointment Type	\$60.80	\$94,846.00	\$54.85	\$85,564.00	10
SD School of Mines & Technology									
Name	Posn	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Coral Selken	ME9758	Asst to Dean Stdts/VP Std De	22-AUG-16	Reclassification	\$17.50	\$36,399.30	\$16.18	\$33,653.75	8
Alana Wells	ME9351	Program Assistant I	22-Sep-16	Reclassification/Change in FTE	\$15.99	\$22,866.34	\$13.90	\$14,456.56	13
South Dakota State University									
Name	Posn	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Eric Adolph	SE7320	Asse Coach-Strength & Condi	22-SEP-16	Change Salary Rate/Pay Grade	\$20.67	\$43,000.00	\$18.24	\$37,943.00	12
Brenda Andersen	SE9932	Associate Director	22-Sep-16	Temporary Additional Duties	\$49.29	\$102,523.56	\$45.74	\$95,139.00	7
Christopher Bono	SE9814	Head Coach-Wrestling	22-Aug-16	Change Salary Rate/Pay Grade	\$52.89	\$110,000.00	\$48.08	\$100,000.00	9
Stephanie Brown	SE6956	Program Coordinator	22-Sep-16	Change Salary Rate/Pay Grade	\$23.32	\$48,500.00	\$21.69	\$45,104.00	7
Randy Jackson	SE7226	Post Doc Research Associate	22-Sep-16	Change Salary Rate/Pay Grade	\$23.32	\$48,500.00	\$20.91	\$43,500.00	10
Julie Ohlsen	SE6571	Program Coordinator	22-Sep-16	Change Salary Rate/Pay Grade	\$23.32	\$48,500.00	\$21.25	\$44,205.00	9
Elizabeth Wilkins	SE6560	Acting Head Coach-Equestrian	22-Aug-16	Change Salary Rate/Pay Grade	\$24.04	\$50,000.00	\$20.26	\$42,146.00	16
Kimberly Wilson-Sweebe	EE9259	EFNEP & FNP Extension Assoc	22-Sep-16	Permanent Additional Duties	\$22.84	\$47,500.00	\$20.86	\$43,384.00	9
University of South Dakota									
Name	Posn	Job Desc.	Eff. date	Job Change Reason	Rate	Salary	Prev. Rate	Prev. Salary	% Increase
Lisa Bannwarth	QE9929	Clinical Evaluation Specialist	22-AUG-16	Reclassification	\$26.77	\$25,055.00	\$24.33	\$22,776.70	9
Chet Barney	UE9501	Assistant Professor,Management	22-Aug-16	FY Salary Increase	\$70.60	\$110,134.06	\$65.25	\$101,790.13	8

Mark De Laurier	UE9427	Assistant Professor	22-Aug-16	FY Salary increase/Change in Rank	\$35.26	\$55,000.00	\$26.12	\$40,742.58	26
Nickolas Erickson	FE9978	Communications Network Analyst	22-AUG-16	Reclassification	\$25.48	\$53,000.00	\$22.98	\$47,791.44	10
Mary Fitzpatrick	QE9864	Manager, Birth to 3 Program	22-Aug-16	Reclassification	\$25.48	\$53,000.00	\$23.14	\$48,129.48	9
Raimondo Genna	UE9028	Associate Professor	22-Aug-16	FY Salary Increase	\$36.67	\$31,777.45	\$31.41	\$24,495.30	23
Raimondo Genna	UE9959	Chair, Theatre	22-Aug-16	FY Salary Increase	\$36.66	\$31,777.45	\$37.41	\$29,179.36	8
Benjamin Hagen	UE8888	Assistant Professor	22-Aug-16	FY Salary Increase	\$34.62	\$54,000.00	\$32.69	\$51,000.00	6
Douglas Jennewein	UE9875	Dir, Research Computing	22-Sep-16	Salary Enhance/Special Award	\$44.18	\$91,897.00	\$40.17	\$83,542.79	9
Beth Lambeth	UE7176	Grant Specialist II	22-Sep-16	Reclassification	\$24.06	\$50,050.00	\$22.00	\$45,762.60	9
Stephanie Oates	QE9651	Program Assistant I	22-Sep-16	Reclassification	\$18.08	\$37,605.68	\$16.72	\$34,784.71	8
Molly Rozum	UE6855	Assoc Prof/R.Nelson Distg Professor	22-Aug-16	FY Salary Increase	\$54.28	\$84,671.41	\$40.59	\$63,318.61	25
Brittany Wagner	UE7133	Dir, Graduate Education	22-Aug-16	Reclassification	\$25.00	\$52,000.00	\$21.03	\$43,735.00	16

SOUTH DAKOTA BOARD OF REGENTS

Regents Workshop

AGENDA ITEM: 1 – A

DATE: December 6-8, 2016

SUBJECT: Regents' Workshop – Report of Key Institutional Financial Indicators

During the December Regents Workshop, each university will have roughly 20 minutes, including question and answers, to address key financial indicators that were identified by Dr. Rush and Dr. Kramer and agreed to by the Business Affairs Council. The intent of the workshop is to provide the Board of Regents an opportunity to understand the nuances of postsecondary education finance as well as to understand the financial status of each university. Each institution was provided financial information (attached) and will touch on the following elements:

1. Summary of Revenues and Expenses for FY16
2. Comparison of Core Expenditures to Peers
3. Changes in Total Cash
4. Changes in Uncommitted Cash Balance
5. Address Changes in Financial Statement Data
 - i. State support tuition
 - ii. Self-support tuition
 - iii. Total fees
 - iv. Total operating revenues
 - v. Total operating expenditures
 - vi. Change in net position
6. HLC Ratios
7. Credit Hour Production and Student FTE On-campus and Off-campus
8. Review of Audit Findings and Adjustments for FY16 (none available at this time)
9. Federal Grants and Contracts

The schedule is as follows:

BHSU	4:00-4:20 p.m.
DSU	4:20-4:40 p.m.
NSU	4:40-5:00 p.m.
SDSM&T	5:00-5:20 p.m.
SDSU	5:20-5:40 p.m.
USD	5:40-6:00 p.m.

INFORMATIONAL ITEM

**BHSU
FY16 Revenues**

Tuition and Fees	\$23,866,603.96
State Appropriations	\$8,915,112.03
Auxiliaries	\$5,836,178.11
Other Sales and Services	\$2,810,053.28
Grants and Contracts	\$7,532,264.19
Miscellaneous	\$25,847.97
	<hr/>
Total Revenues	<u><u>\$48,986,059.54</u></u>

**BHSU
FY16 Operating Expenses by Program**

	Total
Instruction (1)	\$ 16,452,958.79
Research (2)	\$ 1,835,796.11
Public Service (3)	\$ 1,027,993.29
Academic Support (4)	\$ 4,160,639.35
Student Services (5)	\$ 5,777,390.35
Institutional Support (6)	\$ 5,980,694.46
O&M of Plant (7)	\$ 5,876,954.17
Scholarships and Fellowships	\$ 2,621,635.73
Auxilliary Enterprises (9)	\$ 6,378,631.61
	<hr/>
Total Operating Expenditures	<u><u>\$ 50,112,693.86</u></u>

BHSU Peer Institutions

Institution	Fall 2014 FTE Enrollment	Total Degrees Awarded	FY2014 Core Expenditures	Core Expenditures per Student	Core Expenditures per degree
Adams State U-CO	2,507	750	\$38,446,971	\$15,336	\$51,263
Bemidji State U-MN	4,105	970	\$58,916,000	\$14,352	\$60,738
Black Hills State University	3,172	625	\$43,050,779	\$13,572	\$68,881
Eastern New Mexico State U	4,146	986	\$65,370,384	\$15,767	\$66,299
Eastern Oregon U	2,655	801	\$47,557,553	\$17,912	\$59,373
Fairmont State U-WV	3,645	813	\$52,618,527	\$14,436	\$64,721
Georgia Southwestern State U	2,162	645	\$33,581,250	\$15,532	\$52,064
Louisiana State U-Shreveport	2,981	575	\$37,451,407	\$12,563	\$65,133
Minot State U-ND	2,675	689	\$52,790,396	\$19,735	\$76,619
Montana State U-Billings	3,830	829	\$58,566,962	\$15,292	\$70,648
Southwestern Oklahoma State U	4,310	1,095	\$61,291,513	\$14,221	\$55,974

** Total Degrees Awarded includes - Associate's, Bachelor's, Master's, Doctor's and Professional Degrees - First Major only. Does not include post baccalaureate or post-master's certificates.

** Core Expenditures excludes auxiliary expenses.

**Black Hills State University
Total Cash Statement**

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$991,300	\$761,195	\$710,489	\$589,372	\$576,793
Sales and Services	\$5,456,642	\$1,990,119	\$1,542,756	\$1,955,491	\$2,052,519
Other Enterprises	\$81,626	\$108,405	\$236,282	\$92,102	\$190,973
Tuition	\$1,411,742	\$4,339,369	\$5,360,665	\$5,502,320	\$5,454,340
Fees	<u>\$1,594,451</u>	<u>\$1,323,060</u>	<u>\$1,272,089</u>	<u>\$1,021,973</u>	<u>\$1,731,339</u>
Subtotal Unrestricted	\$9,535,761	\$8,522,148	\$9,122,280	\$9,161,257	\$10,005,964
Plant Funds	\$3,567,233	\$4,825,554	\$11,501,975	\$2,354,136	\$1,097,126
Clearing Funds	(\$271,360)	(\$236,380)	(\$343,128)	(\$516,833)	(\$777,671)
Auxiliary System	\$3,065,913	\$3,935,177	\$3,373,351	\$3,000,833	\$1,829,351
Other Restricted	\$44,987	\$207,510	(\$42,599)	\$70,204	\$183,554
Agency Funds	\$1,564,871	\$1,628,743	\$1,721,751	\$1,610,134	\$1,276,807
Grants and Fed. Approp.	<u>(\$138,817)</u>	<u>(\$377,090)</u>	<u>(\$168,048)</u>	<u>(\$149,009)</u>	<u>(\$396,474)</u>
Subtotal Restricted	\$7,832,827	\$9,983,515	\$16,043,302	\$6,369,464	\$3,212,693
Campus Total	\$17,368,588	\$18,505,663	\$25,165,582	\$15,530,722	\$13,218,657

Black Hills State University
Uncommitted Cash Balances

	<u>6/30/2014</u>	<u>6/30/2015</u>	<u>6/30/2016</u>	
Unrestricted Cash Balance	\$ 9,190,817.00	\$ 9,231,939.00	\$ 10,849,265.00	
General and Other Appropriated Funds	\$ (2,502.00)	\$ (2,494.00)	\$ (1,925.00)	
Unrestricted Non-Appropriated Cash Balance	\$ 9,188,315.00	\$ 9,229,445.00	\$ 10,847,340.00	
Cash Held By Others				
Tuition System Pool	\$ -	\$ -	\$ -	
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
Cash Held for Others				
EUC	\$ -	\$ -	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
University Centers	\$ (83,211.57)	\$ -	\$ -	
Unclaimed Property	\$ -	\$ -	\$ -	
Student Cards & Student Deposits	\$ (149,533.18)	\$ (155,176.00)	\$ (139,054.00)	
Student Assns. and Student Gov't. Assn. Funds	\$ -	\$ -	\$ (29,013.00)	
Commitments Against Cash				
Encumbrances Posted	\$ (279,259.29)	\$ (227,627.40)	\$ (406,304.00)	
Payables	\$ (477,448.26)	\$ (464,895.83)	\$ (567,041.00)	
Scholarships from Vending Profits	\$ -	\$ -	\$ -	
Due the Board of Regents	\$ -	\$ -	\$ -	
Cash Balance	\$ 8,198,862.70	\$ 8,381,745.77	\$ 9,705,928.00	
Reserve Percentage	23.69% (1)	23.76% (2)	27.76% (3)	
One-Time Commitments				
Commitments to Capital Projects	\$ -	\$ -	\$ (1,000,000.00)	
Football Field Replacement		\$ (750,000.00)		
Library Basement Improvements		\$ (747,824.00)		
			\$ -	
Uncommitted Cash Balance	<u>\$ 8,198,862.70</u>	<u>\$ 6,883,921.77</u>	<u>\$ 8,705,928.00</u>	
Uncommitted Reserve Percentage	23.69% (1)	19.52% (2)	24.90% (3)	

(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(2) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

(3) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service

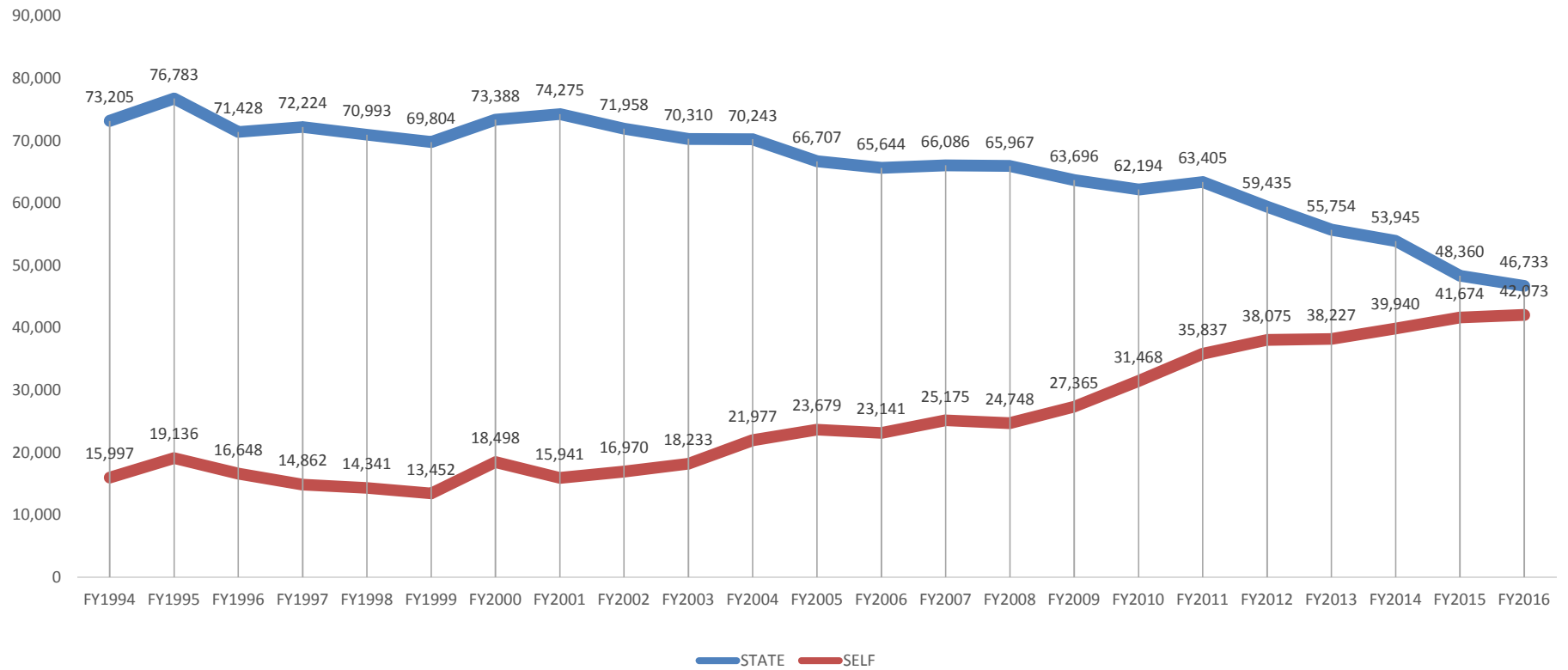
Black Hills State University
Financial Statement Data

		2016	2015	2014	2013	2012
State Support		\$4,547,796	\$4,731,167	\$6,247,319	\$6,306,582	\$6,050,357
Self Support		\$12,522,162	\$11,720,663	\$10,346,183	\$9,616,420	\$9,171,560
Fees		\$6,796,646	\$6,490,986	\$6,833,390	\$7,003,647	\$7,404,839
Total Operating Revenues	A	\$40,070,948	\$37,682,664	\$39,111,409	\$41,864,875	\$40,784,474
General Funds	B	\$8,915,112	\$8,810,289	\$8,941,451	\$8,329,157	\$7,529,551
Total Operating Expenditures	C	\$50,112,694	\$47,635,641	\$49,239,196	\$49,772,461	\$48,396,455
Other Non-Operating Activity	D	(\$19,643)	(\$375,572)	\$8,073	\$24,669	(\$377,480)
Change in Net Position Before Cap	a+b-c+d	(\$1,146,278)	(\$1,518,261)	(\$1,178,264)	\$446,240	(\$459,911)

Black Hills State University
Higher Learning Commission Financial Ratios

	2016	2015	2014	2013	2012
Primary Reserve Ratio	0.326	0.407	0.430	0.402	0.379
Net Operating Revenue Ratio	0.087	0.034	0.092	0.053	0.120
Return on Net Assets Ratio	0.075	0.048	0.103	0.055	0.148
Viability Ratio	0.465	0.482	0.495	0.546	0.482
Composite Financial Indicator	2.7	2.2	3.3	2.5	3.8

Black Hills State University Credit Hours by Funding Source



University FTE
On-Campus

	BHSU
Fall 2010	2,241
Fall 2011	2,101
Fall 2012	1,946
Fall 2013	1,893
Fall 2014	1,680
Fall 2015	1,643
Fall 2016	1,626
% Chg Since 2010	-27.4
# Chg Since 2010	-615

University FTE
Off-Campus

	BHSU
Fall 2010	1,000
Fall 2011	1,033
Fall 2012	1,090
Fall 2013	1,169
Fall 2014	1,240
Fall 2015	1,240
Fall 2016	1,199
% Chg Since 2010	+19.9
# Chg Since 2010	+199

Restricted Non-Appropriated (Grants and Contracts) Current Fund Expenditures

		State	Federal	Private	Total
FY12	BHSU	\$718,621	\$3,690,168	\$62,496	\$4,471,285
FY13	BHSU	\$334,896	\$4,215,800	\$58,406	\$4,609,102
FY14	BHSU	\$256,699	\$2,700,483	\$85,964	\$3,043,146
FY15	BHSU	\$554,322	\$2,369,614	\$133,747	\$3,057,683
FY16	BHSU	\$271,729	\$2,915,845	\$326,391	\$3,513,965

**DSU
FY16 Revenues**

Tuition and Fees	\$18,032,684.94
State Appropriations	\$9,480,682.59
Auxiliaries	\$4,517,444.36
Other Sales and Services	\$1,640,768.35
Grants and Contracts	\$6,051,283.10
Miscellaneous	\$34,453.28
	<hr/>
Total Revenues	<u><u>\$39,757,316.62</u></u>

**DSU
FY16 Operating Expenses by Program**

	Total
Instruction (1)	\$ 13,396,099.20
Research (2)	\$ 1,601,819.51
Public Service (3)	\$ 1,849,102.00
Academic Support (4)	\$ 2,917,654.47
Student Services (5)	\$ 3,945,250.77
Institutional Support (6)	\$ 3,621,262.87
O&M of Plant (7)	\$ 3,780,730.34
Scholarships and Fellowships	\$ 1,641,091.97
Auxilliary Enterprises (9)	\$ 3,771,346.58
Other Expenses (10)	\$ -
Unallocated Depreciation	\$ 227,822.32
	<hr/>
Total	<u><u>\$ 36,752,180.03</u></u>

DSU Peer Institutions

Institution	Fall 2014 FTE Enrollment	Total Degrees Awarded	FY2014 Core Expenditures	Core Expenditures per Student	Core Expenditures per degree
<i>Dakota State University</i>	<i>1,960</i>	<i>379</i>	<i>\$34,130,044</i>	<i>\$17,413</i>	<i>\$90,053</i>
Eastern Oregon U	2,655	801	\$47,557,553	\$17,912	\$59,373
Louisiana State U-Shreveport	2,981	575	\$37,451,407	\$12,563	\$65,133
Northwest Missouri State U	6,002	1,333	\$78,029,108	\$13,001	\$58,536
Oregon Institute of Technology	3,112	687	\$53,977,397	\$17,345	\$78,570
Southern Polytechnic State U-GA	5,403	972	\$70,528,795	\$13,054	\$72,560
SUNY Polytechnic Institute-Utica, NY	2,183	597	\$46,224,548	\$21,175	\$77,428
U of Illinois at Springfield	3,844	1,256	\$95,800,310	\$24,922	\$76,274

** Total Degrees Awarded includes - Associate's, Bachelor's, Master's, Doctor's and Professional Degrees - First Major only. Does not include post baccalaureate or post-master's certificates.

** Core Expenditures excludes auxiliary expenses.

**Dakota State University
Total Cash Statement**

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$295,636	\$226,726	\$232,290	\$213,119	\$321,560
Sales and Services	\$531,258	\$948,390	\$699,973	\$282,082	\$426,438
Other Enterprises	\$236,950	\$299,680	\$159,731	\$319,257	\$304,426
Tuition	\$2,904,808	\$2,455,447	\$2,332,272	\$2,735,187	\$4,136,130
Fees	<u>\$1,488,323</u>	<u>\$1,675,468</u>	<u>\$819,127</u>	<u>\$907,743</u>	<u>\$1,459,437</u>
Subtotal Unrestricted	\$5,456,976	\$5,605,711	\$4,243,393	\$4,457,387	\$6,647,991
Plant Funds	\$304,728	\$311,198	\$316,330	\$319,398	\$11,340,535
Clearing Funds	(\$57,755)	(\$139,505)	(\$136,047)	(\$159,840)	(\$138,815)
Auxiliary System	\$1,685,170	\$1,585,775	\$1,749,543	\$1,641,908	\$2,389,450
Other Restricted	\$133,163	\$132,751	\$71,667	\$144,656	\$134,764
Agency Funds	\$78,495	\$100,397	\$130,266	\$175,390	\$146,340
Grants and Fed. Approp.	<u>(\$859,684)</u>	<u>(\$761,668)</u>	<u>(\$550,504)</u>	<u>(\$202,630)</u>	<u>\$233,993</u>
Subtotal Restricted	\$1,284,117	\$1,228,948	\$1,581,256	\$1,918,881	\$14,106,267
Campus Total	\$6,741,093	\$6,834,659	\$5,824,649	\$6,376,269	\$20,754,258

Dakota State University Uncommitted Cash Balances

	6/30/2014	6/30/2015	6/30/2016	
Unrestricted Cash Balance	\$ 4,275,561.00	\$ 4,500,416.00	\$ 6,686,935.00	
General and Other Appropriated Funds	\$ (808.00)	\$ (9,606.00)	\$ (38,943.00)	
Unrestricted Non-Appropriated Cash Balance	\$ 4,274,753.00	\$ 4,490,810.00	\$ 6,647,992.00	
Cash Held By Others				
Tuition System Pool	\$ -	\$ -	\$ -	
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -	
Clearing Funds (M&R Expenditures)	\$ -	\$ -	\$ -	
Cash Held for Others				
EUC	\$ (103,169.52)	\$ (101,180.64)	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
University Centers	\$ -	\$ -	\$ -	
Unclaimed Property	\$ -	\$ -	\$ -	
Student Cards & Student Deposits	\$ (35,280.49)	\$ (33,328.67)	\$ (42,819.00)	
Student Assns. and Student Gov't. Assn. Funds	\$ (68,052.97)	\$ (81,126.84)	\$ (109,597.00)	
Commitments Against Cash				
Encumbrances Posted	\$ (35,716.85)	\$ (73,972.10)	\$ (516,295.54)	
Payables	\$ (48,029.43)	\$ (203,376.17)	\$ (109,360.00)	
Scholarships from Vending Profits	\$ -	\$ -	\$ -	
Due the Board of Regents	\$ -	\$ -	\$ -	
Cash Balance	\$ 3,984,503.74	\$ 3,997,825.58	\$ 5,869,920.46	
Reserve Percentage	16.45% (1)	15.61% (2)	21.69% (3)	
One-Time Commitments				
Uncommitted Cash Balance	\$ 3,984,503.74	\$ 3,997,825.58	\$ 5,869,920.46	
Uncommitted Reserve Percentage	16.45% (1)	15.61% (2)	21.69% (3)	

(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(2) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

(3) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service

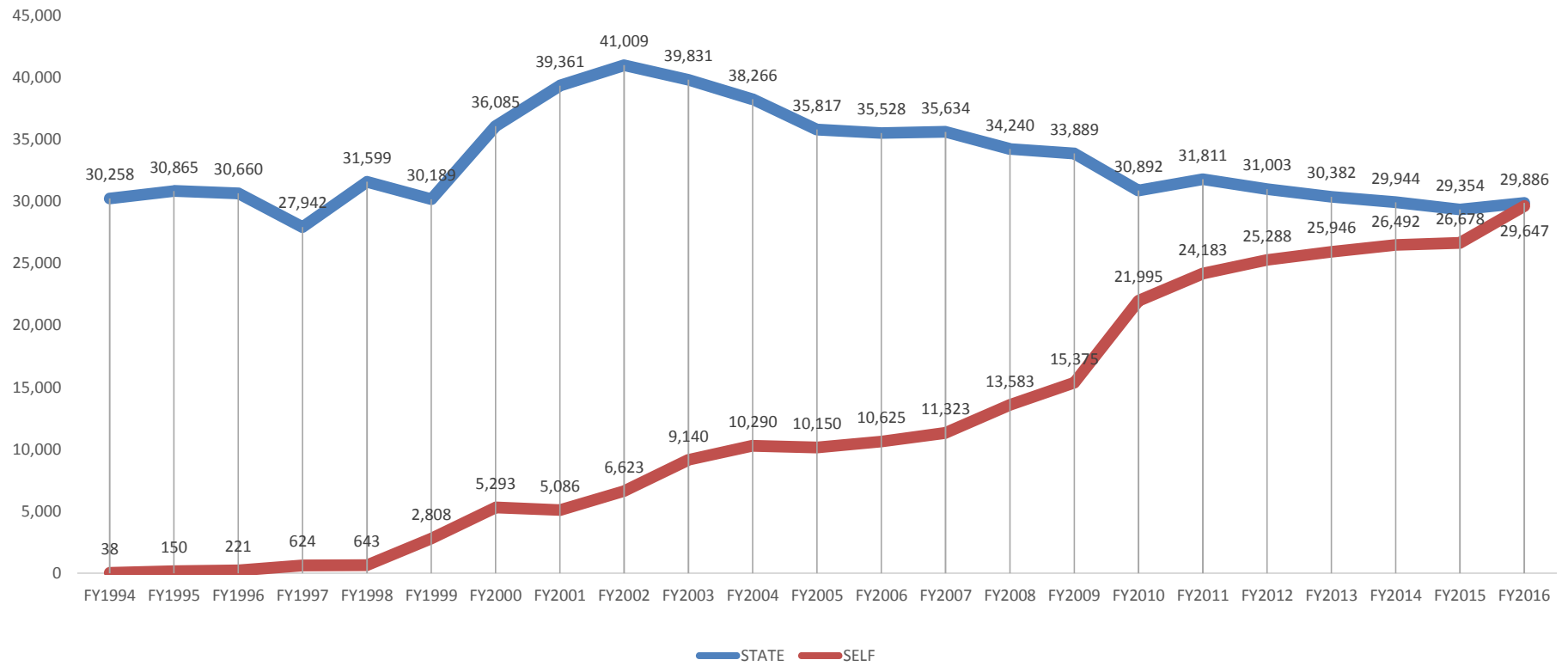
Dakota State University
Financial Statement Data

		2016	2015	2014	2013	2012
State Support		\$3,728,099	\$4,438,865	\$4,285,732	\$3,122,802	\$3,111,732
Self Support		\$8,500,333	\$7,475,052	\$6,710,200	\$6,304,761	\$6,445,159
Fees		\$5,804,253	\$4,966,040	\$4,955,672	\$4,914,153	\$5,566,151
Total Operating Revenues	A	\$30,276,634	\$26,116,498	\$26,133,985	\$25,368,457	\$25,883,352
General Funds	B	\$9,480,683	\$9,412,008	\$9,225,514	\$8,864,410	\$8,350,133
Total Operating Expenditures	C	\$36,752,180	\$36,618,081	\$37,453,086	\$34,794,500	\$34,679,218
Other Non-Operating Activity	D	(\$124,070)	(\$93,212)	\$53,869	(\$64,593)	(\$181,315)
Change in Net Position Before Cap	a+b-c+d	\$2,881,067	(\$1,182,786)	(\$2,039,718)	(\$626,225)	(\$627,047)

Dakota State University
Higher Learning Commission Financial Ratios

	2016	2015	2014	2013	2012
Primary Reserve Ratio	0.238	0.203	0.130	0.105	0.073
Net Operating Revenue Ratio	0.131	0.011	0.061	0.041	0.022
Return on Net Assets Ratio	0.257	0.177	0.146	0.160	0.179
Viability Ratio	0.367	0.565	0.336	0.214	0.136
Composite Financial Indicator	3.9	2.9	2.6	2.4	2.3

Dakota State University Credit Hours by Funding Source



University FTE
On-Campus

	DSU
Fall 2010	1,076
Fall 2011	1,037
Fall 2012	1,043
Fall 2013	1,017
Fall 2014	992
Fall 2015	994
Fall 2016	1,035
% Chg Since 2010	-3.8
# Chg Since 2010	-41

University FTE
Off-Campus

	DSU
Fall 2010	632
Fall 2011	710
Fall 2012	685
Fall 2013	724
Fall 2014	748
Fall 2015	864
Fall 2016	861
% Chg Since 2010	+36.2
# Chg Since 2010	+229

Restricted Non-Appropriated (Grants and Contracts) Current Fund Expenditures

FY12	DSU	\$1,143,900	\$3,421,278	\$279,891	\$4,845,069
FY13	DSU	\$1,258,672	\$2,708,309	\$238,179	\$4,205,160
FY14	DSU	\$1,014,498	\$2,636,548	\$351,782	\$4,002,828
FY15	DSU	\$1,018,037	\$1,018,953	\$355,895	\$2,392,885
FY16	DSU	\$1,202,397	\$1,902,021	\$436,632	\$3,541,050

**NSU
FY16 Revenues**

Tuition and Fees	\$14,444,839.03
State Appropriations	\$12,937,394.86
Auxiliaries	\$5,351,565.28
Other Sales and Services	\$2,199,103.50
Grants and Contracts	\$4,364,635.54
Miscellaneous	\$72,339.60
	<hr/>
Total Revenues	<u><u>\$39,369,877.81</u></u>

**NSU
FY16 Operating Expenses by Program**

	Total
Instruction (1)	\$ 14,010,889.62
Research (2)	\$ 164,239.56
Public Service (3)	\$ 671,950.68
Academic Support (4)	\$ 4,448,772.06
Student Services (5)	\$ 5,918,614.17
Institutional Support (6)	\$ 3,862,459.77
O&M of Plant (7)	\$ 3,239,901.91
Scholarships and Fellowships	\$ 1,765,758.04
Auxiliary Enterprises (9)	\$ 5,298,771.63
Other Expenses (10)	\$ 172,494.68
Unallocated Depreciation	\$ 106,000.77
	<hr/>
Total	<u><u>\$ 39,659,852.89</u></u>

NSU Peer Institutions

Institution	Fall 2014 FTE Enrollment	Total Degrees Awarded	FY2014 Core Expenditures	Core Expenditures per Student	Core Expenditures per degree
Concord University-WV	2,275	504	\$29,570,462	\$12,998	\$58,672
Indiana U-East	3,064	598	\$32,068,431	\$10,466	\$53,626
Indiana U-Kokomo	2,957	559	\$28,824,430	\$9,748	\$51,564
Lake Superior State U-MI	2,114	643	\$37,402,492	\$17,693	\$58,169
Northern State University	2,319	390	\$34,281,368	\$14,783	\$87,901
U of Minnesota-Crookston	1,955	428	\$25,357,241	\$12,970	\$59,246
West Liberty U-WV	2,381	529	\$32,848,974	\$13,796	\$62,096
West Virginia State U	2,343	435	\$41,280,208	\$17,619	\$94,897

** Total Degrees Awarded includes - Associate's, Bachelor's, Master's, Doctor's and Professional Degrees - First Major only. Does not include post baccalaureate or post-master's certificates.

** Core Expenditures excludes auxiliary expenses.

**Northern State University
Total Cash Statement**

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$125,604	\$139,484	\$108,907	\$114,950	\$155,359
Sales and Services	\$1,008,415	\$755,062	\$669,863	\$875,337	\$969,140
Other Enterprises	\$122,726	\$86,886	\$99,370	\$83,405	\$63,572
Tuition	\$1,511,689	\$1,003,726	\$1,369,831	\$2,189,339	\$3,743,321
Fees	\$1,670,215	\$1,800,561	\$2,238,242	\$2,649,848	\$2,687,762
Subtotal Unrestricted	\$4,438,649	\$3,785,719	\$4,486,213	\$5,912,878	\$7,619,154
Plant Funds	\$52,886	\$71,114	\$193,292	\$108,895	\$3,777,180
Clearing Funds	(\$2,832,770)	(\$2,510,511)	(\$2,211,967)	(\$1,939,104)	(\$2,046,680)
Auxiliary System	\$5,040,980	\$3,845,610	\$4,028,824	\$3,552,403	\$3,756,755
Other Restricted	\$416,193	\$330,658	\$378,808	\$578,545	\$599,562
Agency Funds	\$31,316	\$43,544	\$39,832	\$28,674	\$30,554
Grants and Fed. Approp.	\$305,992	\$228,491	\$135,100	\$137,137	\$223,800
Subtotal Restricted	\$3,014,598	\$2,008,906	\$2,563,889	\$2,466,550	\$6,341,171
Campus Total	\$7,453,247	\$5,794,624	\$7,050,102	\$8,379,428	\$13,960,325

Northern State University
Uncommitted Cash Balances

	<u>6/30/2014</u>	<u>6/30/2015</u>	<u>6/30/2016</u>	
Unrestricted Cash Balance	\$ 4,488,442.00	\$ 5,915,117.00	\$ 7,621,514.00	
General and Other Appropriated Funds	\$ (2,228.00)	\$ (2,239.00)	\$ (2,360.00)	
Unrestricted Non-Appropriated Cash Balance	\$ 4,486,214.00	\$ 5,912,878.00	\$ 7,619,154.00	
Cash Held By Others				
Tuition System Pool	\$ -	\$ -	\$ -	
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -	
Clearing Funds	\$ 153,975.63	\$ 154,690.63	\$ 94,560.32	
Cash Held for Others				
EUC	\$ (3,596.17)	\$ (5,016.46)	\$ (5,016.46)	
Clearing Funds	\$ (497.38)	\$ 132.91	\$ (8,416.90)	
University Centers	\$ -	\$ -	\$ -	
Unclaimed Property	\$ (5,654.48)	\$ (8,313.10)	\$ (10,439.90)	
Student Cards & Student Deposits	\$ (63,360.00)	\$ (52,385.00)	\$ (55,235.00)	
Student Assns. and Student Gov't. Assn. Funds	\$ (413,014.14)	\$ (277,651.77)	\$ (252,461.35)	
Commitments Against Cash				
Encumbrances Posted	\$ (100,327.65)	\$ (115,970.52)	\$ (168,430.26)	
Payables	\$ (142,436.94)	\$ (173,946.22)	\$ (353,213.74)	
Scholarships from Vending Profits	\$ -	\$ -	\$ -	
Due the Board of Regents	\$ -	\$ -	\$ -	
Cash Balance	\$ 3,911,302.87	\$ 5,434,418.47	\$ 6,860,500.71	
Reserve Percentage	14.61% (1)	18.46% (2)	23.13% (3)	
One-Time Commitments				
Parking Lots (from Clearing Funds)	\$ (581,607.00)	\$ (536,607.23)	\$ (472,607.23)	
Barnett Center Receivable (from Clearing Funds)	\$ (1,678,201.00)	\$ (1,482,842.04)	\$ (1,265,876.08)	
			\$ (151,205.88)	
			\$ -	
Uncommitted Cash Balance	<u>\$ 1,651,494.87</u>	<u>\$ 3,414,969.20</u>	<u>\$ 4,970,811.52</u>	
Uncommitted Reserve Percentage	6.17% (1)	11.60% (2)	16.76% (3)	

(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(2) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

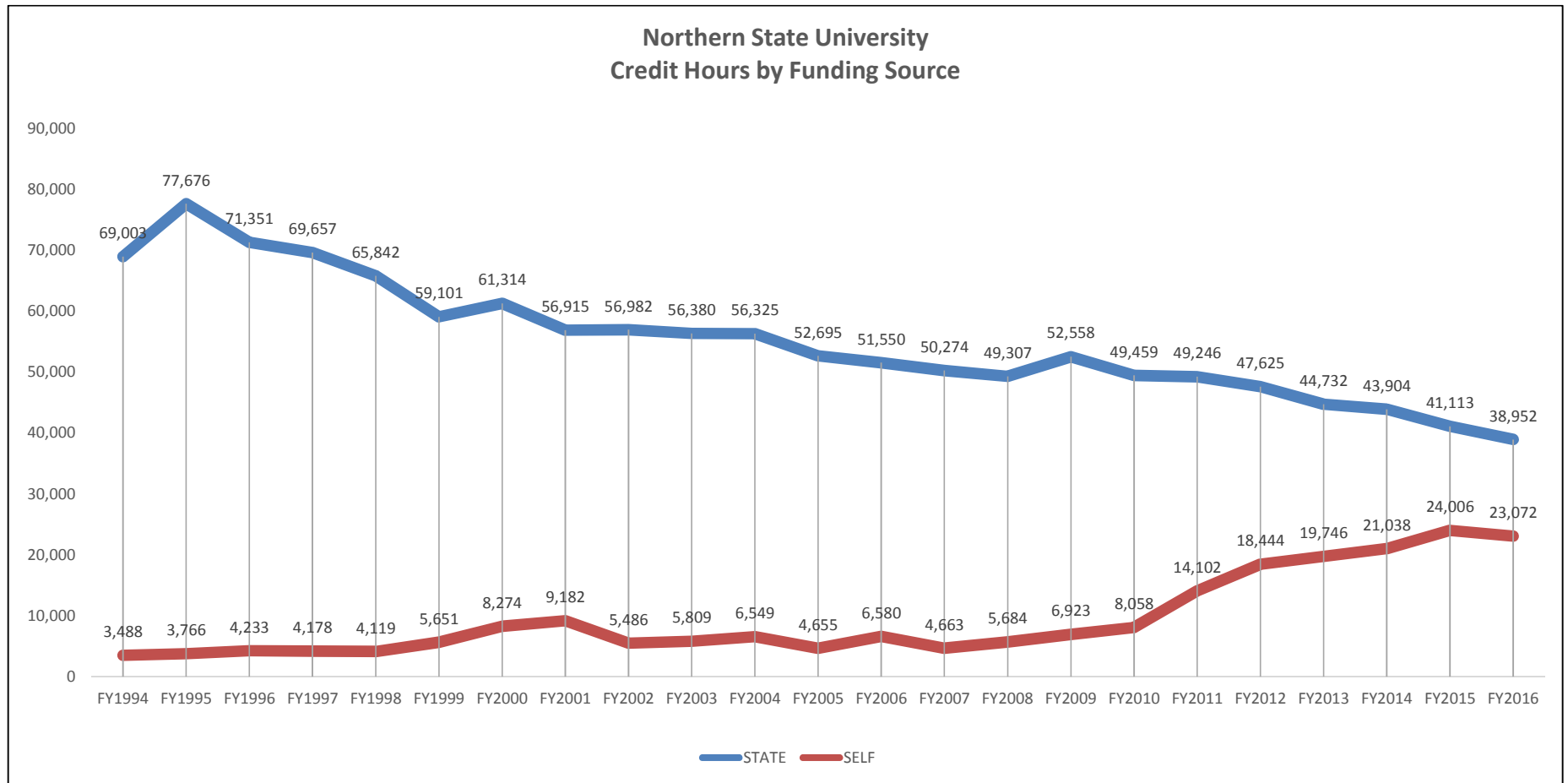
(3) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service

Northern State University
Financial Statement Data

		2016	2015	2014	2013	2012
State Support		\$4,205,217	\$4,644,520	\$4,854,766	\$4,657,718	\$4,324,995
Self Support		\$5,062,561	\$5,091,342	\$4,542,349	\$4,070,736	\$3,934,230
Fees		\$5,177,061	\$5,163,344	\$5,397,264	\$5,410,246	\$5,661,025
Total Operating Revenues	A	\$26,432,483	\$27,767,869	\$26,098,615	\$24,737,009	\$25,281,843
General Funds	B	\$12,937,395	\$13,064,145	\$12,684,753	\$11,985,981	\$11,473,545
Total Operating Expenditures	C	\$39,659,853	\$40,973,131	\$40,133,498	\$39,583,224	\$38,112,052
Other Non-Operating Activity	D	\$277,032	\$344,494	\$590,987	\$631,182	\$457,214
Change in Net Position Before Cap	a+b-c+d	(\$12,943)	\$203,376	(\$759,143)	(\$2,229,051)	(\$899,450)

Northern State University
Higher Learning Commission Financial Ratios

	2016	2015	2014	2013	2012
Primary Reserve Ratio	0.601	0.766	0.600	0.425	0.043
Net Operating Revenue Ratio	0.017	0.172	0.157	0.279	0.002
Return on Net Assets Ratio	0.082	0.203	0.178	0.462	0.025
Viability Ratio	1.043	1.234	0.877	0.684	0.063
Composite Financial Indicator	3.4	6.05	5.09	4.7	0.4



University FTE
On-Campus

	NSU
Fall 2010	1,693
Fall 2011	1,733
Fall 2012	1,607
Fall 2013	1,583
Fall 2014	1,451
Fall 2015	1,358
Fall 2016	1,287
% Chg Since 2010	-24
# Chg Since 2010	-406

University FTE
Off-Campus

	NSU
Fall 2010	404
Fall 2011	469
Fall 2012	550
Fall 2013	545
Fall 2014	693
Fall 2015	637
Fall 2016	666
% Chg Since 2010	+64.9
# Chg Since 2010	+262

Restricted Non-Appropriated (Grants and Contracts) Current Fund Expenditures

FY12	NSU	\$101,109	\$811,673	\$58,461	\$971,243
FY13	NSU	\$251,619	\$936,444	\$51,136	\$1,239,199
FY14	NSU	\$377,703	\$791,921	\$248,688	\$1,418,312
FY15	NSU	\$1,447,953	\$1,120,104	\$412,585	\$2,980,642
FY16	NSU	\$74,591	\$1,436,356	\$812,586	\$2,323,533

**SDSM&T
FY16 Revenues**

Tuition and Fees	\$27,831,837.84
State Appropriations	\$16,414,051.51
Auxiliaries	\$8,537,869.24
Other Sales and Services	\$1,313,605.24
Grants and Contracts	\$16,419,635.46
Miscellaneous	\$55,449.40
	<hr/>
Total Revenues	<u><u>\$70,572,448.69</u></u>

**SDSM&T
FY16 Operating Expenses by Program**

	Total
Instruction (1)	\$ 21,319,878.49
Research (2)	\$ 12,479,167.16
Public Service (3)	\$ 653,141.24
Academic Support (4)	\$ 5,413,616.90
Student Services (5)	\$ 5,646,346.12
Institutional Support (6)	\$ 4,782,857.85
O&M of Plant (7)	\$ 4,835,206.22
Scholarships and Fellowships	\$ 1,752,876.56
Auxilliary Enterprises (9)	\$ 8,081,558.16
	<hr/>
Total	<u><u>\$ 64,964,648.70</u></u>

SDSM&T Peer Institutions

Institution	Fall 2014 FTE Enrollment	Total Degrees Awarded	FY2014 Core Expenditures	Core Expenditures per Student	Core Expenditures per degree
Michigan Technological U	6,592	1,434	\$190,683,570	\$28,927	\$132,973
Missouri U of Science & Tech	7,703	1,762	\$172,464,633	\$22,389	\$97,880
Montana Tech of the U of Montana	1,916	398	\$47,690,140	\$24,890	\$119,824
<i>South Dakota School of Mines & Tech</i>	<i>2,488</i>	<i>396</i>	<i>\$55,744,557</i>	<i>\$22,405</i>	<i>\$140,769</i>

** Total Degrees Awarded includes - Associate's, Bachelor's, Master's, Doctor's and Professional Degrees - First Major only.

Does not include post baccalaureate or post-master's certificates.

** Core Expenditures excludes auxiliary expenses.

**South Dakota School of Mines & Technology
Total Cash Statement with Loan**

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$1,696,559	(\$309,273)	(\$1,853,954)	(\$295,897)	\$1,645,853
Sales and Services	(\$1,616,533)	(\$799,031) *	(\$1,181,643) *	(\$389,991) *	\$393,704 #
Other Enterprises	\$359,658	\$505,281	\$673,125	\$816,827	\$1,076,838
Tuition	\$490,120	\$210,797	\$40,831	\$411,415	\$680,322
Fees	<u>\$1,505,941</u>	<u>\$438,393</u>	<u>(\$135,316)</u>	<u>\$599,353</u>	<u>\$2,221,704</u>
Subtotal Unrestricted	\$2,435,745	\$46,167 *	(\$2,456,956) *	\$1,141,707 *	\$6,018,421 #
Plant Funds	\$268,277	\$154,517	\$6,410,768	\$969,233	\$624,503
Clearing Funds	(\$196,287)	(\$175,893)	(\$65,347)	\$33,614	(\$41,634)
Auxiliary System	\$4,844,890	\$4,816,324	\$5,906,046	\$6,527,757	\$7,341,251
Other Restricted	\$30,848	\$180,299	\$118,091	\$35,646	\$30,739
Agency Funds	\$115,101	\$114,566	\$121,878	\$110,062	\$86,648
Grants and Fed. Approp.	<u>(\$4,742,369)</u>	<u>(\$2,705,469)</u>	<u>(\$2,232,424)</u>	<u>(\$3,495,968)</u>	<u>(\$2,743,180)</u>
Subtotal Restricted	\$320,460	\$2,384,344	\$10,259,011	\$4,180,344	\$5,298,327
Campus Total	\$2,756,205	\$2,430,511	\$7,802,055	\$5,322,051	\$11,316,748

* Includes \$2.5 million of cash on loan from the system tuition pool.

Includes \$1.75 million of cash on loan from the system tuition pool.

South Dakota School of Mines & Technology
Total Cash Statement without Loan

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$1,696,559	(\$309,273)	(\$1,853,954)	(\$295,897)	\$1,645,853
Sales and Services	(\$1,616,533)	(\$3,299,031)	(\$3,681,643)	(\$2,889,991)	(\$1,356,296)
Other Enterprises	\$359,658	\$505,281	\$673,125	\$816,827	\$1,076,838
Tuition	\$490,120	\$210,797	\$40,831	\$411,415	\$680,322
Fees	<u>\$1,505,941</u>	<u>\$438,393</u>	<u>(\$135,316)</u>	<u>\$599,353</u>	<u>\$2,221,704</u>
Subtotal Unrestricted	\$2,435,745	(\$2,453,833)	(\$4,956,956)	(\$1,358,293)	\$4,268,421
Plant Funds	\$268,277	\$154,517	\$6,410,768	\$969,233	\$624,503
Clearing Funds	(\$196,287)	(\$175,893)	(\$65,347)	\$33,614	(\$41,634)
Auxiliary System	\$4,844,890	\$4,816,324	\$5,906,046	\$6,527,757	\$7,341,251
Other Restricted	\$30,848	\$180,299	\$118,091	\$35,646	\$30,739
Agency Funds	\$115,101	\$114,566	\$121,878	\$110,062	\$86,648
Grants and Fed. Approp.	<u>(\$4,742,369)</u>	<u>(\$2,705,469)</u>	<u>(\$2,232,424)</u>	<u>(\$3,495,968)</u>	<u>(\$2,743,180)</u>
Subtotal Restricted	\$320,460	\$2,384,344	\$10,259,011	\$4,180,344	\$5,298,327
Campus Total	\$2,756,205	(\$69,489)	\$5,302,055	\$2,822,051	\$9,566,748

South Dakota School of Mines & Technology
Uncommitted Cash Balances

	<u>6/30/2014</u>	<u>6/30/2015</u>	<u>6/30/2016</u>	
Unrestricted Cash Balance	\$ (1,602,725.00)	\$ 1,325,072.68	\$ 6,022,152.00	
General and Other Appropriated Funds	\$ (731,976.00)	\$ (3,650.00)	\$ (3,731.00)	
Unrestricted Non-Appropriated Cash Balance	\$ (2,334,701.00)	\$ 1,321,422.68	\$ 6,018,421.00	
Cash Held By Others				
Tuition System Pool	\$ -	\$ -	\$ -	
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
Cash Held for Others				
EUC	\$ -	\$ -	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
University Centers	\$ -	\$ -	\$ -	
Unclaimed Property	\$ -	\$ -	\$ -	
Student Cards & Student Deposits	\$ -	\$ -	\$ -	
Student Assns. and Student Gov't. Assn. Funds	\$ (27,850.90)	\$ (69,841.26)	\$ (72,773.00)	
Commitments Against Cash				
Encumbrances Posted	\$ (382,149.54)	\$ (505,578.26)	\$ (225,229.18)	
Payables	\$ (6,233.46)	\$ (1,571.76)	\$ (98,261.23)	
Scholarships from Vending Profits	\$ -	\$ -	\$ -	
Due to Board of Regents	\$ (2,500,000.00)	\$ (2,500,000.00)	\$ (1,750,000.00)	
Cash Balance	\$ (5,250,934.90)	\$ (1,755,568.60)	\$ 3,872,157.59	
Reserve Percentage	-14.42% (1)	-4.22% (2)	8.86% (3)	
One-Time Commitments				
Uncommitted Cash Balance	<u>\$ (5,250,934.90)</u>	<u>\$ (1,755,568.60)</u>	<u>\$ 3,872,157.59</u>	
Uncommitted Reserve Percentage	-14.42% (1)	-4.22% (2)	8.86% (3)	

(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(2) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

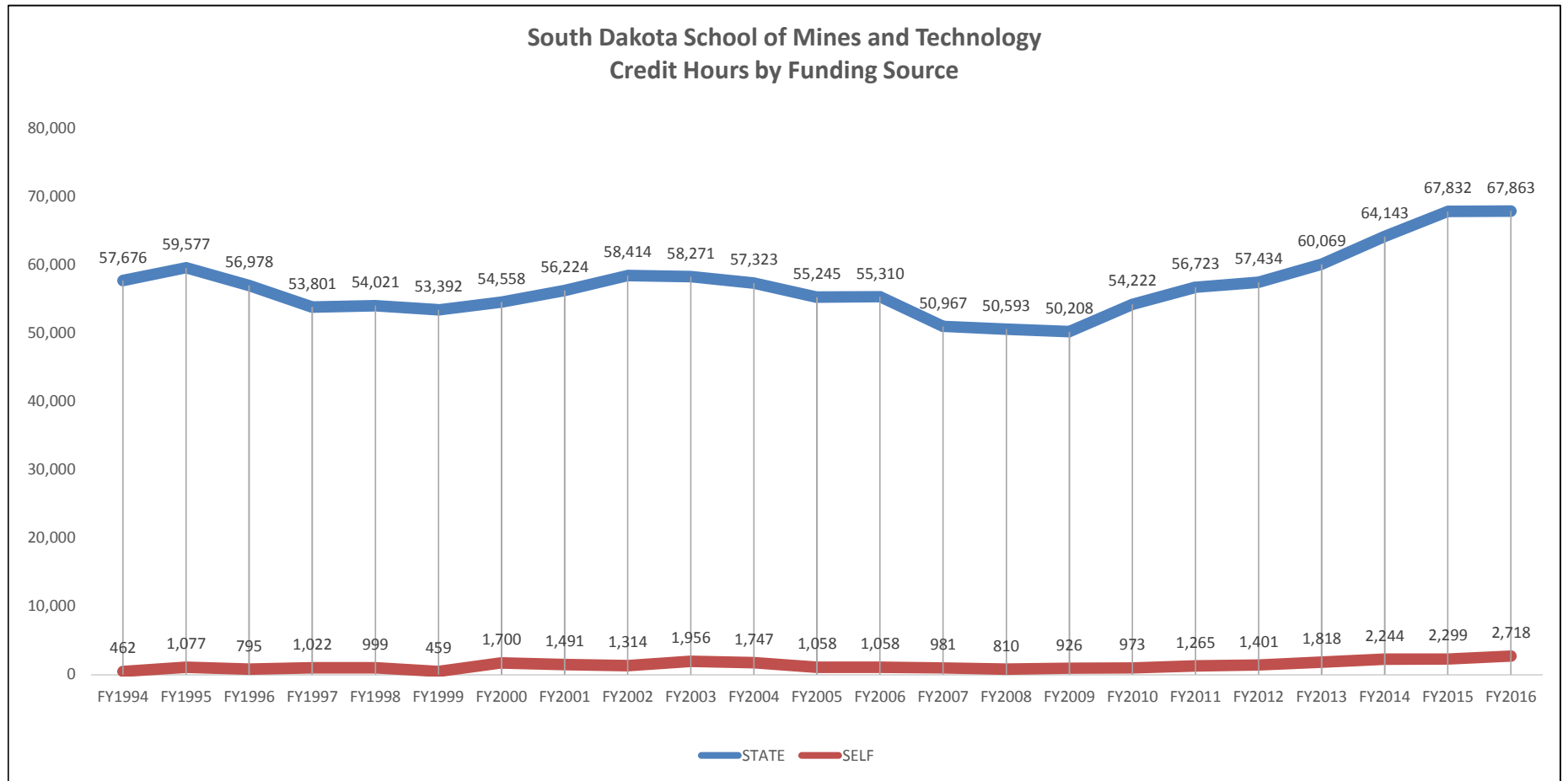
(3) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service

South Dakota School of Mines and Technology
Financial Statement Data

		2016	2015	2014	2013	2012
State Support		\$10,371,106	\$9,567,113	\$9,119,408	\$7,468,133	\$6,182,999
Self Support		\$928,186	\$751,288	\$651,621	\$591,446	\$421,660
Fees		\$16,532,546	\$15,532,137	\$13,926,942	\$12,125,647	\$11,062,048
Total Operating Revenues	A	\$54,158,397	\$51,894,336	\$43,160,760	\$37,886,146	\$41,375,802
General Funds	B	\$16,414,052	\$17,048,303	\$15,774,634	\$14,512,020	\$14,046,774
Total Operating Expenditures	C	\$64,964,649	\$65,287,867	\$63,465,909	\$59,272,372	\$60,880,422
Other Non-Operating Activity	D	(\$1,201,525)	(\$588,049)	(\$642,021)	(\$16,923,880)	(\$794,923)
Change in Net Position Before Cap	a+b-c+d	\$4,406,275	\$3,066,723	(\$5,172,534)	(\$23,798,086)	(\$6,252,769)

South Dakota School of Mines and Technology
Higher Learning Commission Financial Ratios

	2016	2015	2014	2013	2012
Primary Reserve Ratio	0.306	0.182	0.185	0.055	0.153
Net Operating Revenue Ratio	0.241	0.119	0.078	(0.084)	(0.067)
Return on Net Assets Ratio	0.227	0.106	0.212	0.009	(0.047)
Viability Ratio	0.543	0.304	0.300	0.090	5.390
Composite Financial Indicator	4.3	2.7	3.3	(0.01)	0.0



University FTE
On-Campus

	SDSMT
Fall 2010	1,953
Fall 2011	1,945
Fall 2012	2,016
Fall 2013	2,183
Fall 2014	2,327
Fall 2015	2,329
Fall 2016	2,305
% Chg Since 2010	+18
# Chg Since 2010	+352

University FTE
Off-Campus

	SDSMT
Fall 2010	44
Fall 2011	38
Fall 2012	55
Fall 2013	51
Fall 2014	64
Fall 2015	76
Fall 2016	89
% Chg Since 2010	+102.3
# Chg Since 2010	+45

Restricted Non-Appropriated (Grants and Contracts) Current Fund Expenditures

FY12	SDSM&T	\$1,018,061	\$14,181,877	\$396,646	\$15,596,584
FY13	SDSM&T	\$1,450,947	\$7,781,238	\$390,226	\$9,622,411
FY14	SDSM&T	\$1,632,992	\$6,929,693	\$382,415	\$8,945,100
FY15	SDSM&T	\$1,971,529	\$9,392,957	\$1,780,205	\$13,144,691
FY16	SDSM&T	\$2,158,686	\$10,181,745	\$1,355,942	\$13,696,373

SDSU
FY16 Revenues

Tuition and Fees	\$101,635,228.19
State Appropriations	\$66,298,703.34
Auxiliaries	\$37,168,369.85
Other Sales and Services	\$31,002,510.61
Grants and Contracts	\$49,400,673.76
Miscellaneous	\$263,836.20
Federal Appropriated Revenue	\$7,192,378.00
Total Revenues	\$292,961,699.95

SDSU
FY16 Operating Expenses by Program

	Total
Instruction (1)	\$ 78,315,150.86
Research (2)	\$ 53,261,350.85
Public Service (3)	\$ 26,015,948.75
Academic Support (4)	\$ 14,132,576.65
Student Services (5)	\$ 20,808,969.56
Institutional Support (6)	\$ 25,590,762.92
O&M of Plant (7)	\$ 32,679,911.55
Scholarships and Fellowships	\$ 6,761,460.78
Auxilliary Enterprises (9)	\$ 25,198,335.80
Other Expenses (10)	\$ -
Unallocated Depreciation	\$ 52,475.39
Total	\$ 282,816,943.11

SDSU Peer Institutions

Institution	Fall 2014 FTE Enrollment	Total Degrees Awarded	FY2014 Core Expenditures	Core Expenditures per Student	Core Expenditures per degree
Montana State U-Bozeman	13,028	2,794	\$348,930,513	\$26,783	\$124,886
North Dakota State U	12,993	2,805	\$340,764,974	\$26,227	\$121,485
Oklahoma State U	22,354	5,652	\$620,439,743	\$27,755	\$109,773
South Dakota State University	10,474	2,326	\$248,477,033	\$23,723	\$106,826
U of Idaho	10,116	2,749	\$328,875,859	\$32,510	\$119,635
U of Nebraska-Lincoln	22,737	5,166	\$732,076,027	\$32,198	\$141,710
U of Nevada-Reno	17,073	3,528	\$535,816,389	\$31,384	\$151,875
U of North Dakota	12,379	3,002	\$394,572,562	\$31,874	\$131,437
Utah State U	21,180	5,590	\$522,399,369	\$24,665	\$93,452

** Total Degrees Awarded includes - Associate's, Bachelor's, Master's, Doctor's and Professional Degrees - First Major only. Does not include post baccalaureate or post-master's certificates.

** Core Expenditures excludes auxiliary expenses.

**South Dakota State University / AES / SDSU Extension
Total Cash Statement**

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$3,771,194	\$3,604,658	\$3,370,544	\$3,837,721	\$5,027,067
Sales and Services	\$11,025,512	\$8,974,641	\$13,715,139	\$15,953,747	\$16,663,855
Other Enterprises	\$535,052	\$569,259	\$608,083	\$1,131,130	\$845,773
Tuition	\$2,014,222	\$3,481,101	\$2,316,720	\$6,096,926	\$6,270,633
Fees	\$6,470,047	\$6,883,912	\$7,798,553	\$9,035,519	\$11,871,741
Subtotal Unrestricted	\$23,816,027	\$23,513,572	\$27,809,038	\$36,055,043	\$40,679,069
Plant Funds	\$45,299,424	\$15,564,910	\$7,280,170	\$5,415,778	\$9,741,934
Clearing Funds	(\$842,468)	(\$560,975)	(\$715,791)	(\$873,807)	(\$504,138)
Auxiliary System	\$6,274,181	\$6,904,740	\$6,026,309	\$8,368,380	\$10,102,123
Other Restricted	\$1,569,543	\$1,304,609	\$1,402,003	\$1,733,530	\$1,616,064
Agency Funds	\$369,678	\$303,667	\$336,082	\$285,835	\$507,899
Grants and Fed. Approp.	(\$7,386,515)	(\$8,272,801)	(\$7,383,720)	(\$4,113,377)	(\$3,699,510)
Subtotal Restricted	\$45,283,841	\$15,244,150	\$6,945,053	\$10,816,339	\$17,764,372
Campus Total	\$69,099,868	\$38,757,721	\$34,754,091	\$46,871,382	\$58,443,441

South Dakota State University, Agriculture Experiment Station & Extension
Uncommitted Cash Balances

	<u>6/30/2014</u>	<u>6/30/2015</u>	<u>6/30/2016</u>	
Unrestricted Cash Balance	\$ 27,810,621.00	\$ 36,832,770.00	\$ 41,277,544.00	
General and Other Appropriated Funds	\$ 677,968.00	\$ (2,494.00)	\$ (2,549.99)	
Unrestricted Non-Appropriated Cash Balance	\$ 28,488,589.00	\$ 36,830,276.00	\$ 41,274,994.01	
Cash Held By Others				
Tuition System Pool	\$ -	\$ -	\$ -	
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
Endo/Ecto Parasiticide Revenue	\$ -	\$ -	\$ -	
Cash Held for Others				
EUC	\$ (15,915.85)	\$ (3,897.08)	\$ -	
Clearing Funds	\$ -	\$ (8,371.50)	\$ (50,345.50)	
University Centers	\$ -	\$ -	\$ -	
Unclaimed Property	\$ (137,351.39)	\$ (15,742.50)	\$ (63,163.85)	
Student Cards & Student Deposits	\$ (587,897.16)	\$ (658,778.36)	\$ (651,871.72)	
Student Assns. and Student Gov't. Assn. Funds	\$ (314,403.61)	\$ (518,733.92)	\$ (544,475.01)	
Commitments Against Cash				
Encumbrances Posted	\$ (1,576,701.00)	\$ (1,383,274.00)	\$ (1,354,732.00)	
Payables	\$ (2,662,695.00)	\$ (3,505,648.10)	\$ (3,804,804.00)	
Scholarships from Vending Profits	\$ (32,226.76)	\$ (1,282.00)	\$ -	
Due the Board of Regents	\$ -	\$ -	\$ -	
Cash Balance	\$ 23,161,398.23	\$ 30,734,548.54	\$ 34,805,601.93	
Reserve Percentage	13.45% (1)	18.85% (2)	20.36% (3)	
One-Time Commitments				
Wagner Simulation Lab - Nursing	\$ (573,500.00)	\$ (236,930.00)		
Solberg Computer Lab Remodel	\$ (70,000.00)	\$ (17,500.00)		
Foundation Seed Air Intake	\$ (12,112.00)	\$ -		
Administration Conference Room	\$ (45,500.00)	\$ -		
Ag Engineering 100 Classroom	\$ (137,750.00)	\$ -		
Northern Plains BioStress Classroom	\$ (198,500.00)	\$ (29,775.00)		
SD Art Museum	\$ (96,000.00)	\$ (13,440.00)		
Wagner Classroom 125	\$ (98,400.00)	\$ (25,121.00)		
Administrative Building Remodel	\$ (300,000.00)	\$ -		
Bailey Rotunda	\$ (70,000.00)	\$ -		
Electrical Comp Phase II	\$ (353,622.00)	\$ (277,072.00)	\$ (198,788.02)	
Frost Seating	\$ (327,453.00)	\$ (280,674.00)	\$ (233,895.00)	
Harding Hall Project	\$ (1,450,759.00)	\$ (1,450,759.00)	\$ (1,450,759.00)	

South Dakota State University, Agriculture Experiment Station & Extension
(Continued)

	<u>6/30/2014</u>	<u>6/30/2015</u>	<u>6/30/2016</u>
One-Time Commitments			
Classrooms (Wenona 208, Yeager 208 & 229)	\$ (48,405.00)	\$ -	
Ag Engineering 203 Classroom Upgrades	\$ (23,600.00)	\$ -	
Avera - Install Hand Rail around the Energy Recovery Unit	\$ (2,420.00)	\$ -	
Intramural - 108 Classroom Update	\$ (25,280.00)	\$ -	
Berg Ag Hall - Remodel Rooms 135 & 137	\$ (16,335.00)	\$ -	
Avera Science Complex Labs 149,144,137	\$ (92,150.00)	\$ -	
Classroom Upgrades	\$ (234,856.00)	\$ -	
WR OSE - SWC Addition (Planning)	\$ (147,000.00)	\$ -	
Replace South Soffit Wellness Center	\$ (128,400.00)	\$ -	
New Construction Planning	\$ (95,000.00)	\$ -	
University Police Department Space (Stadium)	\$ (500,000.00)	\$ -	
Retail Space (Stadium)	\$ (133,334.00)	\$ -	
Furnishings & Technology	\$ (24,000.00)	\$ -	
Student Wellness Center	\$ (18,400.00)	\$ -	
Greenhouse Electrical Distribution System	\$ (130,000.00)	\$ -	
Stadium Reserve			\$ (1,728,033.00)
Avera Lab Renovations			\$ (1,104,000.00)
ADRD Planning			\$ (536,820.00)
Facilities and Services Receiving and Service Yard			\$ (346,500.00)
Performing Arts Interest Payment (FY18)			\$ (500,000.00)
Upgrade Power for Greenhouse			\$ (5,200.00)
Demolition of Veterinary Isolation			\$ (70,000.00)
Wellness Center Planning			\$ (57,800.00)
Crothers Engineering Remodel			\$ (63,470.00)
Enrollment Services Center Lower Level Remodel			\$ (67,500.00)
Utilities Upgrade			\$ (34,500.00)
Art Museum Planning			\$ (144,000.00)
Ag Engineering Heating Upgrade			\$ (85,750.00)
University Classroom Improvements			\$ (118,094.00)
Uncommitted Cash Balance	<u>\$ 19,427,802.23</u>	<u>\$ 26,826,282.54</u>	<u>\$ 28,060,492.91</u>
Uncommitted Reserve Percentage	11.28% (1)	16.45% (2)	16.41% (3)

(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(2) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

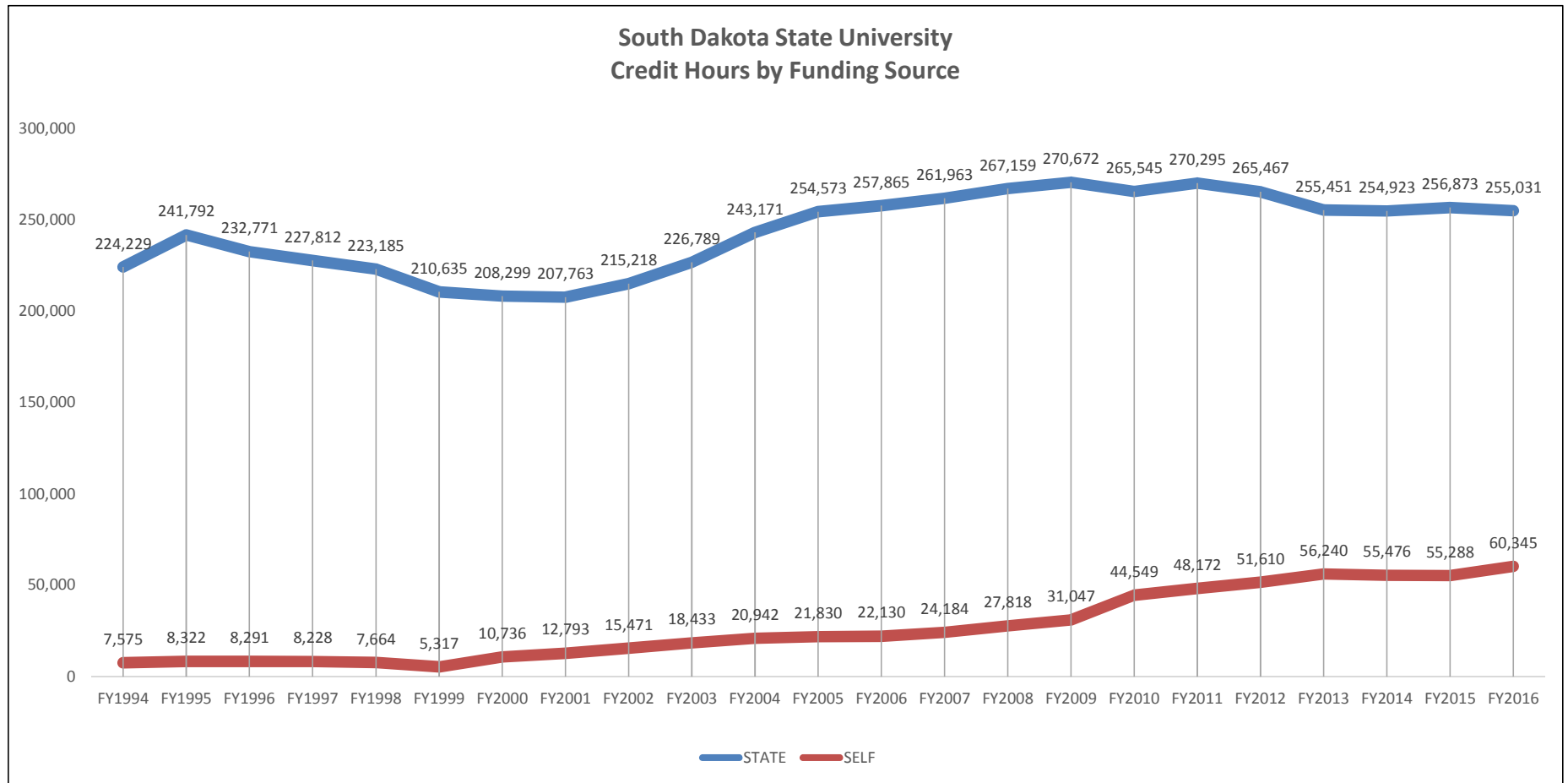
(3) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service

South Dakota State University
Financial Statement Data

		2016	2015	2014	2013	2012
State Support		\$35,726,073	\$34,814,261	\$33,098,203	\$31,345,748	\$28,851,543
Self Support		\$17,681,631	\$16,597,794	\$15,318,648	\$15,168,808	\$14,003,701
Fees		\$48,227,524	\$45,339,158	\$42,641,852	\$41,757,317	\$41,555,474
Total Operating Revenues	A	\$219,457,503	\$209,606,338	\$201,939,990	\$195,424,343	\$198,883,134
General Funds	B	\$66,298,703	\$64,508,403	\$63,438,052	\$59,408,847	\$56,024,888
Total Operating Expenditures	C	\$282,816,943	\$274,786,278	\$270,838,969	\$259,389,998	\$258,759,002
Federal Appropriated Revenue	D	\$7,192,378	\$5,971,224	\$6,269,384	\$8,166,319	\$9,363,852
Other Non-Operating Activity	E	(\$3,712,579)	(\$3,694,491)	(\$3,988,284)	(\$2,989,188)	(\$2,561,210)
Change in Net Position Before Cap	a+b-c+d+e	\$6,419,062	\$1,605,197	(\$3,179,828)	\$620,324	\$2,951,663

South Dakota State University
Higher Learning Commission Financial Ratios

	2016	2015	2014	2013	2012
Primary Reserve Ratio	0.239	0.232	0.203	0.134	0.045
Net Operating Revenue Ratio	0.030	0.019	0.031	0.035	0.015
Return on Net Assets Ratio	0.107	0.065	0.199	0.123	0.055
Viability Ratio	0.396	0.360	0.336	0.217	0.082
Composite Financial Indicator	2.3	1.7	3.0	2.0	0.9



University FTE
On-Campus

	SDSU
Fall 2010	8,937
Fall 2011	8,641
Fall 2012	8,246
Fall 2013	8,275
Fall 2014	8,298
Fall 2015	8,110
Fall 2016	8,089
% Chg Since 2010	-9.5
# Chg Since 2010	-848

University FTE
Off-Campus

	SDSU
Fall 2010	1,576
Fall 2011	1,780
Fall 2012	1,907
Fall 2013	1,945
Fall 2014	1,882
Fall 2015	2,032
Fall 2016	2,040
% Chg Since 2010	+29.4
# Chg Since 2010	+464

Restricted Non-Appropriated (Grants and Contracts) Current Fund Expenditures

FY12	SDSU	\$2,743,748	\$32,084,463	\$1,470,967	\$36,299,178
FY13	SDSU	\$2,764,942	\$24,913,998	\$1,140,247	\$28,819,187
FY14	SDSU	\$3,278,319	\$22,528,444	\$974,128	\$26,780,891
FY15	SDSU	\$2,845,838	\$22,992,995	\$1,627,124	\$27,465,957
FY16	SDSU	\$4,306,335	\$24,300,736	\$1,444,456	\$30,051,527
FY12	SDSU AES	\$441,921	\$10,432,688	\$3,777,947	\$14,652,556
FY13	SDSU AES	\$688,597	\$9,504,725	\$5,159,903	\$15,353,225
FY14	SDSU AES	\$341,045	\$8,950,192	\$4,929,265	\$14,220,502
FY15	SDSU AES	\$281,219	\$7,905,583	\$4,969,796	\$13,156,598
FY16	SDSU AES	\$683,339	\$7,731,975	\$4,479,583	\$12,894,897
FY12	SDSU Exten	\$176,574	\$1,711,046	\$21,263	\$1,908,883
FY13	SDSU Exten	\$116,949	\$1,941,255	\$988,256	\$3,046,460
FY14	SDSU Exten	\$104,888	\$1,453,399	\$89,825	\$1,648,112
FY15	SDSU Exten	\$132,538	\$1,358,252	\$72,717	\$1,563,507
FY16	SDSU Exten	\$134,334	\$2,053,114	\$122,331	\$2,309,779

4900

USD
FY16 Revenues

Tuition and Fees	\$76,304,521.68
State Appropriations	\$57,014,402.40
Auxiliaries	\$15,839,494.81
Other Sales and Services	\$24,207,682.59
Grants and Contracts	\$18,936,377.64
Miscellaneous	\$288,791.23
	<hr/>
Total Revenues	<u><u>\$192,591,270.35</u></u>

USD
FY16 Operating Expenses by Program

	Total
Instruction (1)	\$ 68,394,210.51
Research (2)	\$ 10,959,405.74
Public Service (3)	\$ 11,616,490.85
Academic Support (4)	\$ 25,973,959.54
Student Services (5)	\$ 15,316,727.67
Institutional Support (6)	\$ 15,768,848.98
O&M of Plant (7)	\$ 24,689,576.36
Scholarships and Fellowships	\$ 6,748,123.24
Auxilliary Enterprises (9)	\$ 11,568,764.97
Other Expenses (10)	\$ 260,684.90
	<hr/>
Total	<u><u>\$ 191,296,792.76</u></u>

USD Peer Institutions

Institution	Fall 2014 FTE Enrollment	Total Degrees Awarded	FY2014 Core Expenditures	Core Expenditures per Student	Core Expenditures per degree
Southern Illinois U-Carbondale	15,906	5,062	\$714,863,665	\$44,943	\$141,222
U of Idaho	11,828	2,749	\$328,875,859	\$27,805	\$119,635
U of Mississippi	10,116	4,808	\$702,200,024	\$69,415	\$146,048
U of Missouri-Kansas City	20,918	3,406	\$340,338,195	\$16,270	\$99,923
U of Montana	12,528	3,027	\$268,616,567	\$21,441	\$88,740
U of North Dakota	12,379	3,002	\$394,572,562	\$31,874	\$131,437
U of Rhode Island	15,006	3,572	\$388,817,155	\$25,911	\$108,851
U of Vermont	11,814	2,867	\$568,567,000	\$48,127	\$198,314
University of South Dakota	7,667	2,025	\$179,320,266	\$23,389	\$88,553

** Total Degrees Awarded includes - Associate's, Bachelor's, Master's, Doctor's and Professional Degrees - First Major only. Does not include post baccalaureate or post-master's certificates.

** Core Expenditures excludes auxiliary expenses.

**University of South Dakota & Sanford School of Medicine
Total Cash Statement**

	6/30/2012 Cash	6/30/2013 Cash	6/30/2014 Cash	6/30/2015 Cash	6/30/2016 Cash
Facilities and Administration	\$2,708,814	\$2,671,292	\$2,184,090	\$2,434,734	\$3,086,714
Sales and Services	\$5,614,674	\$5,392,934	\$5,310,576	\$4,515,802	\$5,652,798
Other Enterprises	\$663,086	\$747,002	\$469,352	\$515,888	\$643,464
Tuition	\$8,411,014	\$12,381,776	\$15,309,398	\$16,780,586	\$17,527,534
Fees	<u>\$2,572,085</u>	<u>\$4,719,509</u>	<u>\$5,669,121</u>	<u>\$5,909,144</u>	<u>\$9,806,409</u>
Subtotal Unrestricted	\$19,969,672	\$25,912,512	\$28,942,537	\$30,156,154	\$36,716,919
Plant Funds	\$14,027,075	\$14,671,150	\$13,774,203	\$17,464,254	\$5,892,426
Clearing Funds	\$1,728,793	\$2,070,512	\$2,529,615	\$2,310,247	\$1,738,982
Auxiliary System	\$9,234,092	\$8,719,086	\$3,806,835	\$6,247,993	\$7,847,790
Other Restricted	\$3,342,309	\$2,995,828	\$2,529,371	\$2,000,983	\$2,571,118
Agency Funds	\$447,015	\$435,101	\$444,627	\$427,012	\$445,814
Grants and Fed. Approp.	<u>\$85,717</u>	<u>(\$1,467,419)</u>	<u>\$240,758</u>	<u>\$444,333</u>	<u>\$443,464</u>
Subtotal Restricted	\$28,865,002	\$27,424,258	\$23,325,409	\$28,894,822	\$18,939,594
Campus Total	\$48,834,674	\$53,336,771	\$52,267,946	\$59,050,976	\$55,656,513

**University of South Dakota and Sanford School of Medicine
Uncommitted Cash Balances**

	<u>6/30/2014</u>	<u>6/30/2015</u>	<u>6/30/2016</u>	
Unrestricted Cash Balance	\$ 28,943,380.00	\$ 30,156,621.00	\$ 36,717,169.00	
General and Other Appropriated Funds	\$ (451.00)	\$ (467.00)	\$ (250.00)	
Unrestricted Non-Appropriated Cash Balance	\$ 28,942,929.00	\$ 30,156,154.00	\$ 36,716,919.00	
Cash Held By Others				
Tuition System Pool	\$ -	\$ -	\$ -	
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -	
Clearing Funds	\$ 299.62	\$ 7,714.37	\$ (26,899.31)	
Cash Held for Others				
EUC	\$ (49,367.88)	\$ (35,906.95)	\$ -	
Clearing Funds	\$ -	\$ -	\$ -	
University Centers	\$ (255,632.78)	\$ (185,104.39)	\$ (285,489.59)	
Unclaimed Property	\$ (1,062.34)	\$ -	\$ -	
Student Cards & Student Deposits	\$ (505,483.79)	\$ -	\$ -	
Student Assns. and Student Gov't. Assn. Funds	\$ (60,319.01)	\$ (74,636.31)	\$ (100,201.68)	
Wegner Library	\$ (183,252.94)	\$ (200,956.74)	\$ (133,663.16)	
Commitments Against Cash				
Encumbrances Posted	\$ (979,994.21)	\$ (1,260,598.74)	\$ (1,033,155.42)	
Payables	\$ (865,978.12)	\$ (889,435.29)	\$ (730,123.55)	
Scholarships from Vending Profits	\$ (61,218.27)	\$ (57,889.57)	\$ (63,821.44)	
Due the Board of Regents	\$ -	\$ -	\$ -	
Cash Balance	\$ 25,980,919.28	\$ 27,459,340.38	\$ 34,343,564.85	
Reserve Percentage	19.81% (1)	21.01% (2)	23.61% (3)	
One-Time Commitments				
Lee Medicine Building (Capital Project)	\$ (300,000.00)			
Medical School (Capital Project)		\$ (915,000.00)	\$ (1,950,000.00)	
Physics Renovations		\$ (278,000.00)	\$ (70,000.00)	
Faculty Start-Up	\$ (2,300,000.00)	\$ (1,405,000.00)	\$ (1,750,000.00)	
HSC classroom/labs			\$ (950,000.00)	
Uncommitted Cash Balance	<u>\$ 23,380,919.28</u>	<u>\$ 24,861,340.38</u>	<u>\$ 30,573,564.85</u>	
Uncommitted Reserve Percentage	(1) 17.83% (1)	19.02% (2)	21.02% (3)	

(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(2) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

(3) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service

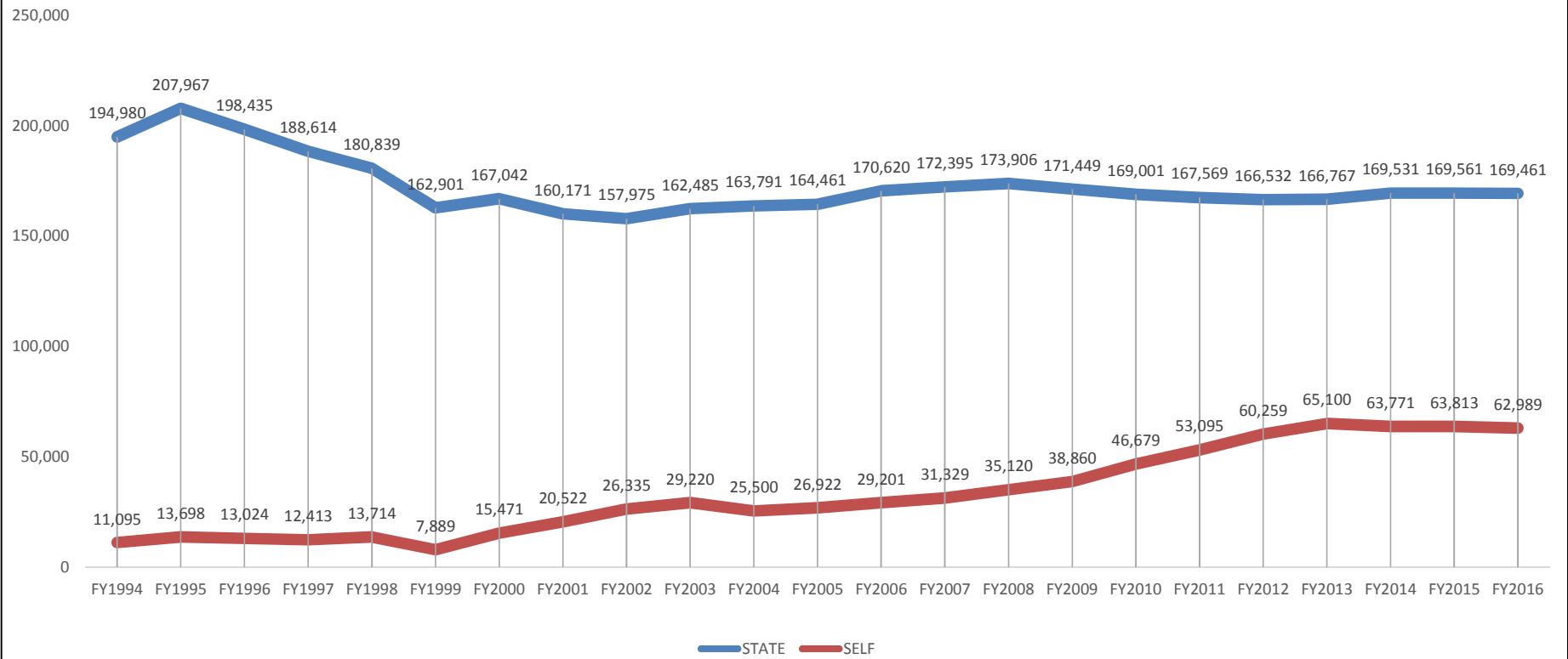
University of South Dakota
Financial Statement Data

		2016	2015	2014	2013	2012
State Support		\$29,765,406	\$27,648,420	\$27,365,420	\$25,692,010	\$22,681,728
Self Support		\$18,115,893	\$18,016,114	\$17,592,826	\$17,374,029	\$17,086,861
Fees		\$28,423,222	\$26,995,211	\$26,318,480	\$25,071,760	\$24,645,346
Total Operating Revenues	A	\$135,576,868	\$129,956,206	\$132,701,720	\$134,828,475	\$129,365,314
General Funds	B	\$57,014,402	\$57,208,511	\$54,783,406	\$50,927,195	\$47,945,144
Total Operating Expenditures	C	\$191,296,793	\$188,356,448	\$187,221,277	\$181,948,512	\$174,737,559
Other Non-Operating Activity	D	(\$3,203,660)	(\$3,620,628)	(\$3,284,326)	(\$3,096,898)	(\$4,479,215)
Change in Net Position Before Cap	a+b-c+d	(\$1,909,183)	(\$4,812,356)	(\$3,020,477)	\$710,259	(\$1,906,316)

University of South Dakota
Higher Learning Commission Financial Ratios

	2016	2015	2014	2013	2012
Primary Reserve Ratio	0.639	0.723	0.782	0.566	0.461
Net Operating Revenue Ratio	0.034	(0.010)	0.034	(0.032)	0.003
Return on Net Assets Ratio	0.077	0.067	0.126	0.119	0.056
Viability Ratio	0.965	1.040	1.055	0.923	0.715
Composite Financial Indicator	3.5	3.4	4.5	3.7	2.4

University of South Dakota Credit Hours by Funding Source



University FTE
On-Campus

	USD
Fall 2010	5,345
Fall 2011	5,331
Fall 2012	5,279
Fall 2013	5,277
Fall 2014	5,268
Fall 2015	5,312
Fall 2016	5,143
% Chg Since 2010	-3.8
# Chg Since 2010	-202

University FTE
Off-Campus

	USD
Fall 2010	1,725
Fall 2011	1,903
Fall 2012	2,046
Fall 2013	2,119
Fall 2014	2,095
Fall 2015	2,089
Fall 2016	2,257
% Chg Since 2010	+30.8
# Chg Since 2010	+532

Restricted Non-Appropriated (Grants and Contracts) Current Fund Expenditures

FY12	SSOM	\$375,494	\$12,777,803	\$1,095,256	\$14,248,553
FY13	SSOM	\$309,521	\$13,619,832	\$1,038,385	\$14,967,738
FY14	SSOM	\$309,874	\$9,771,021	\$748,385	\$10,829,280
FY15	SSOM	\$259,837	\$7,779,480	\$695,306	\$8,734,623
FY16	SSOM	\$526,387	\$9,145,622	\$642,436	\$10,314,445
FY12	USD	\$1,884,560	\$14,887,887	\$1,900,217	\$18,672,664
FY13	USD	\$1,757,047	\$11,002,129	\$2,199,863	\$14,959,039
FY14	USD	\$2,206,224	\$8,770,546	\$1,816,141	\$12,792,911
FY15	USD	\$1,580,887	\$7,281,286	\$2,052,845	\$10,915,018
FY16	USD	\$2,073,630	\$7,179,724	\$2,022,858	\$11,276,212

SOUTH DAKOTA BOARD OF REGENTS

Board Work

AGENDA ITEM: 3 – D

DATE: December 6-8, 2016

SUBJECT: Rolling Calendar

In addition to establishing the December 2017 BOR meeting dates as December 5-7 and the meeting location as the School for the Deaf in Sioux Falls, the Board is also being asked to revise the March 2017 meeting dates in order for the meeting to take place on March 28-30 rather than March 29-31. Adjusting the March dates to 28-30 places the meeting on a Tuesday through Thursday, and allows the meeting to begin the day after Veto Day of the legislative session.

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 2017 dates and locations
- Attachment II – Important dates to avoid
- Attachment III – 2017 calendar
- Attachment IV – Dates and hosting locations for BOR meetings over the previous 10 years

DRAFT MOTION 20161206_3-D: I move to approve December 5-7 as the dates and Sioux Falls (South Dakota School for the Deaf) as the site for the December 2017 Board of Regents' meeting; and to revise the March 2017 meeting dates to be March 28-30.

COPS MAILOUT	COPS MEETING	BOR ITEMS DUE (from campus)	BOR MAILOUT	BOR MEETINGS	LOCATION
March 1	March 8*	March 3	March 21	March 28-30 (Tues-Thurs)	BHSU, Spearfish
April 18	April 25	April 18	May 2	May 9-11 (Tues-Thurs)	SDSU, Brookings
June 6	June 13	June 6	June 20	June 27-29 (Tues-Thurs)	NSU, Aberdeen
July 18	July 25	July 18	August 1	August 8-10 (Tues-Thurs)	Pierre
September 5	September 12*	September 8	September 26	October 3-5 (Tues-Thurs)	DSU, Madison
November 7	November 14*	November 9	November 28	December 5-7 (Tues-Thurs)	SDSD, Sioux Falls

*The COPS meetings marked with asterisks have been scheduled a week earlier than usual.

DATES TO KEEP IN MIND 2017

January 2, Monday

January 10, Tuesday

January 16, Monday**February 20, Monday**

March 6-10, Mon – Fri

March 10, Friday

March 17, Friday

March 27, Monday

April 2-4, Sun-Tues

April 14, Friday

April 16, Sunday

May 1-5, Mon – Fri

May 6, Saturday

May 22-23, Mon – Tues

May 29, Monday

June 25-28, 2017

July 4, Tuesday

July 11-14, Tues-Friday

August 7-13, Mon – Sun

August 8-11, Tues-Friday

September 4, Monday

September 29, Friday

October 9, Monday

October 21, Saturday

October 20-21, Fri – Sat

November 10, Friday**November 11, Saturday****November 23, Thursday**

December 7-13, Thurs – Wed

December 9 or 16, Saturday

December 25, Monday**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

AGB (Dallas, TX)

Good Friday

Easter

Finals Week at Campuses

Commencements

WICHE (TBD)

Memorial Day

NACUA Annual Conference (Chicago, IL)

Independence Day

SHEEO Annual Meeting (Charleston, SC)

Sturgis Rally

SHEEO Higher Education Policy Conference
(Minneapolis, MN)**Labor Day**

Buffalo Roundup

Native American Day

First day of Pheasant Hunting Season

Governor's Hunt

Veterans' Day Observed**Veterans' Day****Thanksgiving**

Finals Week at Campuses

Commencement at Campuses

Christmas

HOLIDAYS IN 2017

2017

NEW YEAR'S DAY

Sunday, January 1

M.L. KING JR. DAY

Monday, January 16

PRESIDENT'S DAY

Monday, February 20

ASH WEDNESDAY

Wednesday, March 1

ST. PATRICK'S DAY

Friday, March 17

PASSOVER

Sundown, April 10 through April 18

GOOD FRIDAY

Friday, April 14

EASTER

Sunday, April 16

MOTHER'S DAY

Sunday, May 14

MEMORIAL DAY

Monday, May 29

FATHER'S DAY

Sunday, June 18

INDEPENDENCE DAY

Tuesday, July 4

LABOR DAY

Monday, September 4

ROSH HASHANAH

Sundown, Sept. 20 through Sept. 21

YOM KIPPUR

Sundown, Sept. 29 through Sept. 30

COLUMBUS DAY

Monday, October 9

ELECTION DAY

Tuesday, November 7

VETERANS DAY

Saturday, November 11

THANKSGIVING DAY

Thursday, November 23

HANUKKAH

Sundown, Dec. 12 through Dec. 20

CHRISTMAS

Monday, December 25

JANUARY

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22	23	24	25	26	27	28
29	30	31				

JULY

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23	24	25	26	27	28	29
30	31					

FEBRUARY

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AUGUST

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31				

MARCH

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SEPTEMBER

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OCTOBER

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MAY

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NOVEMBER

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DECEMBER

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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	
2016		3/30-4/1, SDSM&T	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/SDSD - 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

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – A

DATE: December 6-8, 2016

SUBJECT: Graduation Lists

Board of Regents [Policy 2:17 – Awarding of Degrees, Graduation Dates, and Catalog of Graduation](#) specifies that the Board “approves the awarding of academic degrees after receiving the university president's recommendation on behalf of the university,” following each academic term. Once submitted on behalf of the institution, the President certifies that all candidates have successfully completed degree or program requirements as approved by the Board, and that no degree requirements were waived for any individual student. Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, and the University of South Dakota request approval for the attached graduation lists for Fall 2016. The Executive Director recommends approval.

BHSU	Attachment I
DSU	Attachment II
NSU	Attachment III
SDSM&T	Attachment IV
SDSU	Attachment V
USD	Attachment VI

DRAFT MOTION 20161206_4-A: I move to approve the attached BHSU, DSU, NSU, SDSM&T, SDSU, and USD graduation lists contingent upon the students’ completion of all degree requirements.

Black Hills State University
December 6-8, 2016

DECEMBER 2016

ASSOCIATE OF ARTS

Bergman, Lindzie
 Crandall, Mindy
 Crocker, Dakota
 Crumley, Teresa
 Fisher, Kennidi

Hartford, Mark
 Himrich, Haley
 Huling, Kyle
 Le May, Joslin
 Marion, Alicia

Rose, Bryanna
 Rossmiller, Katherine
 Swanson, Carol
 Tavegia, Taylor

ASSOCIATE OF SCIENCE

Cooper, Alicia
 Cooper, Ashley
 Duran, Karissa
 Gray, Katelynn

Johnson, Jaime
 Letellier, Hailey
 Lewis, Toni
 McFarland, Marissa

Remmers-Seymour, Bjorg
 Salley, Joshua
 Woods, Brooke

BACHELOR OF GENERAL STUDIES

Anderson, Alexander
 Burch, Joseph
 Hockaday, Jennifer
 Horgen, Valerie

Johnson, Natalie
 Jones, Lyndee
 Sanderson, Robert
 Tipton, Sarah

Zacher, Donald

BACHELOR OF SCIENCE

Abourezk, Duran
 Adam, Sarah
 Adler, Tanner
 Allen, Paige
 Anderson, Allison
 Andresen, Rachel
 Arneson, Megan
 Barker, Ryan
 Beck, Carlee
 Bernad, Tina
 Binfet, Nathan
 Birchby, Alex
 Bom, Amanda
 Burgess, Joni
 Burgess, Rikki
 Busskohl, Christopher
 Carrillo, Nathan
 Christensen, Taylor

Chyba, Kayla
 Cook, Hugh
 Cramer, Lexis
 Decker, Jara
 Densmaa, Bayanmunkh
 DeWolf, Xanthe
 Diaz, Janet
 DiJohn, Christina
 Earley, Hannah
 Eggers, Matthew
 Eller, Ashley
 Ellingsworth, Kyle
 Ewing, Cali
 Feiock, Amy
 Ferguson, Cassidy
 Fischer, Courtney
 Ford, Kevin
 Fritz, Amanda

Garza, Caleb
 Geersen, Brittany
 Goss, Kayla
 Green, Michael
 Griffin, Katerina
 Grine, Carlina
 Groves, Travis
 Guttierrez, Joseph
 Harrington, April
 Harris, Emily
 Harrison, Ryan
 Hartman, Blake
 Haworth, Bobby
 Heisinger, Laura
 Hittle, Michael
 Hixson, Lindsey
 Hofkamp, Chad
 Holt, Nolen

Black Hills State University
December 6-8, 2016

DECEMBER 2016

BACHELOR OF SCIENCE (CONTINUED)

Horsley, Nelson	Miller, Tanner	Shultz, John
Huether, Heidi	Mills, Trevor	Shurigar, Bryan
Humar, Karin	Moore, Brenda	Sieveke, Amber
Hunter, Gregory	Murie, Kendall	Simmons, Tyler
Irion, Ashley	Noss, Cory	Simon, Janelle
Janicke, Jessica	Nye, Taylor	Smidt, Paul
Jones, Brandey	O'Dea, Marty	Smith, Hunter
Keeler, Bernard	Oliver, Jesse	Steeves, Davin
Kienzle, Jamie	Ongarato, Nicholas	Stevens, Lacy
King, Rachelle	Onuki, Natsumi	Stewart-Martinson, Kathy
Koski, Cassidy	Owen, Christina	Stoebner, Kayla
Kreber, Ryan	Pappas, Elizabeth	Stone, Taylor
Krohn, Tessa	Parks, Lisa	Stuver, William
Lanke, Darol	Patterson, Christine	Tatsukawa, Kie
Larson, Jesse	Peters, Elizabeth	Taylor, Colton
Lewison, Rollie	Pierce, Victoria	Tsoi, Chor Ni
Lockett, Chynna	Pyle, Lauren	Tyler, Derrek
Loveland, Scott	Quinn, Cheyenne	Vidinha, Ian
Lukkes, Jordan	Rages, Vivara	Ward, Chelsey
Mader, Ryan	Reman, Bethany	Wasson, Kade
Malde, Logan	Renton, Sara	Weahkee Rios, Alanna
Malon, Jacob	Richards, Elizabeth	Wermers, Ashley
Matsumoto, Sumire	Robson, Marc	Whitebird, Brendan
McArthur, Sara	Rousselle, Tyler	Wickett, Shayla
McConnell, Dietric	Ryan, Riley	Witcraft, Sarah
Mentele, Alex	Sainsbury, Lindsey	Zimmer, Chloe
Merriss, Lisa	Schnaible, Terin	
Merritt, Chaski	Schulze, Cody	

BACHELOR OF SCIENCE IN EDUCATION

Aeschbacher, Bridget	Garber, Justine	Jones, Kelsey
Akason, Rockiel	Gaudino, Daniel	Kneebone, Brittany
Anderson, Ward	Giesen, Addie	Konelick, Sydney
Austin, Penny	Harich, Chrystina	LaFayette, Megan
Barrett, Alexandria	Harp, Jennifer	Lashley, Leah
Bazemore, Desirée	Herder, Leon	Licht, Brady
Bendickson, Erika	Herren, Michael	Ludeman, Wade
Burdette, Bobbi	Huntley, Kelsey	Madsen, McKean
Butzman, Morgan	Huppler, Taylor	McAmis, Lyndee
DeHaai, Lindsey	Hurd, Lisa	McCain, Lisa
Erickson, Kaitlin	Jenkins, Jordan	McCloud, Brandy

Black Hills State University
December 6-8, 2016

DECEMBER 2016

BACHELOR OF SCIENCE IN EDUCATION (CONTINUED)

McLaughlin, Madison	Pownall, Tyler	Stevens, Michelle
McNare, Mariah	Sanooh, Hussein	Trevathan, Alyssa
Melum, Trevor	Schmuck, Hunter	VanLishout, Hailey
Miller, Joshua	Schumacher, Jennifer	Wills, Whitney
Naasz, Nathan	Sever, Taryn	Winter-Howard, Kelly
Peterson, Jennifer	Stadel, Samantha	

MASTER OF BUSINESS ADMINISTRATION

Teupel, John

MASTER OF EDUCATION

Anderson, Jenessa	Perry, Justine
Hill, Robert	Robinson, Heywood

MASTER OF SCIENCE

Ingalls, Lyndsay	Rashleigh, Jill	Thompson, Ethan
Kling, Courtney	Sigdestad, Tracy	
Pasch, Julia	Sooy, Stacie	

Dakota State University
Fall 2016 Degree Candidates (as of 11/14/16)

ASSOCIATE OF ARTS

Cassandra M. Chelgren
 Shauna M. Fogle

ASSOCIATE OF SCIENCE

Quiwana LeShea Elder
 Brendan Fulcher
 Jordan M. Honomichl
 Dylan M. Johnson
 Chad W. Kappler
 Jordan P. Kenyon
 David Michael Ortiz

Michael Padderatz
 Keith Allen Rasmussen
 Casey J. Schmidt
 Justin Andrew Soderstrom
 Annika Janelle Stephens
 Jon S. Wood

BACHELOR OF BUSINESS ADMINISTRATION

German Amezquita Aldana
 Samantha Barr
 Jonathan David Bauer
 Nicholas Behrens
 Nathan J. Biggs
 Emily A. Blackwelder
 Adam Fideler
 Jesse Glenn Fosheim
 Preston Lee Goetz
 Douglas Jacob Hale

Jamie Jorgensen
 Marinda Grayson Kern
 Kathryn M. Morgan-Heisterkamp
 DeAnna Robinson
 Michaela Jo Skoglund
 Erica J. Smith
 Annika Janelle Stephens
 Jamie Unke
 Logan John Viet

BACHELOR OF GENERAL STUDIES

Lilian Lucas Harmer
 Shai-Lee Hill

Logan Koerwitz
 Dacotah Colin Taylor

BACHELOR OF SCIENCE

Brandon M. Anderegg
 Christina M. Andersen
 Hannah Audus
 Derek Bose
 Ryan Bossman
 Chris M. Briden
 Ashley Burtz
 Jacob Antonin Bush
 Iryna Bushuyeva
 Joshua Bywaters
 Michael J. Carson
 Kyle Martin Coumbs
 Rachel Cox
 Charles J. Cusimano
 Kevin L. Dahl
 Dustin Drew
 Hayden B. Erickson
 Grace M. Estridge
 Jonathan D. Farmer

Travis Jay Fleming
 Kyle Gall
 Ryan Gallagher
 Martin R. Gehringer
 Marisa R. Green
 Jesus E. Guerrero
 Jacob Hagle
 Shiloh D. Heesch
 Nicholas Jones
 Zoran Jovanovic
 Kip J. Kinnunen
 Chris Knutson
 Teri K. Lambert
 Jared Alan Lampe
 Samuel Langner
 Patrick Francis Maher
 Collin J. Meaney
 Derek Meger
 Austin T. Mitchell

Alexandria Canae Monroe
 Jeri Lynne Morris
 Ian A. Nelson
 Wasido Ngandali
 Cavan O'Brien
 Koji Okayasu
 Hayden R. Olinger
 Taylor J. Olsen
 Stephanie Faye Plucker
 Tyler J. Pokos
 Bryan A. Ramirez
 Alanna C. R. Ray
 Cassandra Lee Renli

Elizabeth Rubalcava
 Kevin P. Ruffenach
 Maggie Rose Schultz
 Philip T. Seaman
 Derek C. Smith
 James M. Taylor
 Michael D. Turbes, Jr.
 Christian V. Vieth
 Christopher Wahl
 Joshua K. Walter
 Diamond Wartenbee
 Kari Elizabeth Williams
 William Yager II

BACHELOR OF SCIENCE IN EDUCATION

Alaina N. Boyer
 Jess Carr
 Chase Timothy Casper
 Amanda M. Erickson
 Alison R. Feickert
 Sharee Dawn Galbraith
 Amanda Gerber
 Destinni Girton
 Kate Gomez
 Tyler Joseph Grassel
 Kaylee R. Grayson
 Krista Marie Greer

Chelsey B. John
 Jennifer Lease
 Heather S. Maschino
 David Michael Novak
 Alyssa BryAnne Olsen
 Berin Pach
 Ryan Wayne Schlessner
 Cassandra R. Schroeder
 Beth A. Severson
 Evan Michael Thomas Steemken
 Kayla M. Stoltenburg
 Jaime A. Westra

DOCTOR OF SCIENCE

Santhosh K. Lakkaraju
 Raj Kumar Nepali

Jason A. Nikolai
 Sarin Shrestha

MASTER OF BUSINESS ADMINISTRATION

Tru M. Boldt
 Matthew George Demaray
 Richard E. Hintz
 Derek A. Kreutzfeldt
 Kaitlyn Rau Martinez

Clancy P. McKeever
 Kyle K. Millar
 Ahmed A. Sakr
 Kelli J. Thomas

MASTER OF SCIENCE

Mallikarjun Banda
 Subrahmanya S. Bandaru
 David A. Bonk
 Dennis J. Bowah
 Gerald Chikukwa
 Ki U. Choi
 Steven F. Comer
 Rukmini Sravya Danapaneni
 Erin M. Dempster
 Elias Derow
 Rekha Ekambaram
 Ahmed S. Elnoshokaty
 Roy L. Fine

Siddhartha Gandroju
 Sumanth Gottipati
 James E. Hearn
 Christopher M. Heiden
 Nithya Janakiraman
 Jessica R. Kemp
 Chad Elliott Lagos
 Kaitlyn Rau Martinez
 Danilo N. Mejia, Jr.
 Marc J. Montez
 Edward S. Mosier
 Kaushik N. Muthusamy Ragothaman
 Goutham Nara

Rajdeep Nelli
John Provost
Joshua Wisner Roark
Derrick J. Roberts

Jeffrey A. Schmidt
Jonathan M. Stevens
Sony Varghese

MASTER OF SCIENCE IN EDUCATION

Tina Boldt-Belden
Samuel R. Gooding
Tyler Patrick McFarland

**NORTHERN STATE UNIVERSITY
APPLICANTS FOR DECEMBER COMMENCEMENT
December 10, 2016**

CANDIDATES FOR THE MASTER'S DEGREES

MASTER OF MUSIC EDUCATION

Samuel J. Anderson

MASTER OF SCIENCE IN EDUCATION

Kristen M. Bain
Toni Lea Brun
John F. Dahlke

Matthew G. Gill
Mary J. Hosford

Casie Onken
Cheng Peng

CANDIDATES FOR THE BACCALAUREATE DEGREES

BACHELOR OF ARTS in HONORIBUS

Eleni C. Aman

BACHELOR OF ARTS

Derek D. Biteler
Sophie C. Doeden
Jaclynn Marie Donne'
Grace J. Evenson
Makenzie D. Hageman
Lane S. Halligan
Nicolas D. Harrison

Anna K. Jahraus
Ever F. Jimenez
Kathryn Linnea Johnson
Derek J. Keller
Bethany Joy Latterell
Edward T. Lopez

Kristine A. Maag
Tabitha J. Martinmaas
Nicole L. Mohr
Jessica A. Ness
Luonan Qian
Jeffrey M. Rideout

BACHELOR OF GENERAL STUDIES

Kendra J. Bornhoft
Dylan J. Hanson
Kayla Danielle Hintz

Philip C. Keller
Dongsuk Lee
Alek Lexvold

Teresa R. Pengilly
Mark R. Sonnenfeld
Dane D. Vanderpan

BACHELOR OF MUSIC EDUCATION

Kallan K. Christman

Heather N. Kelsey

Jonathan C. Miller

BACHELOR OF SCIENCE in HONORIBUS

Victoria L. Biach
Rachel D. Rogers

Wyatt W. Warkenthien

Katherine M. Wollman

BACHELOR OF SCIENCE

Shelby A. Abels
 LeeAnn F. Barenaba
 Jaci Nicole Berg
 Taylor P. Beutler
 Victoria L. Biach
 Dustin W. Caspers
 Travis J. Clark
 Nathan James Danforth
 Brittany Ann Dinger
 Conner W. Doherty
 McKenna Eisenbeisz
 Tanner L. Feterl
 Shelby J. Forkel
 Jessica K. Fox
 Brendon Lee Gobert
 Jacob S. Hageman
 Aleksei M. Heier
 Abigail M. Hernandez

Taylor J. Houchin
 Maria K. Ilolo
 Jacob Jaeger
 Morgan Leigh Johnson
 Dillon S. Lee
 Cari Lynne McGarvie
 Nicole L. Mohr
 Jennifer Nieman
 Katie H. Nix
 Andrea F. Northey
 Marie Okouchi
 Courtney Remund
 Sara Elisabeth Rider
 Michaela R. Rogers
 Rachel D. Rogers
 Jason K. Rohrbach
 Kaitlyn Grace Sandmeier
 Caylin R. Scheff

Baily J Schmidt
 Austin E. Schmitt
 Kellcey N. Schwartz
 Seth A. Scott
 Hayley Seitz
 Hope R. Seitz
 Steven M. Sernett
 Jaymes N. Six
 Connor Lewis Solseng
 Courtney Michelle Storm
 Chad M. Stoterau
 Amanda Lee VanderPlaats
 Val Walton
 Wyatt W. Warkenthien
 Skye A. Warwick
 Carly C. Wetzel
 Katherine M. Wollman
 Taylor D. Zemlicka

BACHELOR OF SCIENCE IN EDUCATION in HONORIBUS

Megan Pond

BACHELOR OF SCIENCE IN EDUCATION

Shawn D. Beck
 Abigail G. Burgard
 Dillon J. Dahl
 Ryan P. DeFea
 Diana M. Fish
 Whitney R. Heupel

Nicholas J. Lindwurm
 Bridgett A. McGillvrey
 Devin J. Pedersen
 Megan Pond
 Katelyn Marie Rhodes

Danyelle K. Sanders
 Kara M. Schlottman
 Brooke A. Scott
 Tania L. Stahl
 Tiffany J. Veal

CANDIDATES FOR THE ASSOCIATE DEGREES**ASSOCIATE OF ARTS**

Eh Ler Htoo

Eh M. Paw

ASSOCIATE OF SCIENCE

Amanda Jo Peterson

CANDIDATES FOR A CERTIFICATE

CERTIFICATE

Maria K. Ilolo

Hope R. Seitz

South Dakota School of Mines and Technology
Fall 2016 Commencement

First	Middle	Last	Honors	Grad Date	Degree	Major
Nicholas	Ian	Kloiber		Dec-16	AA	General Studies
Dustin	James	Ricke		Dec-16	AA	General Studies
Nicole	Christine	VanDerWolde		Dec-16	AA	General Studies
Hannah	Christeena	Cotey	MAGNA	Dec-16	BS	Applied Biological Sciences
Ashley	Erin	Hermes		Dec-16	BS	Applied Biological Sciences
Brianna		Jaward	CUM	Dec-16	BS	Applied Biological Sciences
Mikenzie	Marie	Nordeen	CUM	Dec-16	BS	Applied Biological Sciences
Joseph	Gyula	Petres		Dec-16	BS	Applied Biological Sciences
Michelle	Opal	Wolforth	CUM	Dec-16	BS	Applied Biological Sciences
James	Montgomery	Groethe		Dec-16	BS	Chemical Engineering
Ricky	Lee	Hulse		Dec-16	BS	Chemical Engineering
Emily	A.	Iverson	CUM	Dec-16	BS	Chemical Engineering
John	Daniel	Lillevold		Dec-16	BS	Chemical Engineering
Sonia	Pulcherie	Lingani	SUMMA	Dec-16	BS	Chemical Engineering
Alexis	Joy	Long	MAGNA	Dec-16	BS	Chemical Engineering
Erik	Michael	McMillan		Dec-16	BS	Chemical Engineering
Ethan	William	Metheny		Dec-16	BS	Chemical Engineering
Kayla	Marie	Nemec	CUM	Dec-16	BS	Chemical Engineering
Victoria	Renée	Oveson	SUMMA	Dec-16	BS	Chemical Engineering
Jason	Scott	Pelkey		Dec-16	BS	Chemical Engineering
Taylor	Jean	Sands		Dec-16	BS	Chemical Engineering
Trevor	Nicholas	Sowder		Dec-16	BS	Chemical Engineering
Ambrose	Putiere	Tingan	CUM	Dec-16	BS	Chemical Engineering
Matthew	Jacob	Wilcox		Dec-16	BS	Chemical Engineering
Mikenzie	Marie	Nordeen	CUM	Dec-16	BS	Chemistry
Kirk	A.	Snethen		Dec-16	BS	Chemistry
Devyn	Marie	Asche	CUM	Dec-16	BS	Civil Engineering
John	Aaron	Cahill		Dec-16	BS	Civil Engineering
Trent	William	Capraro		Dec-16	BS	Civil Engineering
Will	Patrick	Hoban		Dec-16	BS	Civil Engineering
Sylvia	Grace	Iverson		Dec-16	BS	Civil Engineering
Nicholas	John	Kasanke		Dec-16	BS	Civil Engineering
Samuel	James	LeTempt		Dec-16	BS	Civil Engineering
Andrew	Porter	Limbach	MAGNA	Dec-16	BS	Civil Engineering
John	Thomas	Lucas		Dec-16	BS	Civil Engineering
Cameron	Kennedy	Luna		Dec-16	BS	Civil Engineering
Dalton	Sterling	Morgan		Dec-16	BS	Civil Engineering
Scott	N.	Norman		Dec-16	BS	Civil Engineering
Kylie	Susanne	Peyton		Dec-16	BS	Civil Engineering
Kaitlin	Teal	Reed		Dec-16	BS	Civil Engineering
Gina	Marie	Rossi	MAGNA	Dec-16	BS	Civil Engineering
Samuel	Lee	Sorger		Dec-16	BS	Civil Engineering
Matthew	Steven	Wenzel		Dec-16	BS	Civil Engineering
Joshua	John	Daybreest		Dec-16	BS	Computer Engineering
Marcus	Alan	Haberling		Dec-16	BS	Computer Science
Christopher	J.	Smith		Dec-16	BS	Computer Science
Daniel	R.	Carney		Dec-16	BS	Electrical Engineering
Yaakov		Cohen		Dec-16	BS	Electrical Engineering
Mathew	T.	Daniel	CUM	Dec-16	BS	Electrical Engineering
Christopher	Daune	Kelly		Dec-16	BS	Electrical Engineering
Dwight	Christian	Krause	CUM	Dec-16	BS	Electrical Engineering
Alexander	Erik	Noren		Dec-16	BS	Electrical Engineering
Jeremiah		Sutton		Dec-16	BS	Electrical Engineering

South Dakota School of Mines and Technology
Fall 2016 Commencement

First	Middle	Last	Honors	Grad Date	Degree	Major
Danielle	Marie	Doorn		Dec-16	BS	Geological Engineering
Tucker	Darwin	Loeffen		Dec-16	BS	Geological Engineering
Jason	James	Marvin	CUM	Dec-16	BS	Geological Engineering
Audra	Elizabeth	Basal		Dec-16	BS	Geology
Morgan	Elizabeth	Ekmark		Dec-16	BS	Geology
James	Gordon	Mishoulam		Dec-16	BS	Geology
Michael	Pedro	Angelo		Dec-16	BS	Industrial Engineering Engineering Management
Mohammed	Ahmed	Bafaqeeh		Dec-16	BS	Industrial Engineering Engineering Management
Daniel	Carter	Biorn		Dec-16	BS	Industrial Engineering Engineering Management
Reece	Luther	Buckles		Dec-16	BS	Industrial Engineering Engineering Management
Breanna	Lynn	Conrardy		Dec-16	BS	Industrial Engineering Engineering Management
Gannon	James	Gilbraith	CUM	Dec-16	BS	Industrial Engineering Engineering Management
Austin	Dean	Louchart		Dec-16	BS	Industrial Engineering Engineering Management
Joe	A.	Renteria		Dec-16	BS	Industrial Engineering Engineering Management
Eric	L.	Seaberry		Dec-16	BS	Industrial Engineering Engineering Management
Luke	Lorney	VanGerpen	MAGNA	Dec-16	BS	Industrial Engineering Engineering Management
Vaughn	Javier	Vargas		Dec-16	BS	Industrial Engineering Engineering Management
Jessica	Jane	Wolf		Dec-16	BS	Industrial Engineering Engineering Management
Amanda	Yvonne	Geersen		Dec-16	BS	Interdisciplinary Sciences
Brittany	Nicole	Tomich		Dec-16	BS	Interdisciplinary Sciences
Jeremy	Cheyenne Glen	Adams	CUM	Dec-16	BS	Mechanical Engineering
Michael	Patrick	Asel		Dec-16	BS	Mechanical Engineering
Taylor	Michael-James	Ballert		Dec-16	BS	Mechanical Engineering
Logan	James	Burke		Dec-16	BS	Mechanical Engineering
Dustin	Steven	Dunn		Dec-16	BS	Mechanical Engineering
Erik	Tai	Figuracion		Dec-16	BS	Mechanical Engineering
Benjamin	Alexander	Fordyce		Dec-16	BS	Mechanical Engineering
Cortney	J.	Heinen		Dec-16	BS	Mechanical Engineering
Thomas	James	Hinkemeyer		Dec-16	BS	Mechanical Engineering
David	Charles	Juhnke		Dec-16	BS	Mechanical Engineering
Michael		Krsnak		Dec-16	BS	Mechanical Engineering
Aric	Anthony	Lesperance		Dec-16	BS	Mechanical Engineering
Joseph	Robert	Newkirk	CUM	Dec-16	BS	Mechanical Engineering
Casey	Allen	Nuhsbaumer		Dec-16	BS	Mechanical Engineering
Mario	Velez	Peña		Dec-16	BS	Mechanical Engineering
Dominic	Jordan	Rubalcaba	MAGNA	Dec-16	BS	Mechanical Engineering
Matthew	Aaron	Savageau		Dec-16	BS	Mechanical Engineering
Grady	Sean	Sheehy		Dec-16	BS	Mechanical Engineering
Blake	Michael	Smith		Dec-16	BS	Mechanical Engineering
Gary	Ryan	Smith	CUM	Dec-16	BS	Mechanical Engineering
Matthew	Lee	Dondelinger	CUM	Dec-16	BS	Metallurgical Engineering
Tannyr	William Michael	Jones		Dec-16	BS	Metallurgical Engineering
Isaac	Daniel	Pulscher		Dec-16	BS	Metallurgical Engineering
Micki	Lynn	Callison	MAGNA	Dec-16	BS	Mining Engineering
Evan	Michael	Kolbet		Dec-16	BS	Mining Engineering
Kristina	M.	Miles		Dec-16	BS	Mining Engineering
Torrie		Trask		Dec-16	BS	Mining Engineering
Colter	Lee	Dunagan		Dec-16	BS	Physics
Lucas	Lee	Lindholm		Dec-16	BS	Physics
Joseph	James	VanDriel		Dec-16	BS	Physics
Lucas	Jon	Barrett		Aug-16	MS	Atmospheric and Environmental Sciences
Cody	Harrison	Troop		Dec-16	MS	Atmospheric and Environmental Sciences
Mamta		Mandal		Dec-16	MS	Biomedical Engineering

South Dakota School of Mines and Technology
Fall 2016 Commencement

First	Middle	Last	Honors	Grad Date	Degree	Major
Bikram	P.	Upadhyaya		Dec-16	MS	Biomedical Engineering
Bradley	Allen	Anderson		Dec-16	MS	Chemical Engineering
Caitlin	Elizabeth	Crandall		Dec-16	MS	Chemical Engineering
Kuanysh		Kuramyssova		Dec-16	MS	Chemical Engineering
Samuel	Kenneth	Lane		Aug-16	MS	Chemical Engineering
Joe	Bob	Machado		Dec-16	MS	Chemical Engineering
Sara	L.	Row		Dec-16	MS	Chemical Engineering
Claudia		Isola		Dec-16	MS	Civil and Environmental Engineering
Rachel	M.	Krohn		Dec-16	MS	Computational Sciences and Robotics
Charles	Kneif	Parsons		Dec-16	MS	Computational Sciences and Robotics
Derek	M.	Stotz		Dec-16	MS	Computational Sciences and Robotics
Rachael	L.	Brown		Aug-16	MS	Construction Engineering and Management
Eathan	K.	Doyle		Dec-16	MS	Construction Engineering and Management
Steven	Andrew	Fritch		Dec-16	MS	Construction Engineering and Management
Cody	Wayne	Mason		Dec-16	MS	Construction Engineering and Management
Robert	Lee	Miller		Aug-16	MS	Construction Engineering and Management
Carl	William	Rohde		Dec-16	MS	Construction Engineering and Management
Kaci	Helene	Wheeler		Dec-16	MS	Construction Engineering and Management
Zhiming		Hong		Dec-16	MS	Electrical Engineering
Md Manirul Alam		Khan		Dec-15	MS	Electrical Engineering
Mini		Khanal		Dec-16	MS	Electrical Engineering
Suraj		Singh		Dec-16	MS	Electrical Engineering
Innocent	Aziegbemi	Adoghe		Dec-16	MS	Engineering Management
Melissa	Biorn	Anderson		Dec-16	MS	Engineering Management
Shalane	Dee	Moore		Dec-16	MS	Engineering Management
Godwin	C.	Obi		Dec-16	MS	Engineering Management
John	Daniel	Phelps		Dec-16	MS	Engineering Management
Jerilyn	Carrie	Roberts		Dec-16	MS	Engineering Management
William	Glenn	Eldridge		Dec-16	MS	Geology and Geological Engineering
Amy	Marie	Freye		Dec-16	MS	Geology and Geological Engineering
Anthony	Michael	Gesualdo		Dec-16	MS	Geology and Geological Engineering
Rachel	Allyn	Haley		Dec-16	MS	Geology and Geological Engineering
John	M.	Schneider		Dec-16	MS	Geology and Geological Engineering
Aarthi		Gunasekaran		Dec-16	MS	Materials Engineering and Science
Xiaojing		Ma		Dec-16	MS	Materials Engineering and Science
Vicki	Lynne	Prautzsch		Dec-16	MS	Materials Engineering and Science
Devin	Jackson	Rowe		Dec-16	MS	Materials Engineering and Science
Dustin	Robert	Teply		Dec-16	MS	Materials Engineering and Science
Forest	Cater	Thompson		Aug-16	MS	Materials Engineering and Science
Fan		Zheng		Aug-16	MS	Materials Engineering and Science
Kyle	Dean	Johnson		Dec-16	MS	Mechanical Engineering
Eric	John	Musil		Dec-16	MS	Mechanical Engineering
Elizabeth	Renee	Pierce		Dec-16	MS	Mechanical Engineering
Anil		Baysal		Dec-16	MS	Mining Engineering and Management
Jonathan		Beigle		Dec-16	MS	Mining Engineering and Management
Akshay	Anand	Chowdu		Dec-16	MS	Mining Engineering and Management
Doruk		Erogul		Dec-16	MS	Mining Engineering and Management
Manoj		Keerthipati		Aug-16	MS	Mining Engineering and Management
Justine	Victoria	Sorensen		Dec-16	MS	Mining Engineering and Management
Mike	V.	Ternoey		Dec-16	MS	Mining Engineering and Management
Brooke	Lamonte	Long		Aug-16	MS	Paleontology
Julie	Lynn	Rozen		Dec-16	MS	Paleontology
Rose	Marie	Coughlen		Aug-16	MS	Physics

South Dakota School of Mines and Technology
Fall 2016 Commencement

First	Middle	Last	Honors	Grad Date	Degree	Major
Parker	Alton	Norton		Aug-16	PhD	Atmospheric and Environmental Sciences
Jennifer	Nelson	Walker		Dec-16	PhD	Atmospheric and Environmental Sciences
Vinod	S.	Amar		Dec-16	PhD	Chemical and Biological Engineering
Alireza		Asiaee		Dec-16	PhD	Chemical and Biological Engineering
Santosh Rathan Paul		Bandlamudi		Dec-16	PhD	Chemical and Biological Engineering
Rajneesh		Jaswal		Dec-16	PhD	Chemical and Biological Engineering
Timothy	Marion	Shenk		Dec-16	PhD	Chemical and Biological Engineering
Ian	Thomas	Walters		Dec-16	PhD	Chemical and Biological Engineering
Theodore	Charles	Donovan		Dec-16	PhD	Geology and Geological Engineering
Ivana	M.	Stevanovic		Dec-16	PhD	Geology and Geological Engineering
Wade	Allen	Lein		Dec-16	PhD	Materials Engineering and Science
Anne-Marie	Elizabeth	Suriano		Dec-16	PhD	Materials Engineering and Science
Bin		Yao		Dec-16	PhD	Materials Engineering and Science
Nan		Zheng		Dec-16	PhD	Nanoscience and Nanoengineering

South Dakota State University Fall 2016 Candidates

DOCTOR OF NURSING PRACTICE

Michelle Heiling

DOCTOR OF PHILOSOPHY

Muzaffar Abbas
Woubet Alemu
Agatha Ampaire
Eric Boakye
Jason Breeggemann
Kurt Chowanski
Ashish Dubey
Hytham Elbohy

Amy Forbes
Ashim Gurung
Julie Hansen
Anastasiia Iefanova
Cynthia Johnson-Edler
Devi Kandel
Bishal Kasu
Janna Kincheloe

Thumbiko Mkandawire
Jarrett Pfrimmer
Logan Sanow
David Schumann
Christopher Solis Ocampo
Vijay Sundaram
Bjorn Vaagensmith

MASTER OF ARCHITECTURE

Anthony Dyk

MASTER OF ARTS

Jodilyn Andrews

Carrie Oorlog

MASTER OF EDUCATION

Alex Anderson
Cody Burggraff
Nicolle Chesshir
John Diischer

Betsy Gilbertson
Lauren Heeren
Timothy Kruse
Jennifer Mickelson

Daniel Schmidt
Lee Sumner

MASTER OF MASS COMMUNICATION

Danielle Baker

Sigrid Wald

MASTER OF PUBLIC HEALTH

Alyson Becker

MASTER OF SCIENCE

Abdulaziz Aaltuwaim
Karim Abdelsalam
Sarah Adams Inkoom

Faizan Akram
Gregory Albing
Talal Alharbi

Ahmed Alhosini
Ali Alruwaili
Haitham Alsaadan

Mohammed Alshehri	Sina Javadpour	Brett Owens
Salman Alzaiddi	Robert Juenemann	Ekrem Ozlu
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Miranda Bren	Credo Kaninda	Josie Ries
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Megan Bundy	Ismail Kareem	Megan Schmitz
Shuvo Chakraborty	Todd Kaufman	Takara Schomberg
Ahmed Charif	Navjot Kaur	Heidi Schultz
Yu Chen	Bonnie Kelly	Ayush Shakya
Sandeep Kumar Chittimalli	Harshith Keni	Kylee Shotkoski
Amy Cornish	Md Riaz Ahmed Khan	Dipesh Shrestha
Carol Cressman	Ann Kolthoff	Maresh Shrestha
Subha Dahal	Allison Lempola	Maaz Siddiqui
Cassandra Deffenbaugh	Joshua Leonard	Bijaya Silwal
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Ahmed Niyaz	John Overman
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Amanda Brandt	Sammi Gourneau-Janis	Brittney McDonald
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Katelyn Buhler	Courtney Hanson	Tyler Miller
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Tameka Eldridge	Laura Lawton	Shannon Prouty
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Alissa Foos	Traci Lenz	Morgan Richardson

Tyler Richardson
 Moriah Ruthford
 Nicole Schleusner
 Elizabeth Schuh
 Laura Seeley
 Katherine Sievers
 Nicole Simmons
 Chelsea Spain
 Kimberly Spiess
 Katie Stafford
 Adam Stall

Kristena Struwe
 Jory Sturdevant
 Mariah Suess
 Kelsey Tatge
 Mariah Theel
 Marley Thomas
 Monique Thompson
 Brittany Tietz
 Tiffany Tietz
 Shannon Todd
 Carmella Van Artsdalen

Katelyn Vaselaar
 Jennifer Virgil
 Sadie Volk
 Cali Walz
 Haley Wetzler
 Dashiel Wham
 Brooke Wolles
 Eric Wright
 Brittany Zins
 Callie Zirpel

BACHELOR OF SCIENCE IN MEDICAL LABORATORY SCIENCE

Nicholas Adolph

Kae Januschka

Megan Rosol

The University of South Dakota

Winter 2016 Candidates for Degree

Doctor of Philosophy

Gregory G. Bertsch

Ryan F. Thornell

Brian J. Twenter

Emily A. Dykstra

Julie A. Eclov

Jennifer Bella Garelik Jones

Hitomi Gunsolley

Jamie Mary Hansen

Ryan Paul Hunsaker

Stephanie Jean Jensen

Daniel G. Jones

Kari Ann Oyen

Laurie Ann Reiprich

Ashley Rose Sorenson

Karla L. Tait

Kalie Marie VanMeveren

Doctor of Education

Mitchell Bartholomew

Lacey Bodensteiner

Katherine A. Dame-Logan

Rachel N. Diemer

Katrina Anne Fox

Robin L. Gillespie

Yiyi Jiang

Brenda L. Paulsen

Doctor of Occupational Therapy

Jamie Marie Halvorson

Melissa Ann Kroupa

Whitney Lucas Molitor

Allison Jo Naber

Nikki Novak

Doctor of Medicine

Julie A. Eclov

Rebekka K. Sneed

Juris Doctor

Edward Harrison Edmonds

Pradeep Jayaraman

Specialist in Education

Thomas C. Cameron

Sarah Jayne Hamilton

Carla Virgene McMurry-Kozak

Julie Prusa

Breanna Lynn Schwandt

Master of Arts

Karie L. Aeikens

Leah Christine Allen

Majdi Abdulkarim Almalki

Andrew Wayne Beck

Carol A. Beldin

Mary Berens

Brandon D. Boe

Beau F. Brady

Steffani Elizabeth Nies Burwitz

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Hope Elizabeth Johnson

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Carmen Lenz

Russ M. Marks

Koree McLellan

Kari L. Murtagh

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Adam Hamilton Smith

Jaime Linn Spears

Kylie L. Stevens

Mattea Ann Stokke

Renata Jacqueline Surette

Kelsey Tinklenberg

Melissa Anne Tuschen

Kelby Van Wyk
Kali Rae Vilhauer
Joseph Collin Welch

Justus N. Winter
Heng Wu
Prosper Zongo

Master of Natural Science

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Misty Janai Colvin
Eric Davis
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Heath Allen Elenbaas
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Raja N. Vinjamuri
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Master of Music

Nell F. Holland

Esteban Mariño

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Nicole Langin
Yangxi Liu
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Traci J. Lund

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 Rossana Sandoe

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 Kortney Temple

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 Junhao Bao
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 Javaughna Bevel
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 Jordan Craig
 Luke Crance
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 Skyler Russenberger
 Cody R. Sack
 Jessica Rose Schmidt
 Alex M. Schnell
 Kay Schulze
 Zach Shaw
 Jaimie Lynn Smith
 Jennifer Anne Sottile
 Molly A. Spilger
 Spencer Douglas Stahly
 Courtney Stark
 Taylor B. Strong
 Julie Christine Suhr
 Michelle M. Tarian
 Danielle Thomas
 Brooke Louise Thury
 Landra E. Tieman
 Christopher Reed Timmerman
 Grace Lee Tripp
 Nathan Patrick Tystahl
 Brittany Ann Underberg
 Megan Van Vleet
 Anna Louise Vanderbeek
 Katelyn Vitzthum
 Ryan Michael Wessner
 Ben D. Westhoff
 Crystal Wharton
 Bailey Marie Wimmer
 Hannah Elizabeth Marsh Withrow
 Lesley Wooden Knife
 Isaac E. Yellowbank
 Joon-Hyeon Yoo

Bachelor of Science in Education

Danielle June Anderson
 Danielle Marie Anderson
 Emily M. Anderson
 Robyn Faye Axtell
 Nicole Marie Bartling

Molly Rae Becker
 Kristina Marie Ben Saida
 Katie M. Binder
 Shelby Bruns
 Katelyn Leigh Cavanaugh

Jordyn Ranae Cunningham
 Chelsea L. Curtis
 Hannah Duerksen
 Naomi Rose Eilert
 Alana Annalisa Epps
 Katie Lynn Feller
 Jacob Robert Ferrie
 Lindsey Hoffman
 Amelia Ruth Howard
 Shannon Elaine Janicek
 Austin Koehler

Destiny Fawn Leftwich
 Tiffany Jo Lowery
 Marisa Marie Myrabo
 Hannah Marie Nagy
 Joseph Charles Olson
 Emily Ann Raysby
 Mikaela Ann Schnetter
 Aubrey Mae Wagner
 Kilee Watson
 Schad Dylan Wilson
 MacKenzi May Zwaan

Bachelor of Science in Nursing

Melanie Marie Abker
 Jessica Erin Ackley
 Tanya Jo Allerdings
 Reed Thomas Aylor
 Kimberly Kay Barr
 Amy Louise Baysinger
 Molly Jane Beeman
 Kayla Bentley
 Zachary David Benton
 Callie Lynn Bernstein
 Iva Heather Bigge
 Jeremy Paul Bigge
 Julia Bitz
 Maren M. Blomberg
 Heather M. Buckley
 Angela M. Campbell
 Laura Jean Ceroll
 Samantha Jo Christopherson
 Jacob Ryan Conaway
 Megan Marie Cordell
 Kelly Cronin
 Shanna Curry
 Shanna M. Davis
 Jessica R. Deneui
 Zoey Dinh
 Kaitlyn Jenae Duerst
 Hanna Rachel Ehresmann
 Britt Eichmann
 Darby Louise Ferrie

Molly Jo Fick
 Paige LeAnn Fishel
 Suzanne Bimwana Francis
 Roxanna Isabell Fucs
 Kimberly Hanson
 Sarah Marie Hanson
 Lauren K. Harrington
 Lori Ann Harris
 Makayla Ann Healy
 Kelly Rae Hearn
 Valerie Herlyn
 Catherine Heyer
 Brittany Hunsaker
 Samantha Ann Husby
 Tammy Christine Hybertson
 Allison Marie Joachim
 Julie M. Jones
 Ashley C. Kranz
 Amy Jo Krause
 Paula J. Krier
 Erin Joann Krull
 Jessica R. Kruse
 Nicole L. Kruse
 Sheila Lynn Kuhn
 Layne Elizabeth Larson
 Kimberly Ann Lowmiller
 Mikayla Ann Lucas
 Nicole Lund
 Danielle Paige Maier

Kayla M. Mathieu
 Megan I. McCann
 Emily McClelland
 Amanda Marie Miller
 Adessa Marie Mutchler
 Paige Melanie Nath
 Emily Grace Nichols
 Amy Jo Norling
 Christine A. Norton
 Teresa A. Nowak
 Tracy Abigail Ochsner
 Bailey K. Patterson
 Courtney I. Peaslee
 Casey Joelle Peters
 Michael A. Priola
 Amber Michelle Sanchez
 Lexy Kristine Schenk
 Dana Schoppe
 Meghan Elizabeth Schulz
 Rebecca Sue Sigmon
 Samantha Jean Smith

Lindsay Nicole Thompson
 Theresa Anne Tibbs
 Tara Undeberg
 Brittany Ann Underberg
 Rebecca M. Van Duyn
 Shannon Kaye Van Zanten
 Rebecca Katherine VanderMay
 Travis VandeWater
 Jenn Varvel
 Amanda J. Vidinha
 Victorria Ann Voegeli
 Loni Dale Vosika
 Rosita P. Walker
 Ashley E. Walter
 Danielle M. Watkins
 Kurt Allan Wheeler
 Abby L. Whitlock
 Morgan Kelsey Whittle
 Alysén Doris Wilén
 Alana D. Willis

Associate of Arts

Diana M. Kautz

Associate of Science

Liz Barthel
 Jordan A. Beck
 Tempestt Joi Boehmlehner
 Shelby Lynn Haight
 Madison J. Inches
 Heidi Rachel Isaacson
 Lindsey Jurrens
 Toshua L. Krantz
 Tara Lynn Laechelt

Jasmine V. Mandel
 Ryan McCay
 Brooke Lea Murphy
 Paige A. Olson
 Kayla E. Potter
 Sophie Josephine Reddig
 Elissa Joy Stiegelmeier
 Teresa Wendling
 Michelle Zafft

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – B

DATE: December 6-8, 2016

SUBJECT: Inactive Status and Program Termination Requests – NSU & USD

Northern State University has submitted a request asking that the following degree programs be inactivated.

- Inactivate the Following:
 - Sociology – Gerontology Specialization (B.A)
 - Sociology – Gerontology Minor
 - Sociology – Gerontology (Applied) Associates Degree
 - Sociology Gerontology (Applied) Certificate

The Gerontology Program was never able to either recruit or retain enough students (over the past several years) to make it viable. At present, only two students are enrolled in the minor; they will both complete the minor this year.

The University of South Dakota has submitted a request asking that the following degree programs be terminated.

- Adapted Physical Education (Minor) – Terminate
In 2008 the recreation Management program created a specialization in Adapted Physical Activity & Therapeutic Recreation which was to replace the Adapted Physical Education minor. No termination form was ever filed only to remove it from a list of options. The recreation program was deleted with the formation of the new Kinesiology and Sport Science program in 2011. The minor was inactivated in May 2012 during that year's catalog revisions. Recreation classes haven't been offered in five years.

(Continued)

DRAFT MOTION 20161206_4-B: I move to approve NSU's request to inactivate the Sociology – Gerontology Specialization (B.A); Sociology – Gerontology Minor; Sociology – Gerontology (Applied) Associates Degree; and Sociology Gerontology (Applied) Certificate programs; and approve USD's request to terminate the Adapted Physical Education Minor; Drafting Entertainment Industry; and Music Education Minor programs.

- Drafting Entertainment Industry – Terminate

The professor who developed and sought to teach in this certificate program retired several years ago, and during his time at USD it was not possible to recruit students into this program. New faculty hires have a different work focus now, and will not be seeking to utilize this certificate program to recruit students.

- Music Education Minor – Terminate

This program offers no real pathway for a student to become a successful teacher. The coursework in this minor is so minimal that the student would be ill-prepared to stand in front of a class of choir students, orchestra students, and/or band students



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Program Termination or Placement on Inactive Status

Use this form to request termination or inactive status for an existing program (graduate program, undergraduate major or minor, certificate, or specialization). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	Northern State University
DEGREE(S) AND PROGRAM:	Sociology – Gerontology Specialization (BA); Sociology – Gerontology Minor; Sociology – Gerontology (Applied) Associates Degree; Sociology Gerontology (Applied) Certificate.
CIP CODE:	
UNIVERSITY DEPARTMENT:	History, Sociology, Political Science & Geography
UNIVERSITY DIVISION:	CAS

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	9/20/16 Date
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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):¹

Certificate ☒ Specialization ☒ Minor ☒ Major ☐

3. The program action proposed is (place an "X" in the appropriate box):²

¹ Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

Inactive Status ☒*See question 4*Termination ☐*See questions 5 and 6***4. INACTIVE STATUS****A. Provide a justification for inactivating the program:**

The Gerontology Program was never able to either recruit or retain enough students (over the past several years) to make it viable. At present, only two students are enrolled in the minor; they will both complete the minor this year.

B. If there are current students in the program, what are the implications of placing the program on inactive status?

Both students are on track to complete their minors through existing electives.

C. What is the last date (day/month/year) by which a student can graduate in the program:

Spring 2017

D. What is the proposed date (day/month/year) inactive status takes effect (the proposed date for inactive status is also the last date a student may enroll in or declare the program)?

Fall 2017

5. TERMINATION WITH ENROLLED STUDENTS**A. Provide a justification for terminating the program:****B. What is the plan for completion of the program by current students?****C. What is the proposed date (day/month/year) program termination status begins (program status in the database changes to *Phasing Out* and last date a student may enroll in or declare the program)?**

² Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.

- D. What is the last date (day/month/year) in which a student may enroll in the program (program status in the database changes to *Phase Out*)?**
- E. What is the last term or date (day/month/year) by which a student can graduate from the program?**
- F. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
- G. What are the resulting employee terminations and other possible implications including impact on other programs?**

6. TERMINATION WITHOUT ENROLLED STUDENTS

- A. Provide a justification for terminating the program:**
- B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?**
- C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?**
- D. What are the resulting employee terminations and other possible implications including impact on other programs?**



SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS
 Program Termination or
 Placement on Inactive Status

UNIVERSITY:	University of South Dakota
DEGREE(S) AND PROGRAM:	Minor -Adapted Physical Education
CIP CODE:	13.1314
UNIVERSITY DEPARTMENT:	Kinesiology and Sport Management
UNIVERSITY DIVISION:	School of Education

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	Date
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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):¹

Certificate ☐ Specialization ☐ Minor ☒ Major ☐

3. The program action proposed is (place an "X" in the appropriate box):²

Inactive Status ☐ Termination ☒

4. TERMINATION WITHOUT ENROLLED STUDENTS

A. Provide a justification for terminating the program:

In 2008 the recreation Management program created a specialization in *Adapted Physical Activity & Therapeutic Recreation* which was to replace the Adapted Physical Education minor. No termination form was ever filed only to remove it from a list of options. The recreation program was deleted with the formation of the new *Kinesiology and Sport Science* program in 2011. The minor was inactivated in May 2012 during that year's catalog revisions. Recreation classes haven't been offered in five years.

B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)? May 1, 2017.

C. What are the potential cost savings of terminating the program and what are the planned uses of the savings? None

D. What are the resulting employee terminations and other possible implications including impact on other programs? None

¹ Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

² Note: An inactive program is a program a university has authority to offer, but the program is not admitting new students and has not formally terminated. A presumption exists that inactive status is a temporary status; universities review inactive programs periodically to determine the feasibility of reactivating or terminating the program. Programs can remain inactive for five (5) consecutive years at which time a university must terminate the program. A terminated program is a program for which a university ceases to have authority to offer. Reinstatement of a terminated program requires university and BOR approval through the prescribed new program approval processes.



SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS
 Program Termination or
 Placement on Inactive Status

UNIVERSITY:	University of South Dakota
DEGREE(S) AND PROGRAM:	Drafting Entertainment Industry
CIP CODE:	U.CERTU.UDREI 50.0502
UNIVERSITY DEPARTMENT:	Theatre
UNIVERSITY DIVISION:	College of Fine Arts

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

_____ President of the University	_____ 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):¹

Certificate ☒ Specialization ☐ Minor ☐ Major ☐

3. The program action proposed is (place an "X" in the appropriate box):

Inactive Status ☐ Termination ☒

4. TERMINATION WITHOUT ENROLLED STUDENTS

A. Provide a justification for terminating the program:

The professor who developed and sought to teach in this certificate program retired several years ago, and during his time at USD it was not possible to recruit students into this program. New faculty hires have a different work focus now, and will not be seeking to utilize this certificate program to recruit students.

B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)? May 1, 2017.

C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

There is no cost savings for the termination of this program. It has been inactive since 2013.

D. What are the resulting employee terminations and other possible implications including impact on other programs?

There will be no employee terminations or other implications on other programs since the certificate program has been inactive since 2013.

¹ Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.



SOUTH DAKOTA BOARD OF REGENTS

ACADEMIC AFFAIRS FORMS

Program Termination or Placement on Inactive Status

UNIVERSITY:	University of South Dakota
DEGREE(S) AND PROGRAM:	Music Education Minor
CIP CODE:	13.1312 – Code: UMUED
UNIVERSITY DEPARTMENT:	Music
UNIVERSITY DIVISION:	Fine Arts

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

_____ President of the University	_____ 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):¹

Certificate ☐ Specialization ☐ Minor ☒ Major ☐

3. The program action proposed is (place an "X" in the appropriate box):

Inactive Status ☐ Termination ☒

4. TERMINATION WITHOUT ENROLLED STUDENTS

A. Provide a justification for terminating the program:

This program offers no real pathway for a student to become a successful teacher. The coursework in this minor is so minimal that the student would be ill-prepared to stand in front of a class of choir students, orchestra students, and/or band students

B. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)? May 1, 2017.

C. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

There is no cost savings for the termination of this program. It has been inactive since 2011.

D. What are the resulting employee terminations and other possible implications including impact on other programs?

There would be no terminations or other implications on other programs since the minor has been inactive since 2011.

¹ Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – C (1)

DATE: December 6-8, 2016

SUBJECT: Agreement on Academic Cooperation – SDSM&T

South Dakota School of Mines and Technology seeks approval to enter into a Memorandum of Understanding with Guru Nanak Dev University (GNDU), Amritsar, 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, and thus is consistent with the requirements set forth in section 4 of Board of Regents [Policy 5:5:4 Tuition and Fees](#). All expenses, including tuition, fees, living and incidental expenses shall be borne by the participating students.

GNDU and SDSM&T agree to continue discussions on further cooperative activities as opportunities arise. Detailed descriptions of additional activities shall be defined in a separate addendum to the MOU.

DRAFT MOTION 20161206_4-C(1): I move to approve the Memorandum of Agreement between South Dakota School of Mines and Technology and Guru Nanak Dev University of India.

MEMORANDUM OF UNDERSTANDING
 between
South Dakota School of Mines and Technology, USA
 and
Guru Nanak Dev University, Amritsar, India

Guru Nanak Dev University of India (hereafter referred to as "GNDU") and the South Dakota School of Mines and Technology of the USA (hereafter referred to as "SDSMT"), believe the development of collaborative academic, educational, and scientific goals are of mutual value, which are set forth in this Memorandum of Understanding (MOU).

All collaborative efforts will be entered into with due diligence given to ethical and professional considerations and standards. Cooperative activities will be developed on the basis of equality and reciprocity, and promoting sustainable partnerships.

Within fields that are mutually acceptable, the following general forms of cooperation will be pursued:

- Staff exchange and collaboration
 - The two institutions agree in principle to the possibility of exchanges by general staff (administrative and technical) and faculty members. The details of such arrangements will be negotiated at the appropriate time and will be governed by the institutional staffing rules and relevant approval processes. The participating institutions shall not be responsible for any private arrangements made by participating staff members concerning exchange of accommodation, vehicles, etc.
- Joint research activities and publications
 - Cooperative research is to be encouraged as individual scholars establish contact and develop mutual interests.
- Each party will encourage continuing education and professional development for teachers, professors, and academic staff, which may include
 - Visits for studying teaching principles and methods
 - Exchange of academic materials and other information
 - Participation in seminars, congresses and meetings
 - Organizing training workshops
- Student exchange
 - Each party will recommend potential students to participate in an exchange for the matriculation of the other university's appropriate academic programs on a reciprocal basis. The student's acceptance is subject to approval by the host university. The host institution will provide guidance and identify options for students in locating living accommodations and will place the students in

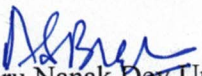
appropriate academic programs. Unless otherwise agreed, students will be responsible for meeting their own costs of living and pay tuition and fees to the host institution.

GNDU and SDSMT agree to continue discussions on further cooperative activities as opportunities arise. Both institutions recognize that collaborative efforts will be of mutual benefit and will contribute to an enduring institutional linkage for cooperation in education and research.

Detailed descriptions of additional activities shall be defined in a separate addendum to the MOU. The addendum will include detailed information on the activity, including legal considerations for each university's home country and governing body.

Both universities agree that all additional activities are dependent on the availability of funds. Both universities agree to seek financial support for the activities stated in this MOU.

This Memorandum of Understanding becomes effective on the date of signature. It is valid for five years with the understanding that it can be terminated by either party with six months notice, unless an earlier termination is mutually agreed upon. Revisions or modifications may be proposed at any time, effective from the date of written agreement signed by both parties.


For Guru Nanak Dev University:

Vice Chancellor
Guru Nanak Dev University
Prof A.S Brar *Amritsar*
Vice Chancellor

Date: _____

For South Dakota School
of Mines and Technology:

Heather Wilson
President

Date: _____

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – C (2)

DATE: December 6-8, 2016

SUBJECT: Agreement on Academic Cooperation – SDSU

South Dakota State University seeks approval to enter into an agreement on academic cooperation with the Indian Institute of Technology (IIT) of Kharagpur, 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. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.

DRAFT MOTION 20161206_4-C(2): I move to approve the Agreement on Academic Cooperation between South Dakota State University and the Indian Institute of Technology.

South Dakota
State
University
and
Indian Institute
of Technology

**AGREEMENT ON ACADEMIC COOPERATION
BETWEEN
SOUTH DAKOTA STATE UNIVERSITY
AND
Indian Institute of Technology of Kharagpur, India**

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 Indian Institute of Technology (IIT) agree to the following:

I. Scope of the Cooperation

- Article 1. The institutions agree to exchange experience and information on questions of pedagogy, organization and contents of instruction, and the training of faculty and students, as appropriate. The area of exchange shall cover academic disciplines to be determined and negotiated by both parties, and may specifically include Agricultural and Biosystems Engineering and allied engineering disciplines.
- 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, 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, student 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:

South Dakota State University	(institution name)
PRIMARY CONTACT FOR AGREEMENT 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	PRIMARY CONTACT FOR AGREEMENT Name: Prof. S. Mukhopadhyay Title: Dean, Alumni Affairs and International Relations Office: Indian Institute of Technology Kharagpur, India Email: deanaa@hijli.iitkgp.ernet.in Telephone: +91 3222 283067 Fax: +91 3222 282000
ACADEMIC UNIT CONTACT Name: Dr. Kasiviswanathan Muthukumarappan Title: Distinguished Professor and Graduate Coordinator Office: Department of Agricultural and Biosystems Engineering Email: muthukum@sdstate.edu Telephone: 605-688-5661 Fax: 605-688-6764	ACADEMIC UNIT CONTACT Name: Dr. H. N. Mishra Title: Professor of Food Technology Office: Agricultural and Food Engineering Department Email: hnm@agfe.iitkgp.ernet.in Telephone: +91 3222 283130 Fax: +91 3222 283130

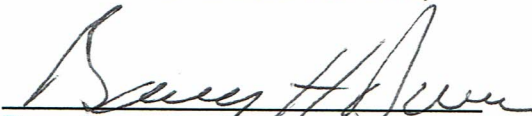
- Article 7. The individuals in the positions listed above agree to respond to inquiries and correspondence from the partner institution in a timely and efficient manner.

VI. Terms of Agreement

- Article 8. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination. A termination of the agreement will not affect persons who have already begun an exchange under its provisions.
- Article 9. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange, will require the execution of a separate agreement.
- Article 10. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- Article 11. Nothing in the above agreement shall be construed as being legally binding.
- Article 12. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

In the spirit of international friendship and cooperation, we hereby set our signatures:

for South Dakota State University



Barry Dunn, President



Date:

for Indian Institute of Technology

Prof. Partha Pratim Chakrabarti, Director

Date:

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – C (3)

DATE: December 6-8, 2016

SUBJECT: Agreement on Academic Cooperation – USD

The University of South Dakota seeks approval to renew the following agreements:

1. Academic Cooperation with Ostfalia University of Applied Sciences (Wolfsburg, Germany)
2. Academic Cooperation with University of Oldenburg (Germany)

The agreements result in the opportunity for joint research, faculty collaboration, and potential student exchange. Students in exchange with Ostfalia University may participate in an academic internship facilitated by the host institution. In the past out-going business major students with high level of German proficiency have had the opportunity to work with the Volkswagen Group, the automotive manufacturing company headquartered in Wolfsburg.

DRAFT MOTION 20161206_4-C(3): I move to approve the renewal of the agreement on academic cooperation between the University of South Dakota and Ostfalia University of Applied Sciences; and the renewal agreement with the University of South Dakota and University of Oldenburg.

AGREEMENT ON ACADEMIC COOPERATION
 BETWEEN
 THE UNIVERSITY OF SOUTH DAKOTA, U.S.A.
 AND
 OSTFALIA UNIVERSITY OF APPLIED SCIENCES
 HOCHSCHULE BRAUNSCHWEIG/WOLFENBÜTTEL, GERMANY

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 and Ostfalia University of Applied Sciences, Hochschule Braunschweig/Wolfenbüttel, 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 material, 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 members 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 student academic participation, to the extent feasible, shall include internship programs.

II. International Student Study

- Article 7. Participants remain students of the home institution throughout the period of international student study.
- Article 8. The total number of participants 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 participate 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' participation in international study with academic excellence being the primary criterion for the selection. Candidates will be nominated by their home institutions and approved by the host institution.

- Article 11. Participating students will pay the tuition and mandatory fees of the home institution. However, they will be exempt from paying any tuition or fees to the host institution. However, students will be responsible for paying any special course fees to the host institution. Students from Ostfalia studying at USD will be responsible for paying the International Student Fee.
- Article 12. Students are responsible for paying their own housing accommodations and meals throughout the exchange.
- Article 13. International study students are responsible for all travel costs and any incidental costs/fees at the host institution, such as laboratory fees, books, and personal expenses. This also involves administrative charges that cannot be waived due to legal requirements.
- Article 14. All 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 USD/BOR mandated insurance upon arrival, for the entire term of study.
- Article 15. International study 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. Students will pre-register for courses at the host university with guidance and advice from academic advisors. Each institution undertakes to provide information of course descriptions and syllabi/course handbooks.
- Article 18. 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 international student study 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 international study must maintain full-time enrollment for the duration of the exchange. While enrollment and participation is ultimately the responsibility of the individual student, should the host institution become aware that a student has dropped below full-time enrollment, has withdrawn from the program or otherwise failed to make satisfactory progress toward completion of course work, or when a student is in danger of being dismissed from the program, the host institution agrees to inform the home institution as soon as possible. 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 international student study.

III. Academic Internships

- Article 21. The home institution may nominate a mutually agreed upon number of students to participate in an academic internship facilitated by the host institution.
- Article 22. Students participating exclusively in an internship outside the university shall not be counted as part of the international student study outlined in item **II. International Student Study** above. Student interns will register and pay all tuition and mandatory university fees to the home institution for all internship credits. Students participating in an internship subsidized by the host institution shall be counted as official participants in the international student study program outlined above.
- Article 23. Students who wish to also enroll in academic courses at the host institution in addition to the internship will participate in those courses according to the guidelines outlined in item **II. International Student Study** above.
- Article 24. The host institution shall arrange for a suitable internship advisor on-site, while the home institution will be responsible for determining all assignments and guidelines for evaluating work to award academic credit.

IV. Exchange of Faculty

- Article 25. 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 26. Both institutions shall provide, as appropriate, a list of faculty members interested in an exchange. The number of exchange faculty members shall be determined by the two institutions. A final decision of accepting a visiting faculty member rests with the host institution. The term of exchange shall be negotiated and determined by the needs of the two institutions.
- Article 27. The cost of salaries and other fringe benefits shall be the responsibility of the home institution unless other arrangements are made.
- Article 28. Housing costs, costs of traveling, health insurance, and other incidental costs are the responsibility of the individual faculty member.
- Article 29. Both institutions shall assist the exchange faculty members in locating funds from various international scholarly programs or such individual granting agencies as are available.
- Article 30. Each institution shall provide support to exchange faculty members to locate suitable housing.
- Article 31. Participation of exchange faculty members in conferences shall be the responsibility of the host institution to the same extent as its own faculty.

Article 32. 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 33. Faculty members and administrators of both institutions are welcome to make professional visits to their partnership campus to foster familiarization with their counterparts and for possible development of mutually beneficial programs.

V. Joint Research Activities, Publications and Other Items

Article 34. The two institutions agree to undertake joint academic research, development and sharing of their faculty members and facilities, and drawing upon the strength of respective experiences in overseas programs.

Article 35. Both institutions agree to discuss, including the possibility of brief exchange visits, joint publications of research, and other similar projects as appropriate.

VI. Appointment of Coordinators

Article 36. Each institution shall designate a faculty member 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.

VII. Terms of Agreement

Article 37. This agreement shall be effective upon approval by both parties and shall remain in effect for a period of five years. Thereafter it shall be automatically renewed for another five years. Either university may terminate the agreement at the end of a five-year-period by giving 10 months notice in writing of such event.

Article 38. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions.

Article 39. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.

Article 40. Nothing in the above agreement shall be construed as legally binding.

Article 41. 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 Ostfalia University of Applied Sciences,
Hochschule Braunschweig/Wolfenbüttel

James W. Abbott
President

Prof. Dr. Rosemarie Karger
President

Jim D Moran
Provost & Vice President for Academic Affairs

Prof. Dr. Gisela Theis
Dean of the Business School

Date:

Date:

**AGREEMENT ON ACADEMIC COOPERATION
BETWEEN
THE UNIVERSITY OF SOUTH DAKOTA
AND
THE UNIVERSITY OF OLDENBURG, GERMANY**

After a history of cooperation and student and faculty exchange reaching back to 1983, a new formal memorandum of understanding between the two institutions will be signed. Once signed, this new agreement shall replace all previously signed agreements. 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 University of Oldenburg (UOL) 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. Summer Course on German Language and Culture: 2 participants equal 1 exchange spot.

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 good standing 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. The home institution will only select students who possess requisite language skills for the classes they will be undertaking at the host institution. USD exchange students have to prove a minimum Level B1 (CEFR) to attend courses offering at the University of Oldenburg in German. Otherwise a Level B1 in English is necessary. Proof can be confirmed by a language certificate or by the exchange coordinator. Exception: For the Summer course on German language and culture, minimum Level A1 in German is acceptable.

Article 11. Exchange students will pay tuition and fees to the home institution.

Section A. Students from UOL studying at USD will pay all applicable special discipline fees, salary enhancement 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 UOL that enroll in a self-support course (i.e. online or distance education course) at USD will pay all self-support tuition and delivery fees associated with the course.

Section C. If regular exchange spots are not available, UOL students are eligible to still attend USD but will pay regular tuition and fees as required by USD.

Section D. Students from USD studying at the UOL will pay the Oldenburg student semester fee.

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.

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. All students studying at UOL must purchase adequate medical health insurance that is valid during their exchange in the host country.

- 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. UOL students going to USD will not be required to provide a TOEFL score to commence study. The UOL will certify its candidates for the exchange as sufficiently proficient in English that they will be able to participate successfully in typical U.S. university classes.
- Article 20. 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 withdraws from the program 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. UOL considers full-time enrollment to be 30 Kreditpunkte (credits).

- Article 21. Students will be assigned an advisor for academic, social and practical matters by the host institution. Academic and/or behavioral problems will be dealt with by the host institution for the duration of the exchange.
- Article 22. 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 23. 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 24. 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 25. The cost of salaries and other fringe benefits shall be the responsibility of the home institution.
- Article 26. Housing costs, cost of traveling, health insurance and other incidental costs are the responsibility of the individual faculty member.
- Article 27. 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 28. Each institution shall provide support to exchange faculty members to locate suitable housing.
- Article 29. Participation of exchange faculty members in conferences shall be the responsibility of the host institution to the same extent as its own faculty.
- Article 30. 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 31. 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 32. 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 33. 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 34. 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 35. 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:

The University of South Dakota	The University of Oldenburg
PRIMARY CONTACT AND AS TO OUTGOING STUDENTS Name: Dana Elliott Title: Global Learning Advisor Office: Center for Academic and Global Engagement Email: Dana.Elliott@usd.edu Telephone: 605-677-8838 Fax: 605-677-8848	STUDENT EXCHANGE Name: Jenka Schmidt Title: Head of the International Student Office Office: International Student Office Email: jenka.schmidt@uol.de Telephone: +49 (0)441-798-2479 Fax: +49 (0)441-798-2461
INCOMING STUDENTS Name: Patrick Morrison Title: Assistant Director for International Student Services Office: International Office Email: Patrick.Morrison@usd.edu Telephone: 605-658-6255	FACULTY EXCHANGE/RESEARCH Name: Birgit Bruns Title: Director of the International Relations Office Office: International Relations Office Email: birgit.bruns@uol.de Telephone: +49 (0)441-798-2468 Fax: +49 (0)441-798-4639

Article 36. 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 37. 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 38. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions.

Article 39. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.

Article 40. Nothing in the above agreement shall be construed as being legally binding.

Article 41. 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 the University of South Dakota

for the University of Oldenburg

James W. Abbott, President

Prof. Dr. Dr. Manfred Michael Piper,
President

Date:

Date:

20-08-16

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – D (1)

DATE: December 6-8, 2016

SUBJECT: Program Modifications – NSU

Northern State University has submitted the following program modification proposals. These requests have been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

Existing Program: Substantive Program Modification

- Biology (Minor) – *request to change total credits required within the discipline for the program*
- Sport Performance and Leadership (MSEd) – *request to change total credits required for the program*
- Health (Minor) – *request to change total credits required within the discipline for the program*
- Human Performance and Fitness – *request to change total credits required within the discipline for the program*
- Masters of Music Education – *request to change total credits required for the program*

DRAFT MOTION 20161206_4-D(1): I move to approve NSU's program modifications for its Minor in Biology; MSEd in Sport Performance and Leadership; Minor in Health; Human Performance and Fitness; and Masters of Music Education programs.



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).

UNIVERSITY:	NSU
CURRENT PROGRAM TITLE:	Biology Minor
CIP CODE:	260101
UNIVERSITY DEPARTMENT:	Biology
UNIVERSITY DIVISION:	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.

Alan D. Ja Fave

Vice President of Academic Affairs or
President of the University

9/20/2016

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: [Click here to enter a date.](#)

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.
BIOL	151/151L	General Biology I/Lab	4	BIOL	151/151L	General Biology I/Lab	4
BIOL	153/153L	General Biology II/Lab	4	BIOL	153/153L	General Biology II/Lab	4
		Choose one: BIOL 301/301L (Plant Systematics/Lab) or BIOL 351/351L (Plant Structure and Function/Lab)	4			Choose one: BIOL 302/302L (Animal Behavior/Lab); BIOL 311/311L (Principles of Ecology/Lab); BIOL 351/351L (Plant Structure and Function/Lab); BIOL 357/357L (Invertebrate Zoology/Lab); BIOL 365/365L (Vertebrate Zoology/Lab)	4
		Choose one: BIOL 357/357L (Invertebrate Zoology/Lab) or BIOL 365/365L (Vertebrate Zoology/Lab)	4			Choose one: BIOL 325/325L (Physiology/Lab) BIOL 331/331L (Microbiology/Lab); BIOL 343/343L (Cell and Molecular Biology/Lab); BIOL 371/371L (Genetics/Lab); BIOL 483/483L (Developmental Biology/Lab)	4
		Biology Electives	2			Choose one elective numbered BIOL 235/235L (Intro to Biotechnology/lab) or higher	3-4
Total number of hours required for major, minor, or specialization			18	Total number of hours required for major, minor, or specialization			19-20
Total number of hours required for degree				Total number of hours required for degree			

7. Explanation of the Change:

It is not possible to get a minor with 18 credits based on the number of credits our courses are worth. Also, broadening the number of courses a student can choose from will make the minor more appealing to students from other majors and transparent in credit hours needed.



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).

UNIVERSITY:	NSU
CURRENT PROGRAM TITLE:	Sport Performance and Leadership (MSEd)
CIP CODE:	310501
UNIVERSITY DEPARTMENT:	Health and Physical Education
UNIVERSITY DIVISION:	School of Education

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.

Alan D. JaFave

Vice President of Academic Affairs or
President of the University

9/20/2016

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: 8/21/2017

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.
EDER	761	Graduate Research and Design	3	EDER	761	Graduate Research and Design	3
HLTH	552	Nutrition	3	EPSY	741	Psychology of Learning	3
PE	514	Law and Ethics	3	PE	514	Law and Ethics	3
PE	582	Theory of Strength Training and Conditioning	3	PE	740	Organization and Administration of Health, PE, and Coaching	3
PE	740	Organization and Administration of Health, PE, and Coaching	3	PE	744	Sociological Perspectives of Sport	3
PE	744	Sociological Perspectives of Sport	3	PE	754	Applied Psychology of Effective Coaching	3
PE	752	Analysis and Mechanical Principles of Sport Skills	3	PE	758	Sport Coaching Techniques and Methodology	3
PE	754	Applied Sport Psychology of Effective Coaching	3	PE	773	Sport Leadership	3
PE	758	Sport Coaching Techniques and Methodology	3			Choose a track (Performance or Leadership)	6-9
PE	759	Contemporary Issues in Sport	3			Performance: HLTH 522 (Nutrition), PE 567 (Event Planning and Program Development), PE 582 (Theory of Strength Training and Conditioning), PE 752 (Analysis and Mechanical Principles of Sport Skills)	
PE	773	Sport Leadership	3			Leadership: PE 511 (Sport Marketing), PE 512 (Financial Aspects of Sport), PE 567 (Event Planning and Program Development), PE 752 (Analysis and Mechanical Principles of Sport Skills)	
		Choose one: PE 788 (Master's Research Problems/Project) or	3			Capstone: PE 788 (Master's Research Problem/Project),	3-6

		PE 794 (Internship)				PE 798 (Thesis), PE 794 (Internship)	
Total number of hours required for major, minor, or specialization				Total number of hours required for major, minor, or specialization			
Total number of hours required for degree			36	Total number of hours required for degree			36-39

7. Explanation of the Change:

We are redesigning our program to allow for more student choice of classes specifically for students who attended NSU as undergraduates. We are eliminating a stand-alone 759 class that is only offered once every two years with a course that is taught more often and part of the SOE core. The additional teaching and learning lessons will be helpful to our grad students. We are eliminating one class that students have said is redundant, and replacing it with a course already offered. Within our emphasis area we are going to add a graduate section to our new undergraduate class PE 467 as an option for the “Leadership” students. We are also bringing back the thesis option to increase our options for rigor. None of these changes would affect faculty load and no additional faculty or resources are needed for the changes.



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).

UNIVERSITY:	NSU
CURRENT PROGRAM TITLE:	Health Minor
CIP CODE:	
UNIVERSITY DEPARTMENT:	Health and Physical Education
UNIVERSITY DIVISION:	School of Education

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.

Alan D. Ja Fave

Vice President of Academic Affairs or
President of the University

10/18/2016

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 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: 1/1/2017

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):

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Health Minor				Proposed Program Name: Health Minor			
Pre	Num	Title	Cr Hrs	Pre	Num	Title	Cr Hrs
HLTH	103	Personal Health	2	HLTH	103	Personal Health	2
HLTH	240	CHOOSE ONE (2-3 cr) Health and Fitness for Older Adults (3 cr)	2-3	HLTH	240	CHOOSE ONE (2-3 cr) Health and Fitness for Older Adults (3 cr)	2-3
OR HLTH	OR 321	OR K-8 Methods of Teaching Health (2 cr)		OR HLTH	OR 321	OR K-8 Methods of Teaching Health (2 cr)	
HLTH	251	First Aid and CPR	1	HLTH	251	First Aid and CPR	1
HLTH	320	Community Health	2	HLTH	320	Community Health	3
HLTH	422	Nutrition	3	HLTH	422	Nutrition	3
PE	250	Human Anatomy and Physio	3	PE	250	Human Anatomy and Physio	3
PE	250L	Human Anatomy and Physio Lab	1	PE	250L	Human Anatomy and Physio Lab	1
PE	350	Exercise Physiology	3	PE	350	Exercise Physiology	3

Total number of hours required for major, minor, or specialization

17 or 18

Total number of hours required for major, minor, or specialization

18 or 19

Total number of hours required for degree

7. Explanation of the Change:

Community health agencies, wellness businesses, and non-profit organizations that assist with community health are growing in demand; subsequently, more content knowledge and skills need to be infused within the HLTH 320 course. Further, a service learning component that includes a community health initiative for constituents will also be implemented within the course. HLTH 320 is currently a variable credit course (2.0 or 3.0) and we will require it as a 3.0 credit course in the Health Minor.



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).

UNIVERSITY:	NSU
CURRENT PROGRAM TITLE:	Human Performance and Fitness
CIP CODE:	
UNIVERSITY DEPARTMENT:	Health and Physical Education
UNIVERSITY DIVISION:	School of Education

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.

Alan D. Ja Fave

Vice President of Academic Affairs or
President of the University

10/18/2016

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 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: 1/1/2017

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):

Existing Curriculum				Proposed Curriculum (Highlight Changes)			
Current Program Name: Human Performance and Fitness				Proposed Program Name: Human Performance and Fitness			
Pref	Num	Title	Cr Hrs	Pref	Num	Title	Cr Hrs
HLTH	251	First Aid and CPR	1	HLTH	251	First Aid and CPR	1
HLTH	320	Community Health	2	HLTH	320	Community Health	3
PE	180	Intro to HPER	2	PE	180	Intro to HPER	2
PE	200	Pro Prep: Fitness	1	PE	200	Pro Prep: Fitness	1
PE	202	Pro Prep: Ind and Dual Activities	2	PE	202	Pro Prep: Ind and Dual Activities	2
PE	203	Pro Prep: Team Activities	1	PE	203	Pro Prep: Team Activities	1
PE	250	Human Anatomy and Physio	3	PE	250	Human Anatomy and Physio	3
PE	250L	Human Anatomy and Physio Lab	1	PE	250L	Human Anatomy and Physio Lab	1
PE	334	Behav and Soc Sci Issues in PE	2	PE	334	Behav and Soc Sci Issues in PE	2
PE	350	Exercise Physiology	3	PE	350	Exercise Physiology	3
PE	352	Adapted PE	3	PE	352	Adapted PE	3
PE	354	Prevention and Care of Athlete Injuries	3	PE	354	Prevention and Care of Athlete Injuries	3
PE	400	Exercise Test and Prescription	3	PE	400	Exercise Test and Prescription	3
PE	440	Org and Admin of HPE & Athletics	3	PE	440	Org and Admin of HPE & Athletics	3
PE	451	Tests and Measurements	2	PE	451	Tests and Measurements	2
PE	452	Motor Learning and Develop	3	PE	452	Motor Learning and Develop	3
PE	454	Biomechanics	3	PE	454	Biomechanics	3
PE	457	Exercise Psychology	3	PE	457	Exercise Psychology	3

Total number of hours required for major, minor, or specialization

41

Total number of hours required for degree

120

Total number of hours required for major, minor, or specialization

42

Total number of hours required for degree

120

7. Explanation of the Change:

Community health agencies, wellness businesses, and non-profit organizations that assist with community health are growing in demand; subsequently, more content knowledge and skills need to be infused within the HLTH 320 course. Further, a service learning component that includes a community health initiative for constituents will also be implemented within the course. HLTH 320 is currently a variable credit course (2.0 or 3.0) and we will require it as a 3.0 credit course in the Human Performance and Fitness major.



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).

UNIVERSITY:	NSU
CURRENT PROGRAM TITLE:	Master's of Music Education
CIP CODE:	
UNIVERSITY DEPARTMENT:	Music
UNIVERSITY DIVISION:	School of Fine Arts

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

Alan D. Ja Fave

Vice President of Academic Affairs or
President of the University

10/18/2016

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 elective course work

<input type="checkbox"/> Program name

<input type="checkbox"/> CIP Code | <input type="checkbox"/> Total credits of supportive course work

<input checked="" type="checkbox"/> Total credits required for program

<input type="checkbox"/> Existing specialization

<input type="checkbox"/> Other (explain below) |
|---|--|

2. Effective date of change: 5/15/2017

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 (<i>highlight changes</i>)			
Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
MUS	751	Advanced Conducting	2	MUS	751	Advanced Conducting and Performance Practice	3
MUS	721	Performance Practice and Literature I	2				
MUS	743	Jazz Pedagogy for the Educator	2	MUS	743	Jazz Pedagogy for the Educator	2
MUS	772	Research in Music Education	3	MUS	772	Research in Music Education	3
MUS	735	American Music Survey	2	MUS	735	American Music Survey	2
MUS	775	Foundations of Music Education, History/Trends	3	MUS	775	Foundations of Music Education, History/Trends	3
MUS	715	Music Theory Analysis for the Educator	2	MUS	715	Music Theory Analysis for the Educator	2
MUS	716	Technology for Music Educators	2	MUS	716	Technology for Music Educators	2
MUS	782	Foundations of Music Education, Psychology/Philosophy	3	MUS	782	Foundations of Music Education, Psychology/Philosophy	3
MUS	766	School of Music Administration	2	MUS	766	School of Music Administration	2
MUS	785	General Music Pedagogy	3	MUS	785	General Music Pedagogy	3
MUS	752	Advanced Rehearsal Techniques	2	MUS	752	Advanced Rehearsal Techniques	2
MUS	723	Performance Practice and Literature II	2	MUS	723	Performance Practice and Literature	2
MUS	777	Curriculum Writing	2	MUS	777	Curriculum Writing	2
Total number of hours required for				Total number of hours required for			

major, minor, or specialization
Total number of hours required for degree

32

major, minor, or specialization
Total number of hours required for degree

31

7. Explanation of the Change:

There are two reasons for changing the number of credits of the MME from 32 to 31, and eventually to 30 credits. The first is market, and the other comes after evaluating the past 4 summer terms and looking at the work load burden for the students.

Since the fall of 2012, when the MME program began, there has been but a single student from North Dakota. The program at NDSU is a 30 credit program, and that combined with the lower price per credit hour could be the explanation.

The issue of work load in a 5 week summer term needs to be readdressed. For the most part these students are teachers in the field of music. The fall and spring terms have been designed to give the students a 3 credit Music Education course, (Research in Music Education, Foundations of Music Education, History/Trends, Foundations of Music Education, Psychology/Philosophy, and General Music Pedagogy) with a 2 credit course in 4 of the associated music fields, based on NASM (Jazz Pedagogy for the Educator, American Music Survey, Music Theory Analysis for the Educator, and School Music Administration). These 5 credit terms take place over 15 weeks while most of the students teach.

The summer term, which is 5 weeks long, was conceived as an opportunity to work on the conducting skills of the students, augmented with work in performance and practice and study of literature. In addition, two additional areas in the MME, Technology for Music Educators, and Curriculum Writing were included as 2 credit courses. The need for hands on conducting training and study has been one of the highlights of the MME program. All of these summer courses are taught using a hybrid method (the last week of the term the students are on campus and taught face to face). 6 credits in 5 weeks has proven to be a very heavy load. Initially this was planned and assumed that the students would be on summer break from their teaching assignments. With our students from Canada and Sioux Falls this has proven to not be the case. Their summer breaks occur after the summer term is in session, and 6 credits in the 5 week time span has been a heavy burden.

MUS 751 will continue to focus on conducting, but will change from 2 to 3 credits, absorbing the "Performance Practice" elements from MUS 721, Performance Practice and Literature I will be terminated.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – D (2)

DATE: December 6-8, 2016

SUBJECT: Program Modifications – USD

The University of South Dakota has submitted the following program modification proposals. These requests have been reviewed by the system Vice President for Academic Affairs and the Executive Director recommends approval.

Existing Program: Substantive Program Modification

- Kinesiology and Sport Management (MA) – Sport Management and Exercise Science Specializations – *request to change total credits required in the discipline, specialization, and program; Delete program code without specialization*

DRAFT MOTION 20161206_4-D(2): I move to approve USD's program modification for its MA in Kinesiology and Sport Management program.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS Substantive Program Modification Program

UNIVERSITY:	University of South Dakota
CURRENT PROGRAM TITLE:	Kinesiology and Sport Management, M.A. (Sport Management and Exercise Science specializations)
CIP CODE:	31.0101
UNIVERSITY DEPARTMENT:	Kinesiology and Sport Management Division
UNIVERSITY DIVISION:	School of Education

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

Vice President of Academic Affairs or
President of the University

10/17/16

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 elective course work <input type="checkbox"/> Program name <input type="checkbox"/> CIP Code	<input type="checkbox"/> Total credits of supportive course work <input checked="" type="checkbox"/> Total credits required for program <input checked="" type="checkbox"/> Existing specialization <input checked="" type="checkbox"/> Other (explain below) Delete code without specialization attached: [U.MA.KSM]
--	--

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.

6. Primary Aspects of the Modification (add lines as needed):

Existing Curriculum

Kinesiology and Sport Management, M.A.Proposed Curriculum (**highlight changes**)**Kinesiology and Sport Management, M.A.-(choose one of two options)**

Pref.	Num.	Title	Cr. Hrs.	Pref.	Num.	Title	Cr. Hrs.
Exercise Science Core				Exercise Science Core			
EDER	761	Research methods	3	EDER	761	Research methods	3
KSS	790	Seminar	3	KSM	790	Seminar	3
KSS	798	Thesis/Electives (non-thesis option)	6	KSM	798	Thesis/Electives (non-thesis option)	6
Exercise Science Core subtotal:			12	Exercise Science Core subtotal:			12
Exercise Science Specialization				Exercise Science Specialization			
KSS	749	Psych. Aspects of Sport	3	KSM	749	Psych. Aspects of Sport	3
KSS	750	Appl. Physiology of exercise	3	KSM	750	Appl. Physiology of exercise	3
KSS	751	Lab Tech/Biomechanics	3	KSM	751	Lab Tech/Biomechanics	3
KSS	752	Mechanics Motor Learning	3	KSM	752	Mechanics Motor Learning	3
KSS	765	Eval of Research	3	KSM	765	Eval of Research	3
EDER	762	Statistics in Education	3	EDER	762	Statistics in Education	3
Exercise Science Specialization subtotal:			18	Exercise Science Specialization subtotal:			18
Kinesiology and Sport Science, M.A. (Exercise Science specialization total):			30	Kinesiology and Sport Management, M.A. (Exercise Science specialization total):			30
Sport Management Core				Sport Management Core			
EDER	761	Research methods	3	EDER	761	Research methods	3
KSS	790	Seminar	3	KSM	790	Seminar	3
Sport Management Core subtotal:			6	Sport Management Core subtotal:			6
Sport Management Specialization				Sport Management Specialization			
KSS	746	Sport Facility/Risk Management	3	KSM	746	Sport Facility/Risk Management	3
KSS	758	Sport Governance	3	KSM	758	Sport Governance	3
KSS	765	Evaluation of Research in KSS	3	Delete			
KSS	782	New Media & Technology in Sport	3	KSM	782	New Media & Technology in Sport	3
KSS	783	Sport Marketing & Promotions	3	KSM	783	Sport Marketing & Promotions	3
KSS	784	Sport Budgeting & Finance	3	KSM	784	Sport Budgeting & Finance	3
KSS	785	Legal Aspects of Sport	3	KSM	785	Legal Aspects of Sport	3
KSS	786	Strategic Sport Communication	3	KSM	786	Strategic Sport Communication	3
KSS	787	Current Issues in Sport Management	3	KSM	787	Current Issues in Sport Management	3
Sport Management Specialization subtotal:			27	Sport Management Specialization subtotal:			24
Kinesiology and Sport Science, M.A. (Sport Management specialization total):			33	Kinesiology and Sport Management, M.A. (Sport Management specialization total):			30

* Program/major name change to Kinesiology and Sport Management to be approved at June SDBOR meeting

7. Explanation of the Change:

The proposed changes eliminate the following concerns:

- Students in the Sport Management specialization do not complete a thesis, therefore there is no need to require two research classes.
- KSM 765 is taught by a faculty member whose expertise is Exercise Science. Therefore the course focuses on the review and critique of selected exercise science research. As a result, for the past 2 years, Sport Management students have been allowed to substitute for KSM 765.
- Eliminating the course for those students in the Sport Management specialization reduces the total number of hours required for the degree from 33 to 30 credits making it equivalent to the Exercise Science specialization.
- The MA in Kinesiology & Sport Science has specializations in Exercise Science, Sport Management. There is also a "No Specialization" option. The faculty is requesting the deletion of the "No Specialization" option.
Today's competitive business environment in Sport Management and Exercise Science demands graduate students with a specific skill set. A "No Specialization" doesn't provide a student with requisite background required by the industry. If a student is interested in a more generic background they can pursue a Masters in the MAIS program.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – E (1)

DATE: December 6-8, 2016

SUBJECT: New Certificates: USD Undergraduate Certificates in Ceramics, Drawing, Painting, Printmaking, and Sculpture

The University of South Dakota (USD) requests authorization to offer undergraduate certificates in Ceramics, Drawing, Painting, Printmaking, and Sculpture. The US Bureau of Labor Statistics projects modest growth of 2% for craft and fine artists through 2024. The certificates are designed as an additional credential for Art majors, but should also appeal to students outside of Art, including but not limited to those majoring in Criminal Justice, Elementary Education, Theatre, Archaeology, and Media and Journalism. All of the certificates consist of existing courses and require 12 credit hours for completion.

DRAFT MOTION 20161206_4-E(1): I move to approve USD's certificates in Ceramics, Drawing, Painting, Printmaking, and Sculpture as described in Attachments I-V.

**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.

USD	ART	<i>Elizabeth M. Freeburg</i>	<i>5/9/2016</i>
Institution	Division/Department	Institutional Approval Signature	Date

1. Name of Program: Ceramics Certificate

2. Provide a justification for the program.

The University of South Dakota seeks approval to create a certificate in ceramics. Students from a variety of fields need ceramic skills. Art students in particular, those who wish to seek employment in the field of 3D arts include production potters, art camp instructors, sales gallery personnel, etc. These careers must demonstrate competencies in clay bodies, kiln performance and general ceramic techniques learned through ceramic education.

The U.S. Bureau of Labor Statistics (BLS) reports that the median pay for Craft and Fine Artists (which includes ceramists) is \$45,080 per year.¹ (www.bls.gov). Employment of fine artists is projected to grow 2 percent from 2014 to 2024.

3. Who is the audience for the program?

Current USD degree-seeking undergraduate students, outside of the Bachelor of Fine Arts Ceramics specialization. This may include students in the BFA Art Program or outside of the Art major. Outside of the Art major, the certificate will benefit students in anthropology, theatre set design, and any program needing to develop hand-eye coordination. The ceramics certificate will offer a desirable educational add-on opportunity for students that need to demonstrate their competency in 3D design, and will hone technical skills while developing individual student creative styles.

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
ART 251	Ceramics I	3
ART 256	Ceramics Intermediate	3
ART 355	Ceramics Techniques	3
ART 356	Ceramics: Slip Casting/Moldmaking	3
Total Credit Hours Required		12 cr

5. Proposed CIP code 50.0711

6. Effective Date of Certificate Program Fall 2016

¹ <http://www.bls.gov/ooh/arts-and-design/craft-and-fine-artists.htm>

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.

<u>USD</u>	<u>ART</u>	<u>Elizabeth M. Freeburg</u>	<u>5/9/2016</u>
Institution	Division/Department	Institutional Approval Signature	Date

1. Name of Program: Drawing Certificate

2. Provide a justification for the program.

The University of South Dakota seeks approval to create a certificate in drawing. The degree will help students obtain jobs that focus on the spatial and observation skills that give rise to art, illustration or design concepts. Students from a variety of fields need drawing and creativity skills, including fields that need visualization as a component of communication, such as theatre design, archeology, and media layout. The Drawing Certificate will offer a desirable educational add-on opportunity for Art majors in particular, to enhance their specializations (ceramics, graphic design, painting, photography, printmaking, sculpture). If a student plans on a career as a freelance or salaried courtroom artist, medical illustrator or draftsman, the certificate will develop broad skills and make graduates more employable.

All sketch/drawing/illustration artists' careers fall under the broad category of fine artists, according to the Bureau of Labor Statistics. In 2015, salaried artists made an average salary of \$45,080.¹ The annual income of a freelance drawing artist may be more or less than this, however, depending on the artist's talent, skills and region in which they live.

3. Who is the audience for the program?

Current USD degree-seeking undergraduate students in the BFA Art Program or students outside of the Art major, such as Criminal Justice, Elementary educators, Theatre set designers, Archeologists for field sketching, and Media and Journalism for layout design.

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
ART 111	Drawing I	3
ART 121	Design I	3
ART 211	Drawing III - Figurative	3
ART 212	Drawing IV: Mixed Media	3
Total Credit Hours Required		12 cr*

*111 and 121 are foundational courses in the Art major and Art students will have already completed two of the four required courses.

5. Proposed CIP code 50.0705

6. Effective Date of Certificate Program Fall 2016

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.

USD	ART	<i>Elizabeth M. Freeburg</i>	<i>5/9/2016</i>
Institution	Division/Department	Institutional Approval Signature	Date

1. Name of Program: Painting Certificate

2. Provide a justification for the program.

The University of South Dakota seeks approval to create a certificate in painting. The certificate will offer a desirable educational add-on opportunity for Art majors in particular, to enhance their specializations (ceramics, graphic design, photography, printmaking, sculpture). Students from a variety majors can make use of painting and creativity skills to enhance job prospects, in Theatre set designer, medical/scientific illustrator, or Criminal Justice police sketch artist.

The U.S. Bureau of Labor Statistics (BLS) reports that the median pay for Craft and Fine Artists (which includes painters) is \$45,080 per year.¹ Employment of craft and fine artists is projected to grow 2 percent from 2014 to 2024.

3. Who is the audience for the program?

Current USD degree-seeking undergraduate students, outside of the BFA Painting specialization. This may include students in the BFA Art Program and/or students outside of the Art major. The certificate will benefit students outside of department; this may include scenic painters in Theatre and medical students honing hand eye coordination/anatomy study. Talented painters that have refined their skills through education often exhibit and sell their work in art galleries and museums or work as freelance artists, muralists, cartoonist, illustrators or courtroom artists. Individuals might also be hired by art museums as curators, archivists, educators or art directors.

Many students in the BFA Art program express the desire to work in another discipline to advance their chances of developing additional skills beyond one specialization. The painting certificate would lend itself to expanding artists' vocabulary of materials and add a new venue of self-expression for art majors. Outside of the department students will hone skills in observation and rendering.

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
ART 111	Drawing I	3
ART 231	Painting I	3
	<i>Any two of the following courses:</i>	
ART 236	Figure Painting	3
ART 335	Painting: Materials/Methods	3
ART 336	Painting: Studio Projects	3
Total Credit Hours Required		12 cr

5. Proposed CIP code 50.0708

6. Effective Date of Certificate Program Fall 2016

¹ <http://www.bls.gov/ooh/arts-and-design/craft-and-fine-artists.htm>

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.

USD	ART	<i>Elizabeth M. Freeburg</i>	<i>5/9/2016</i>
Institution	Division/Department	Institutional Approval Signature	Date

1. Name of Program: Printmaking Certificate

2. Provide a justification for the program.

The University of South Dakota seeks approval to create a certificate in printmaking. The proposed certificate will offer a desirable educational add-on opportunity for any student at USD, including all BFA art majors. Printmaking certificate graduates may work as independent fine artists, print technicians or may work in the publishing or graphic manipulation industry.

Printmaking certificate students will

- hone the requisite technical skills while developing their individual creative style.
- practice techniques in traditional and digital printmaking.
- become familiar with major print artists and movements throughout history.

The U.S. Bureau of Labor Statistics (BLS) reports that the median pay for Craft and Fine Artists (which includes printmakers) is \$45,080 per year.¹ Employment of craft and fine artists is projected to grow 2 percent from 2014 to 2024.

3. Who is the audience for the program?

Current USD degree-seeking undergraduate students, outside of the BFA Printmaking specialization, is the target audience for this program. This may include students in the BFA Art Program and/or students outside of the Art major include majors such as: Theatre for costume print design, Media and Journalism for historical and reproduction methods, and Biology for reproductive sketches.

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
ART 281	Printmaking I	3
ART 286	Serigraphy	3
ART 385	Lithography	3
ART 386	Printmaking: Studio Projects	3
Total Credit Hours Required		12 cr

5. Proposed CIP code 50.0710

6. Effective Date of Certificate Program Fall 2016

¹ <http://www.bls.gov/ooh/arts-and-design/craft-and-fine-artists.htm>

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.

USD	ART	<i>Elizabeth M. Freeburg</i>	<i>5/9/2016</i>
Institution	Division/Department	Institutional Approval Signature	Date

1. Name of Program: Sculpture Certificate

2. Provide a justification for the program.

The University of South Dakota seeks approval to create a certificate in sculpture. The proposed certificate will offer a desirable educational add-on opportunity for any student at USD, including all BFA art majors. A certificate in sculpture will be beneficial in careers beyond that of a professional sculptor, including art curator, foundry worker/welder, model maker, teacher, toy designer. A certificate student will gain skills in development of sculptural concepts and objects through history, techniques, and processes using basic 3-D materials, including clay, plaster, metals, wood, and synthetic media.

The U.S. Bureau of Labor Statistics (BLS) reports that the median pay for Craft and Fine Artists (which includes sculptors) is \$45,080 per year.¹ Employment of craft and fine artists is projected to grow 2 percent from 2014 to 2024.

3. Who is the audience for the program?

The target audience for this program is current USD degree-seeking undergraduate students, outside of the BFA Sculpture specialization. This may include students in the BFA Art Program and/or students outside of the Art major. Students outside of the Art Department will benefit from the certificate, including those studying pursuing careers in theatrical set design, dentistry, and medical product modeling.

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
ART 241	Sculpture I	3
ART 246	Sculpture Woodwork/Mixed Media	3
ART 345	Sculpture: Metal Fabrication	3
ART 346	Sculpture: Foundry	3
Total Credit Hours Required		12 cr

5. Proposed CIP code 50.0709

6. Effective Date of Certificate Program Fall 2016

¹ <http://www.bls.gov/ooh/arts-and-design/craft-and-fine-artists.htm>

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – E (2)

DATE: December 6-8, 2016

SUBJECT: New Certificate: DSU Undergraduate Health Information Clerk Certificate

Dakota State University (DSU) requests authorization to offer an undergraduate Health Information Clerk Certificate. Students will learn health record documentation requirements for healthcare facilities, standards for privacy and confidentiality, health information software and technologies used by providers and payers. The audience for the certificate includes students interested in entry-level health care position; the certificate credits align with the associate degree in Health Information Technology and the Health Information Administration bachelor's degrees. The certificate consists of 15 credit hours. DSU has provided a letter of support from Avera for the program.

DRAFT MOTION 20161206_4-E(2): I move to approve DSU's undergraduate Health Information Clerk Certificate 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.

DSU	College of Business & Information Systems		10-14-16
Institution	Division/Department	Institutional Approval Signature	Date

1. Name of Program: Health Information Clerk Certificate

2. Provide a justification for the program.

Information clerks are employed in nearly every industry, including many working in healthcare facilities. Employers often prefer to hire candidates with some college education. According to the Bureau of Labor Statistics Occupational Outlook Handbook website, employment of information clerks, in general, is projected to grow 25,800, or 2 percent, from 2014 to 2024.¹ Overall job opportunities should be good because of the need to replace workers who leave the occupation each year.

Members of DSU's Health Information Management Program Advisory Committee indicated strong support for a health information clerk (HIC) certificate. Professionals from a variety of healthcare sites and roles suggested that the classes offered would give students a great idea of career options in the HIM field. In addition, students earning the certificate would gain knowledge and skills to assist the students in finding jobs in basic functions in the health information, business office, and admissions departments. Students will learn the specific health record documentation requirements for healthcare facilities and the standards for privacy and confidentiality, as well as develop an understanding of the health information softwares and technologies used by providers and payers.

3. Who is the audience for the program?

This will be a post-secondary option for high school students enrolled in health services career technical education (CTE) programs or non-traditional students interested in an entry-level position in healthcare.

Completion of the certificate would also create pathways for students to continue pursuing additional educational opportunities. The courses in the health information clerk certificate will articulate into DSU's current healthcare coding certificate, associate degree in health information technology, and the baccalaureate degree in health information administration. This will allow students to progress into more advanced programs utilizing their prior coursework.

¹ <http://www.bls.gov/ooh/office-and-administrative-support/information-clerks.htm>

4. List the courses to be completed, the credit hours of each course, and the total number of credit hours required for the program.

Prefix & #	Title	Credit Hrs
CSC 105	Introduction to Computers	3
HIM 130	Basic Medical Terminology	2
HIM 150	Introduction to Health Information Management	4
HIM 170	Legal Aspects of Health Information Management	3
HIM 225	Introduction to Health Information Systems	3
Total Credit Hours Required		15

This certificate program is at 15 credits where most certificate programs are at 12 credits. The 15 credits of curricular content relate to professional expectations in health information management field, therefore, each of the courses have content that would contribute to a health information clerk role. A health information clerk (HIC) may be responsible for compiling, organizing, and evaluating patient medical records. HICs use a variety of different storage, retrieval, and health information exchange systems to quickly and efficiently retrieve medical records when needed, while applying a knowledge of applicable laws and policies related to privacy and security. HICs will also check medical records and charts for correctness and completeness. Because some record keeping will be in a digital format, HICs are also expected to have knowledge of computers and software programs related to organizing and maintaining medical records.

5. Proposed CIP code 51.0707

6. Effective Date of Certificate Program Fall 2017

October 3, 2016

Re: Health Information Clerk Certificate

To Whom It May Concern:

I am writing this letter in support of the creation of a Health Information Clerk certificate which is a proposed certification from DSU. I feel this would be a very beneficial certification for entry-level people trying to get into the healthcare field.

Coming from a small Critical Access Hospital, I can especially see where this type of certification would be beneficial. Many times when we had clerical openings we struggled trying to find employees to fill these positions that had healthcare experience. We could find people with clerical experience, but they did not know medical terminology, nor did they have an understanding of the billing process, release of information process or legal aspects of healthcare. We sometimes would spend a great deal of time training these clerical employees in all of these items for them to be able to perform their job functions. If we could have hired someone with a background in these types of areas, our on-the-job training time would have been significantly decreased.

I can also see where hiring someone with this certification would be beneficial for people hired in clinics in their billing offices or reception area. Clinics typically don't have a lot of health information employees, unless they are hired as coders. The types of skills I listed earlier would create an easier transition from knowledge of clerical duties to knowledge of healthcare clerical duties. Just the medical terminology alone would be extremely helpful when scheduling tests or requesting medical records from other facilities.

If you have any questions, I would be more than happy to answer them. I appreciate your time to consider my letter of support.

Sincerely,

DeAnne Kribell, RHIT, CCS, CCS-P

DeAnne Kribell, RHIT, CCS, CCS-P
Coding Manager, Avera Health
Health Information Department
3900 W. Avera Dr.
Sioux Falls, SD 57108
(605) 322-4786
DeAnne.Kribell@Avera.org

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – E (3)

DATE: December 6-8, 2016

SUBJECT: New Certificate: NSU Graduate STEM Certificate

Northern State University (NSU) requests authorization to offer a graduate STEM certificate. The certificate targets K-12 educators in gaining additional expertise in science, technology, engineering, and math integration, curriculum design, and project-based learning. The certificate aligns with demonstrated needs in South Dakota related to shortages in teachers trained in STEM fields. The certificate consists of 12 credit hours; six of the credits are transferable to the master's in Education and all 12 transfer to the master's in Educational Studies.

DRAFT MOTION 20161206_4-E(3): I move to approve NSU's graduate STEM Certificate as described in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Certificate

Use this form to propose a certificate program at either the undergraduate or graduate level. A certificate program is a sequence, pattern, or group of academic credit courses that focus upon an area of specialized knowledge or information and develop a specific skill set. Certificate programs typically are a subset of the curriculum offered in degree programs, include previously approved courses, and involve 9-12 credit hours including prerequisites. In some cases, standards for licensure will state explicit requirements leading to certificate programs requiring more than 12 credit hours (in such cases, exceptions to course or credit requirements must be justified and approved). The Board of Regents, Executive Director, and/or their designees may request additional information about the proposal. After the university President approves the proposal, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the New Certificate Form to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	Northern State University
TITLE OF PROPOSED CERTIFICATE:	STEM Certificate
INTENDED DATE OF IMPLEMENTATION:	Spring 2017
PROPOSED CIP CODE:	13.1206
UNIVERSITY DEPARTMENT:	Teacher Education
UNIVERSITY DIVISION:	School of Education

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.

Alan D. Ja Fave

Institutional Approval Signature

President or Chief Academic Officer of the University

9/20/16

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 NSU STEM Certificate will offer K-12 teachers in all subject areas professional development focused on STEM integration, curriculum design, and project-based learning. NSU has been in consultation with the SD Department of Education who feels we are aligning this certificate with current efforts to promote STEM education in the state.

Six of the 12 credits in this certificate will be transferrable to an NSU M.S.Ed. education degree offerings and all 12 credits could be utilized in the M.S.Ed. in Educational Studies. We feel this will promote participants continuing on for a master's degree.

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.¹

K-12 STEM education promotes the processes of critical thinking, analysis, and collaboration. Students integrate these processes in the real world contexts of science, technology, engineering and math.

The real world skills that employers state they want new employees to possess are emphasized. Teachers who instruct utilizing the foundation of a STEM focus ensure that their students have the skills to construct explanations, understand patterns, structure and functions, and can engage in arguments supported by evidence.

This STEM certificate aligns with the major changes occurring in education and with the SD State Standards. Five courses will be offered that will focus on the pedagogy and technology skills needed by classrooms teachers to approach their work in a manner that fosters a classroom atmosphere that promotes creative problem solving, inquiry, teamwork, and innovation.

The 2020 Vision: The SD Science and Innovation Strategy speaks specifically to the need for K-12 schools to promote innovative programs that emphasize collaborative learning and knowledge-based inquiry. Twenty-first century learning skills will be promoted in the STEM coursework as an alignment to the skills needed by business and industry to strengthen SD's future economy.

(SDEPSCoR, 2013, <http://sdepescor.org/sdepescorHome/wp-content/uploads/2015/07/2020-Vision.pdf>)

Data from the US Bureau of Labor Statistics reports that employment in occupations related to STEM are projected to grow to more than 9 million positions by 2022. This is an increase of approximately 1 million jobs over the 2012 levels

(<http://www.bls.gov/opub/mlr/2013/article/occupational-employment-projections-to-2022.htm>).

Of the top 10 fastest growing professions listed by the South Dakota's Department of Labor, all have a tie to the areas of science, technology, engineering and math

(http://dlr.sd.gov/lmic/industry_projections.aspx). All sectors of business, industry and education have demonstrated the need for a highly educated and skilled work force.

4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?

Intended Audience: Current PreK-Grade 12 classroom teachers

¹ For workforce related information, please provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.

5. List the courses required for completion of the certificate in the table below:²

Prefix	Number	Course Title <i>(add or delete rows as needed)</i>	Credit Hours	New (yes, no)
EPSY	741	Psychology of Learning	3	No
ELRN	750	Teaching and Learning with Digital Technology	3	No
Elementary teachers will choose the 3 ELED courses listed below. Secondary teachers will choose 3 of the 4 SEED prefix courses listed below.				
ELED/SEED	792	*Math and Engineering Applications in the Elementary/Secondary Classroom	2	Yes
ELED/SEED	792	*Science Applications in the Elementary/Secondary Classroom	2	Yes
ELED/SEED	792	*Reading and Writing in the STEM Classroom	2	Yes
SEED	792	*Art and Music Applications in the STEM Classroom	2	Yes
Subtotal			12	

The new courses will be designed to incorporate the philosophy behind STEM—that teachers need to teach content while changing how content is shared. Classroom activities that can be utilized will be shared, but more importantly the philosophy behind this new teaching approach will be modeled, discussed, and emphasized.

*Secondary-level teachers will have the option of choosing 6 credits from the SEED 792 two-credit offerings available.

6. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire certificate at any off-campus location or intends to seek authorization to deliver the entire certificate through distance technology (e.g., as an on-line program)?³

	Yes	No	If Yes, list location(s)	Intended Start Date
Off-campus	X		Area schools entering into MOU's with NSU: Roncalli School, 1400 N. Dakota St. Aberdeen, SD 57401	Spring 2017

	Yes	No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	X		Combination of online delivery and on site	Summer 2017

² 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.

³ The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

7. Additional Information:

The NSU School of Education feels this certificate will be an excellent feeder into our Master's in Teaching and Learning and our M.S.Ed. in Leadership and Administration. Six of the twelve credits are required courses for NSU M.S.Ed. education degrees. All 12 credits can be transferred into our M.S.Ed.-Educational Studies degree.

NSU received an initial inquiry from a school district in the northeastern portion of the state requesting creation and delivery of a STEM certificate. We believe this is something we can market to other schools in our area which will in turn increase our graduate student enrollments.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – F (1)

DATE: December 6-8, 2016

SUBJECT: New Certificate: USD Undergraduate Certificate in Web Design

The University of South Dakota (USD) requests authorization to offer an undergraduate certificate in Web Design. The certificate should appeal to students interested in graphic design, media studies, and business careers. Graduates would acquire skills in graphics, typography, design, and related web design skills. The US Bureau of Labor Statistics projects national growth of 27% for web designers through 2024. The certificate does not require the creation of any new courses and consists of 12 credit hours.

USD is requesting authorization to offer the certificate at University Center-Sioux Falls.

DRAFT MOTION 20161206_4-F(1): I move to approve USD's undergraduate certificate in Web Design as described in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Certificate

UNIVERSITY:	USD
TITLE OF PROPOSED CERTIFICATE:	Web Design
INTENDED DATE OF IMPLEMENTATION:	Fall 2017
PROPOSED CIP CODE:	50.0409
UNIVERSITY DEPARTMENT:	Art
UNIVERSITY DIVISION:	College of Fine Arts

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

Elizabeth M. Freeburg

5/9/2016

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?**

A 12-credit certificate in web design provides the students an additional set of skills in the job market through courses, which provide conceptual thinking skills, combined with technical skills in industry software (i.e. graphics, photo manipulation, digital painting, typography, text flow, and front end design and code). Student can develop a body of creative works that can be added to their portfolio for a number of job applications.

- 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.¹**

The field of Web Design is projected to grow 27 percent from 2014 to 2024, much faster than the average for all occupations.² Demand will be driven by the growing popularity of mobile devices and ecommerce. USD has a successful major in Graphic Design with web design classes already offered in the Department of Art. There are also many students from outside of the Art department taking web design classes, from departments like Media and Journalism and Business. Most of these students do not need an Art Minor, which consists of 24 credit hours and additional drawing and basic design classes at USD.

¹ 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.

² <http://www.bls.gov/ooh/computer-and-information-technology/web-developers.htm>

4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?

Students pursuing degrees outside of the BFA in Graphic Design. This may include students in the BFA Art Program and/or students outside of the Art Department, including Business majors who need to develop a website for their market, Media and Journalism students who need to create or update blogs for their job, or Computer Science majors who need design skills to improve their web development.

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):³

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
ARTD	205	Digital Design	3	No
ARTD	215	Typography	3	No
ARTD	325	Digital and Web Design I	3	No
ARTD	425	Digital and Web Design II	3	No
Subtotal			12	

6. Complete the following charts to indicate if the university intends to seek 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 intends to seek authorization to deliver the entire certificate through distance technology (e.g., as an on-line program)?⁴

	Yes/No	If Yes, list location(s), including the physical address	Intended Start Date
Off-campus	Yes	University Center-Sioux Falls 4801 N Career Avenue, Sioux Falls, SD 57107	Fall 2017
	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	No		Click here to enter a date.

³ 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.

⁴ 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 – F (2)

DATE: December 6-8, 2016

SUBJECT: New Site: USD Undergraduate Certificate in Graphic Design

The University of South Dakota (USD) requests authorization to offer an undergraduate certificate in Graphic Design at the University Center-Sioux Falls (UC-SF). The US Bureau of Labor Statistics projects national growth of 7% for graphic designers through 2022. At UC-SF, the certificate stacks to the AA in General Studies and will stack to the AA in Graphic Design (under development and pending approval) as well as the on-campus bachelor's degree in Graphic Design. The certificate should also appeal to students working in business, media and journalism, and computer-related fields. USD estimates graduating 13 students per year with the certificate after full implementation. The certificate does not require the creation of any new courses and consists of 12 credit hours.

DRAFT MOTION 20161206_4-F(2): I move to approve USD's request to offer an undergraduate certificate in Graphic Design at the University Center-Sioux Falls as described in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Site Request

UNIVERSITY:	USD
DEGREE(S) AND PROGRAM:	Certificate Graphic Design
NEW SITE(S):¹	University Center Sioux Falls
INTENDED DATE OF IMPLEMENTATION:	5/1/2017
CIP CODE:	50.0409 (U.CERTU.GRDS)
UNIVERSITY DEPARTMENT:	Art
UNIVERSITY DIVISION:	College of Fine Arts

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

James M. Abbott

President of the University

9/28/2016

Date

1. What is the need for offering the program at the new physical site or through distance delivery?

The University of South Dakota seeks approval to offer the Certificate in Graphic Design at University Center campus. The field of Graphic Design is projected to grow by 7% from 2012-2022, according to the Bureau of Labor Statistics, so this is a field that needs more workers. USD has a successful major in Graphic Design through the Department of Art and we seek to expand our programming to UC. There are many students from inside and outside of the Art department who would benefit from a Certificate in Graphic Design including students studying Media and Journalism, Business and Computer Science. A Certificate in Graphic Design provides the students an additional set of skills in the job market through courses, which provide conceptual thinking skills, combined with technical skills in industry software. Student can develop a body of creative works that can be added to their portfolio for a number of job applications.

Completion of the certificate program can be the first step in a student's educational pathway. All the credits from the certificate program can be applied to an Associate's Degree in General Studies (or our proposed A.A. in Graphic Design currently under development) that in turn can be applied to a Bachelor's Degree in Graphic Design. This stackable certificate should benefit students at University Center Sioux Falls.

¹ If the request is for a new physical location, include an address for the location.

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.

No

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.

All students will be new to the University Center.

	Fiscal Years*			
	1 st	2 nd	3 rd	4 th
<i>Estimates</i>	FY 18	FY 19	FY 20	FY 21
Students new to the university	5	8	10	10
Students from other university programs	0	0	0	0
=Total students in the program at the site	5	13	23	33
Program credit hours (major courses)**	30	78	138	198
Graduates	0	0	13	23

*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.

4. What is the perceived impact of this request on existing programs in the Regental system?

Students will have a new site in Sioux Falls to receive education in Graphic Design.

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.

Certificate in Graphic Design	Credit hours	Credit hours currently available from this university at this site	Credit hours currently available from other universities available at this site	Credit hours currently available via distance	Credit hours new to this university
System General Education Requirements	0	0	0	0	0
Institutional Graduation Requirements	0	0	0	0	0
<i>Subtotal, Degree Requirements</i>	0	0	0	0	0
Required Support Courses	0	0	0	0	0
Major Requirements	0	0	0	0	0
Major Electives or Minor	12	12	0	0	0
<i>Subtotal, Requirements of the Proposed Major</i>	12	12	0	0	0
Free Electives	0	0	0	0	0

<i>Total, Degree with Proposed Major</i>	12	12	0	0	0
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*If the major will be available in more than one degree (e.g., BA, BS, BS Ed) at the new site(s) and the number or distribution of credits will vary with the degree, provide a separate table for each degree.

Prefix & #	Title	Credit Hrs
ARTD 205	Digital Design	3
ARTD 215	Typography	3
ARTD 315	Brand Identity	3
ARTD 325	Digital and Web Design I	3
Total Credit Hours Required		12 cr

6. How will the university provide student services comparable to those available for students on the main campus?

Student services will be provided by the staff at the University Center and the faculty in Fine Arts. The faculty teaching in Sioux Falls will guide and support students to certificate completion. The University of South Dakota I.D. Weeks Library has long served students engaged in coursework away from campus. This includes students enrolled at University Center. Finally, technical support will be provided by USD's Information Technology Services. Help Desk services are available to UC students during the traditional work day, in the evenings, and on the weekends.

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).

This program is not accredited by a specialization accrediting body.

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 Department of Art is not requesting additional faculty or equipment to offer the certificate in graphic design.

10. 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.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – G

DATE: December 6-8, 2016

SUBJECT: Request to Seek Accreditation – SDSU

Board of Regents [Policy 1:10 Relationship of Curriculum and Instruction to Statutory Objectives](#) specifies that “Each campus must seek and receive Board approval before applying for initial accreditation or an expanded scope of accreditation for academic programs.” In accordance with Board policy, South Dakota State University requests approval to seek accreditation from the Council on Education for Public Health (CEPH) for its Master of Public Health program (Attachment I). CEPH is the only independent agency recognized to accredit graduate schools and programs of public health.

Amongst several direct benefits, accreditation through the CEPH will enhance the regional and national reputation of the program, and will provide assurance that the curriculum covers essential skills and knowledge graduates will need to enter the current job market. Beyond the expenditures outlined in the request, SDSU does not anticipate any additional enhancement costs associated with obtaining accreditation.

DRAFT MOTION 20161206_4-G: I move to approve SDSU’s request to seek accreditation from the Council on Education for Public Health (CEPH) for its Master of Public Health program.

SOUTH DAKOTA BOARD OF REGENTS

Request to Seek Accreditation Under BOR Policy

1. Institution: South Dakota State University & The University of South Dakota

2. Program(s) seeking accreditation: Master of Public Health

3. Level of program(s) involved in accreditation:

<u> </u> Certificate <u> </u> Associate Degree <u> </u> Bachelor's Degree	<u> x </u> Master's Degree <u> </u> Doctoral Degree
--	---

4. Accrediting Agency: Council on Education for Public Health (CEPH)

NOTE: Use additional pages if needed to address the following questions.

5. What are the advantages of accreditation?

The goal of public health programs in general is to prepare individuals who will serve as practitioners, researchers and instructors who are competent to carry out broad public health functions in local, state, national and international settings. The Council on Education for Public Health (CEPH) is the only independent agency recognized to accredit graduate schools and programs of public health. The accreditation criteria outlined by CEPH links student learning with application in practice or research settings. CEPH assists programs in evaluating the quality of their instructional, research and service efforts and ensures they align with current standards of public health practice. CEPH accreditation of the joint USD-SDSU MPH program will have direct benefits to various stakeholders:

- Program accreditation will enhance the regional and national reputation of the program and represents peer recognition.
- Accreditation promotes ongoing self-evaluation and continuous improvement.
- It can serve as a basis for determining eligibility for federally funded programs and grants.
- It will continue to advance the field of public health by promoting standards of practice and rigorous preparation.
- Program accreditation will assure that educational requirements reflect the current training needs of the profession.
- Accreditation can enhance employment opportunities for graduates or support graduates looking to continue their education at the doctoral level.
- Accreditation will provide assurance that the curriculum covers essential skills and knowledge graduates will need to enter the current job market.
- Program accreditation will provide assurance the the program has been evaluated and had met accepted standards established by and with the profession.
- Accreditation promotes the health, safety and welfare of society by assuring competent public health professionals.

6. What are the anticipated costs involved in accreditation, including:

A) Costs involved in undergoing self-study and preparing the application for accreditation.

Application Fee: \$2500 will be invoiced for the initial application fee, and annually thereafter until accreditation is achieved.

Consultation Visits: \$1750 per day per CEPH consultant. A one day visit from one CEPH consultant is anticipated for this program.

B) Out-of-pocket costs related to dues or site visits.

Accreditation Review Fee: \$3000. This amount includes: a) \$1500 for review of preliminary self-study and b) \$1500 for site visit logistical arrangements.

Other Costs: In addition to the fees outlined, actual travel and living expenses must be reimbursed for all individuals involved in consultation visits and on-site evaluation visits.

C) Base budget implications including incremental costs and minimum base resources required (dollars and FTE).

Annual Support Fee: \$5250 per calendar year for an accredited public health program, sponsored by more than one university, with one degree level. This fee will begin after accreditation has been granted.

The joint USD-SDSU MPH program has 3 full-time and 1 part-time faculty, a full-time Program Coordinator, and support staff from the USD School of Health Sciences and the SDSU College of Pharmacy and Allied Health Professions.

Existing MPH program staff will be responsible for managing the application and accreditation process.

After careful review of the CEPH accreditation standards, current faculty and staff resources are adequate and no additional funds will be requested in seeking accreditation at this time.

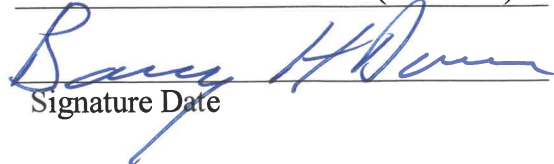
7. What is the source of the resources needed?

Costs associated with the accreditation application and site visit will be covered through the MPH delivery fee as well as existing funds directed to the program at startup. Ongoing costs associated with CEPH accreditation will be covered through the MPH delivery fee account.

8. What is the estimated date for submission of accreditation application?

The initial accreditation application will be submitted after Board of Regent's approval to seek accreditation is obtained. The MPH program anticipates submitting the application for accreditation by December 29, 2016 with a site visit taking place in September 2019.

Institutional Authorization (President)


Signature Date

SOUTH DAKOTA BOARD OF REGENTS

Consent Agenda

AGENDA ITEM: 4 – H

DATE: December 6-8, 2016

SUBJECT: NSU Naming Request – Wolves Memorial Suites

Northern State University requests authorization to name the residence hall currently under construction on the northwest corner of campus the “Wolves Memorial Suites.” The name would be effective upon Board approval.

The residence hall name is intended to recognize two groups of people. First, it remembers students who were unable to fulfill their dream of earning a degree at NSU, and who are not here to experience the new changes being made on campus. Second, it recognizes the many NSU employees who have dedicated their lives to helping students become successful both inside and outside of the classroom.

Board Policy No. 1:27 provides, in pertinent part, that the “Board shall approve the names of all new or existing campus facilities, such as roadways and buildings and additions (if they are to carry a different name from the original building), costing more than \$250,000.” None of the criteria outlined in sections 1, 2, or 3 are applicable to this request.

Attached is the naming request form from NSU.

Draft Motion 20161206_4-H: I move to approve Northern State University’s request to name the residence hall currently under construction on the northwest corner of campus the “Wolves Memorial Suites.”



South Dakota Board of Regents

Naming Request Form

*Request for Naming of Campus Facilities,
Programmatic Units, or Funded Academic Honors*

Please send this completed form to BORSEC@sdbor.edu.

Date Request Submitted: 11/4/2016

Name of Institution: Northern State University

Current Name: new facility

Proposed Name: Wolves Memorial Suites

Effective Date and Duration of Proposed Name: Effective upon BOR approval; No end date

Location on Campus: Facility is located on the corner of Lincoln Street & 12th Ave

Purpose of Facility, Space, or Program to be Named: Residence hall

If the naming request is the result of a gift, is the institution currently in possession of the gift? : No

If the naming request is the result of a gift agreement that provides the donor the right to name the facility, when and how was the Board apprised of such an agreement in advance? (Please submit the gift agreement with this form.)

Rationale for Proposed Name (Include in the space below, or attach documentation):

Northern State University requests approval to name the residence hall currently under construction on the northwest corner of campus "Wolves Memorial Suites". The name is intended to encompass two groups of people: students who were unable to fulfill their dream of earning a degree at NSU and be here with us today experiencing the transformation taking place on campus and the many NSU employees who have dedicated their lives to helping students become successful both inside and outside of the classroom.

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

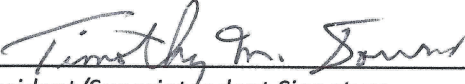
Campus Authorization of Naming Request

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:

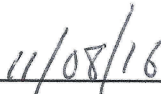
1. When naming a facility or programmatic unit for a person, family, or organization where there is no gift, the proposed honoree shall have achieved distinction in one or more of the following ways:
 - a. Serving the university in an academic or administrative capacity with high distinction, or
 - b. 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



Date

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – I

DATE: December 6-8, 2016

SUBJECT: FY18 HEFF Maintenance and Repair Projects

The FY18 HEFF M&R projects will not be approved until the March 2017 BOR meeting when we know what the allocation will be. It would change if we received funds to freeze or slow our tuition increase. The campuses would like to plan some of the FY18 projects over the coming months and, therefore, have asked for approval of the following FY18 HEFF M&R projects.

South Dakota School of Mines and Technology requests approval of the following items:

McLaury Building – \$390,000 of FY18 HEFF funds are requested to supplement funding to complete Phase I of the McLaury building renovation. At an estimated total cost of \$1,481,099 for Phase I includes building envelope work including windows, tuck pointing, foundation corrections, elevator addition, and ADA bathroom renovations.

O’Harra Stadium – \$200,000 of FY18 HEFF funds are needed for the construction of drainage improvements that include the addition of inlets, pavement/concrete work, grading work, and finishing work. The original work request in the amount of \$40,000 using FY16 HEFF money for planning and design was approved at the December 2014 Board meeting. Approval of this additional \$200,000 will allow SDSM&T to continue to move forward.

Various Buildings – \$150,000 of FY18 HEFF funds are needed to supplement previously approved funds to upgrade the pneumatic controls to digital controls in various buildings across campus. The total project cost is estimated at \$375,000.

South Dakota State University requests approval of the following items:

Berg Ag Hall – This request is for planning funds only in the amount of \$50,000 to replace and upgrade the motor control center within the mechanical/electrical room in Berg Ag Hall. This project would replace antiquated large disconnects, old panelboards, and motor control devices. The scope of the project will include expansion of the power capabilities of the building for future remodeling of the first and second floors of the building. This project will take eight to ten months for selection of designers, design, project planning, bidding, and scheduling. Approval of the

(Continued)

DRAFT MOTION 20161206_4-I: I move to approve the institutional maintenance and repair projects for SDSM&T and SDSU as described in this document.

planning component will enable SDSU to bid in the winter of 2017 with construction starting early in 2018. The total value of the project will be approximately \$440,000 and will be planned by an electrical engineering consultant that is competitively selected. The project would be competitively bid and constructed by the lowest responsible bidder.

Sidewalk, Entryways and Equipment Pads – \$10,000 is requested to design for the general replacement of concrete sidewalks, entry paving, and equipment pads around the campus to be completed as soon as possible after the academic year concludes in May 2017. The new concrete will replace cracked and deteriorated concrete surfaces and concrete walks that are no longer handicapped accessible. The total value of this project will be limited to \$163,600. The project would be planned by engineering and maintenance staff of SDSU Facilities and Services. The project would be constructed by utilizing standing construction services for contract maintenance. Some work would be coordinated with other site improvements of the university.

Water Softener Replacement in Central Heating Plant – \$10,000 is requested to plan, design, and coordinate the replacement of water softener equipment in the Central Heating Plant. This equipment is essential to reduce mineral content of the water, and reduce corrosion of steam piping, boiler tubes, and pumps used for the campus steam and condensate utilities. Existing softeners are at or near their expected useful life. This project would be accomplished as preventative maintenance so new equipment could be brought on line prior to breakdown of existing equipment. This project would be constructed by a combination of competitive price proposals for equipment and/or utilization of standing mechanical services contracts. SDSU has mechanical engineering staff capable of completing the design work with knowledge of the existing systems.

Central Heating Plant Upgrades – \$10,000 is requested to plan, design, and coordinate construction for general repairs and equipment replacement within the Central Heating Plant. Repairs include, but are not limited to, boiler tube replacement, mix tank replacement, pump replacement with VFD pumps, and removal of obsolete coal handling equipment. These repairs would be accomplished as preventative maintenance by mechanical engineering staff of SDSU Facilities and Services. The project would be constructed by a combination of competitive price proposals for equipment and/or utilization of standing mechanical services contracts. SDSU staff may be utilized for demolition and removal of obsolete equipment.

Drainage and Upgrades to Central Heating Plant – Approval of \$30,000 for planning, designing, and coordinating site and drainage improvements around the Central Heating Plant is requested. This project will also replace the canopy, equipment shelter, and screen wall between the Central Heating Plant and the Central Chiller Plant. The work is necessitated by a current project to demolish the obsolete coal silos that are sandwiched between the buildings. The total value of this project will be approximately \$300,000. The project would be constructed by competitive price proposals for paving, site work, and utilities. The canopy would be constructed and coordinated separately. SDSU has engineering and landscape architecture staff capable of completing the design work with prior knowledge of the coal silo demolition work and existing tunnel and steam construction within the vicinity of this site.

Enrollment Services Center – In order to plan, design, and coordinate construction, SDSU requests \$15,000 be approved to reposition the existing chiller, or to tie this building to the central chilled water distribution system and make site modifications. The slab supporting the existing chiller is cracked and heaving which will affect the performance of the chiller. Approval at this time will enable the project to be constructed during the fall of 2017 or spring of 2018. The total value of the project will be approximately \$152,000. The project would be planned by architectural, engineering, and landscape architectural staff of SDSU Facilities and Services. The project would be constructed by maintenance contract personnel.

McFadden Northern Plains Biostress – \$50,000 is requested to plan, design, and coordinate the replacement of all pneumatic control devices with digital electronic controls that regulate or report operation of the heating, ventilation, and air handling equipment within the Northern Plains Biostress laboratory. The existing equipment is obsolete and does not allow temperature control and building system control to be as efficient as possible. This repair project was identified in a study of the mechanical systems of the building in 2014. The project scope will include replacement of selected mechanical equipment (pumps, valves, dampers, etc.) The total value of this project will be approximately \$480,000 and planned by a mechanical engineering consultant that is competitively selected and bid. This project will be designed and constructed in conjunction with a separate VAV unit replacement project.

McFadden Northern Plains Biostress – Approval for planning services in the amount of \$100,000 is requested so planning, design, and project coordination may occur to replace variable air volume (VAV) units and enable the project to be bid in the winter of 2017 and constructed early in 2018. This project will take a minimum of 10 months for selection of designers, design, project planning, bidding and scheduling. The total value of the project will be approximately \$935,000. The project is to replace all variable air volume units tied to the heating, ventilating, and air handling systems within the laboratory. The existing equipment is obsolete and is difficult to maintain. This project was identified in a study of the mechanical systems of the building in 2014 and is a repair project identified with the study. The project scope will include replacement of associated pneumatic controls with electronic controls. This project will be designed and constructed in conjunction with a separate controls upgrade project. The project would be planned by a mechanical engineering consultant that is competitively selected. The project would be competitively bid and constructed by the lowest responsible bidder.

South Dakota Art Museum – \$12,000 is requested for the planning of the replacement of the main exterior stairway to the SD Art Museum. The existing stairway is deteriorating in a number of locations and needs to be replaced for safety. The university anticipates that the stairway will be modified to allow exterior artwork and limited landscaping. Approval at this time will enable SDSU to commence construction as soon as possible after the academic year concludes in May 2017, when pedestrian traffic is reduced. The total value of this project will be limited to \$120,000. The project would be planned by engineering and landscaping staff of SDSU Facilities and Services. The project would be constructed by utilization of standing construction services for concrete maintenance or competitive bid proposals.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – J

DATE: December 6-8, 2016

SUBJECT: Auxiliary System Maintenance and Repair Projects

The FY18 lists for auxiliary system projects will be approved in March of 2017. In order to proceed with planning and contracts for the 2018 construction season, campuses have asked to have projects approved now.

South Dakota School of Mines and Technology requests approval of the following items:

Howard Peterson Hall – SDSM&T completed a temporary fix of plumbing problems in Howard Peterson Hall, but a permanent fix is needed. The campus will spend \$45,000 of planning funds and \$400,000 of FY18 auxiliary system funds to renovate showers, replace plumbing fixtures, and replace flooring in 50 plus residence hall rooms.

DRAFT MOTION 20161206_4-J: I move to approve the institutional maintenance and repair projects for SDSM&T as described in this document.

SOUTH DAKOTA BOARD OF REGENTS

Planning and Resource Development

AGENDA ITEM: 5 – B

DATE: December 6-8, 2016

SUBJECT: Student Organization Awards – USD

USD Award for Academic Excellence: Kappa Alpha Theta

The USD Kappa Alpha Theta chapter exists to nurture each member throughout her college and alumnae experience and to offer a lifelong opportunity for social, intellectual, and moral growth as she meets the needs of the higher broader demands of mature life. The Kappa Alpha Theta members are recognized for their academic achievements, including attainment of high GPAs or improvement of GPAs from one semester to the next. The Thetas have held the top sorority GPA for 43 of the past 47 semesters, including 46 members with a 4.0 GPA. They encourage all members to dedicate themselves in their education and offer educational speeches at each weekly chapter meeting that include topics that will both help motivate the members in their studies and prepare them for the professional world.

USD Award for Community Service: USD Colleges Against Cancer

The mission of Colleges Against Cancer is to promote cancer education, advance the mission of Relay for Life, encourage a sense of connectedness within the cancer community, and to celebrate survivorship. Members of the group participated in many activities throughout the year, including writing personal letters of sympathy, hope, and encouragement to women recently diagnosed with breast cancer. They collaborated with a local service organization to raise money for the American Cancer Society, and they heightened visibility by hosting events on and off campus and participating in the D-Days parade. All hosted events lead up to the group's largest project, Relay for Life, which raised over \$15,000 for cancer research and patient education/support.

USD Award for Organizational Leadership: USD AWOL Alternative Breaks Program

USD's AWOL alternative break program offers students the opportunity to grow through service and become life-long active citizens. AWOL's core values of Diversity, Education, and Application seek to create more aware, inclusive, and committed leaders by educating and engaging students in important local and global issues. During the 2015-2016 academic year, a total of 15 week-long alternative break trips (winter, spring, and summer) were offered. Alternative weekends, national days of service, and the annual serve-and learn-event for incoming freshmen were also offered.

INFORMATIONAL ITEM

The USD Student Organization Awards will be presented at the meeting.

SOUTH DAKOTA BOARD OF REGENTS

Planning and Resource Development

AGENDA ITEM: 5 – E

DATE: December 6-8, 2016

SUBJECT: Interim Actions of the Executive Director

Curriculum Proposals

BLACK HILLS STATE UNIVERSITY

New Course Requests: Unique

- ECE 408/508 Assessment in Early Childhood Special Education
- ELED 361 Social Science for Elementary Teachers
- ELED 415 Assessment for the Elementary Teacher

Authority to Offer an Existing Common Course

- ECE 328L Guidance with Young Children

NORTHERN STATE UNIVERSITY

New Course Requests: Common

- MICR 433/433L Medical Microbiology/Lab

Authority to Offer an Existing Common Course

- THEA 250 Play Analysis

SOUTH DAKOTA STATE UNIVERSITY

Revised Course Requests: Common

- MCOM 317 News Gathering

(Continued)

INFORMATIONAL ITEM

UNIVERSITY OF SOUTH DAKOTA

New Course Requests: Unique

- EDFN 438 Bridging Theory and Practice
- ISCI 153/153L Integrated Science II/Lab
- ISCI 225/225L Integrated Science III/Lab
- PEDS 817 Inpatient Pediatric Hospital Experience
- SOCW 488/588 Trauma Practice with Children

Revised Course Requests: Common

- KSS 300 Introduction to Research
- KSS 353 Kinesiology
- KSS 400 Exercise Test & Prescription
- PE 350 Exercise Physiology
- PE 453 Sport Psychology
- PE 454 Biomechanics

Revised Course Requests: Unique

- HSC 100 Intro to Advanced Life Support
- HSC 101 EMS Anatomy and Physiology
- HSC 201 Advanced Airway Management
- HSC 205 Patient Assessment
- HSC 210 EMS Pharmacology
- HSC 240 Medical Emergencies I
- HSC 241 Medical Emergencies II
- HSC 244 Cardiac Emergencies
- HSC 254 Trauma Emergencies
- HSC 265 EMS Operations
- HSC 270 Paramedic Professional Development

Reduced Tuition Externally Sponsored Courses For December 2016 Board of Regents						
University	Course Number and Title	Credit	Dates Offered	Location	Funding Source	Date Approved
BHSU	ED 692: Data Driven Instruction	2	1/11/17-5/5/17	Rapid City Area Schools	Bush Foundation	9/28/2016
BHSU	ED 692: Virtual Peer Coaching	2	1/11/17-5/28/17	Various SD Locations & Online	Bush Foundation	9/28/2016
BHSU	ED 741: History of Rational Numbers: 3-8 Rational	2	1/9/17-4/28/17	Rapid City Area Schools	Bush Foundation	9/28/2016

Interim Actions of the Executive Director

December 6-8, 2016

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USD	EDAD 790: Seminar: Teaching as a Leadership Framework	5	1/9/17-5/5/17	Independent Learning	Teach for America	9/28/2016
USD	EDFN 792: Mentoring Student Teachers	1	1/9/17-5/6/17	Online	Vermillion School District	9/28/2016
USD	ELED/SEED 592: Developing Hybrid Courses	1	10/3/16-10/28/16	Online	LERN	9/28/2016
USD	MUS 790: Instrumental Literature Reading Sessions for the Music Classroom	1	6/21/17-7/30/17	USD	Poppler's Music, Inc.	9/28/2016
USD	MUS 790: Instrumental Techniques and Procedure for the Music Classroom	1	6/21/17-7/30/17	USD	Poppler's Music, Inc.	9/28/2016
USD	MUS 790: Trends and Best Practices in the Band Classroom	1	6/21/17-7/30/17	USD	Poppler's Music, Inc.	9/28/2016
USD	MUS 793: Advanced Rehearsal Procedures for the Music Educator	1	6/21/17-7/30/17	USD	Poppler's Music, Inc.	9/28/2016
USD	MUS 793: Choral Literature Reading Sessions for the Music Classroom	1	6/21/17-7/30/17	USD	Poppler's Music, Inc.	9/28/2016
USD	MUS 793: Trends and Philosophies of Choral Music in the Classroom	1	6/21/17-7/30/17	USD	Poppler's Music, Inc.	9/28/2016
USD	BADM 592: Topics in Business Administration: Leadership and Ethics	3	11/14/16-11/18/16	Online	Governor's Office/Governor's Leadership	9/28/2016
USD	SPCM 587: Team Building and Group Decision Making	3	10/24/16-10/28/16	Online	BankWest	9/28/2016
DSU	CED 592: Inevitable - Mass Customized Learning - Book Study	1	8/19/16-4/10/17	Hamlin Educational Center	Hamlin School District	9/29/2016
USD	BADM 193: Applied Business Principles (YBA)	2	6/18/17-6/23/17	USD	South Dakota Chamber of Commerce & Industry	10/12/2016
USD	BADM 592: Topics in Business Administration: Leadership and Ethics	3	6/12/17-6/16/17	Holiday Inn, Vermillion, SD	BankWest	10/12/2016
USD	EDAD 792: Special Topics: Administration of Curriculum Development (Alumni)	3	6/4/17-7/6/17	Independent Learning	Teach for America	10/12/2016

Interim Actions of the Executive Director

December 6-8, 2016

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USD	EDAD 792: Special Topics: Administration of Curriculum Development (Current)	3	6/4/17-7/6/17	Arizona State University	Teach for America	10/12/2016
USD	EDAD 792: Special Topics: School Climate and Culture (Alumni)	3	6/4/17-7/6/17	Independent Learning	Teach for America	10/12/2016
USD	EDAD 792: Special Topics: School Climate and Culture (Current)	3	6/4/17-7/6/17	Arizona State University	Teach for America	10/12/2016
USD	ELED 592: Kindergarten Academy: Secrety Stories: A Multimodal Approach to Teaching Reading and Writing Skills	1	6/19/17-6/23/17	The Bridges, Beresford, SD	Southeast Area Cooperative	10/12/2016
USD	ELED 592: Kindergarten Academy: Secrety Stories: A Multimodal Approach to Teaching Reading and Writing Skills	1	6/21/17-6/23/17	The Bridges, Beresford, SD	Southeast Area Cooperative	10/12/2016
USD	ELED/SEED 592: Designing Online Instruction	1	10/17/16-11/13/16	Online	LERN	10/12/2016
USD	ELED/SEED 592: Gender in the Classroom for K-12 Teachers	1	10/17/16-11/13/16	Online	LERN	10/12/2016
USD	ELED/SEED 592: Social Media and Online Tools for K-12 Teachers	1	10/17/16-11/13/16	Online	LERN	10/12/2016
USD	ELED/SEED 592/SPED 593: Students with Autism Spectrum Disorder	1	10/17/16-11/13/16	Online	LERN	10/12/2016
USD	ELED/SEED 592: Substitute Teacher Preparation	1	10/17/16-11/13/16	Online	LERN	10/12/2016
USD	SEED 592: Preparing K-12 Business Leaders (YBA)	2	6/18/17-6/30/17	USD	South Dakota Chamber of Commerce & Industry	10/12/2016
BHSU	ED 692: Inquiry-Based Instruction	2	1/11/17-5/5/17	Pine Ridge Schools	SD Counts	10/13/2016
USD	AHED 790: Business Research Certificate Training	3	10/17/16-12/28/16	Online	LERN	10/13/2016
USD	AHED 790: Certificate in Data Analysis	3	10/17/16-12/28/16	Online	LERN	10/13/2016
USD	AHED 790: Social Media for Business Certification	3	10/17/16-12/28/16	Online	LERN	10/13/2016

Interim Actions of the Executive Director

December 6-8, 2016

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USD	ELED/SEED 592: How to Teach Reading: Core Sourcebook	1	10/31/16-5/1/17	Elk Point Jefferson School District	SDDOE	10/13/2016
USD	ELED/SEED 592: South Dakota DOE Teacher Mentorship Program	3	10/31/16-6/15/17	Statewide Trainings	SDDOE	10/27/2016
USD	SPED 593: Functional Applications of the FBA and BSP Processes	2	11/1/16-5/1/17	Online	SDDOE	10/27/2016
SDSU	NUTR 492: Special Topics in Nutrition - My Personal Wellness	1	1/11/17-4/28/17	SDSU	USDA Grant	11/7/2016
USD	CSC 180: Introductory Programming	3	1/9/17-5/5/17	Online	EPSCoR	11/7/2016
USD	ELED 492/592: Everyday Heroes Making a Difference	1	4/20/17-4/22/17	Sioux Falls Conference Center	SDAEYC	11/7/2016
USD	ELED 792: Early Literacy Interventions II	3	1/9/17-5/22/17	Fargo, ND Public Schools	Fargo, ND Public Schools	11/7/2016
USD	ELED 792: Units of Study in Opinion, Information, and Narrative Writing	1	11/10/16-3/14/17	Vermillion School District	Vermillion School District	11/7/2016
USD	SPCM 585: Communication and Conflict Resolution	3	3/6/17-3/10/17	Pierre, SD	BankWest	11/7/2016
USD	SPED 593: Diagnostic Autism Evaluation Team Statewide Training	2	11/29/16-12/31/16	Hilton Garden Inn, Rapid City, SD	SDDOE	11/7/2016
USD	TET 805: Leading Organizational Change	3	9/18/17-9/22/17	Pierre, SD	BankWest	11/7/2016
BHSU	ED 751: Leadership in School Mathematics	2	1/9/17-5/5/27	Various SD Locations	SD Counts	11/16/2016
NSU	ENGL 201: Composition II	3	1/9/17-5/5/17	Huron Community Campus	Huron Community Campus	11/16/2016
NSU	ENGL 210: Introduction to Literature	3	1/16/17-5/24/17	Brandon Valley High School	Brandon Valley High School	11/16/2016
NSU	ENGL 210: Introduction to Literature	3	1/4/17-5/18/17	Canton High School	Canton High School	11/16/2016
NSU	ENGL 210: Introduction to Literature	3	1/4/17-5/19/17	Roncalli High School	Roncalli High School	11/16/2016
NSU	HIST 152: United States History II	3	1/16/17-5/24/17	Brandon Valley High School	Brandon Valley High School	11/16/2016
NSU	HIST 152: United States History II	3	1/3/17-5/25/17	Mitchell High School	Mitchell High School	11/16/2016
NSU	SPCM 101: Fundamentals of Speech	3	1/4/17-5/18/17	Canton High School	Canton High School	11/16/2016

Interim Actions of the Executive Director

December 6-8, 2016

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SDSU	EDFN 725: Education in a Pluralistic Society	3	1/9/17-5/5/17	Brookings Middle School Library	Brookings School District	11/16/2016
SDSU	EDFN 750: Educational Technology	3	1/9/17-5/5/17	Brookings Middle School Library	Brookings School District	11/16/2016
USD	POLS 592: Leadership Capstone	3	10/23/17-10/27/17	Pierre, SD	Governor's Office/Governor's Leadership	11/16/2016
USD	POLS 724: Organization and Management	3	6/8/17-7/7/17	Sioux Falls, SD	Governor's Office/Governor's Leadership	11/16/2016
USD	SPED 593: National Core Indicators Processes in South Dakota	1	1/15/17-5/1/17	Sioux Falls, SD	National Core Indicators Grant	11/16/2016

SOUTH DAKOTA BOARD OF REGENTS

Planning and Resource Development

AGENDA ITEM: 5 – F

DATE: December 6-8, 2016

SUBJECT: USD Foundation Report

Mr. Steve Brown, USD Foundation President and Chief Executive Director, will provide an overview of efforts the USD Foundation is undertaking to support the university. Attachments include the following:

1. USD Foundation Profile (Attachment I)
2. USD Organization Chart (Attachment II)
3. USD Endowment Report (Attachment III)

INFORMATIONAL ITEM

University of South Dakota Foundation Organizational Profile

Financial Profile, as of June 30, 2016

Total USD Foundation assets	\$251 million
Total USD Foundation pooled investments	\$215 million

Total Performance Return on the USDF

Endowment, as of June 30, 2016

One-year annualized return	-0.9%
Three-year annualized return	7.0%
Five-year annualized return	7.6%
Ten-year annualized return	7.3%

Endowment Payout Rate

4.20%

Distribution rate for the 2016-17 academic year is based on a 36 month rolling average of the endowment's market value. More than 1,200 funds comprise the endowment.

Minimum Required to Create an Endowed Fund

\$25,000

USD Foundation Fee Structure

New Gift Fee

A fee of 5% on monetized gifts to any non-endowed fund and a 2% fee on gifts to endowed funds will be assessed upon receipt.

Annual Endowment Administrative Fee

An annual fee of 1.5% is assessed on the market value of endowed funds.

Onward, the Campaign for South Dakota

A seven-year \$250 million comprehensive campaign commenced on January 1, 2012. To-date, \$219.5 million in commitments have been received. The campaign will advance the priorities of USD in the following areas:

Educational Opportunity through Scholarships

A goal of \$97 million in private support for graduate and undergraduate scholarships. \$80 million has been raised.

Student & Faculty Enrichment

A goal of \$12 million in support of broadening the classroom experience. \$51 million has been gifted.

Support for Teaching

A goal of \$29 million to recruit and retain excellence in the classroom. \$28.5 million has been raised to date.

Facilities

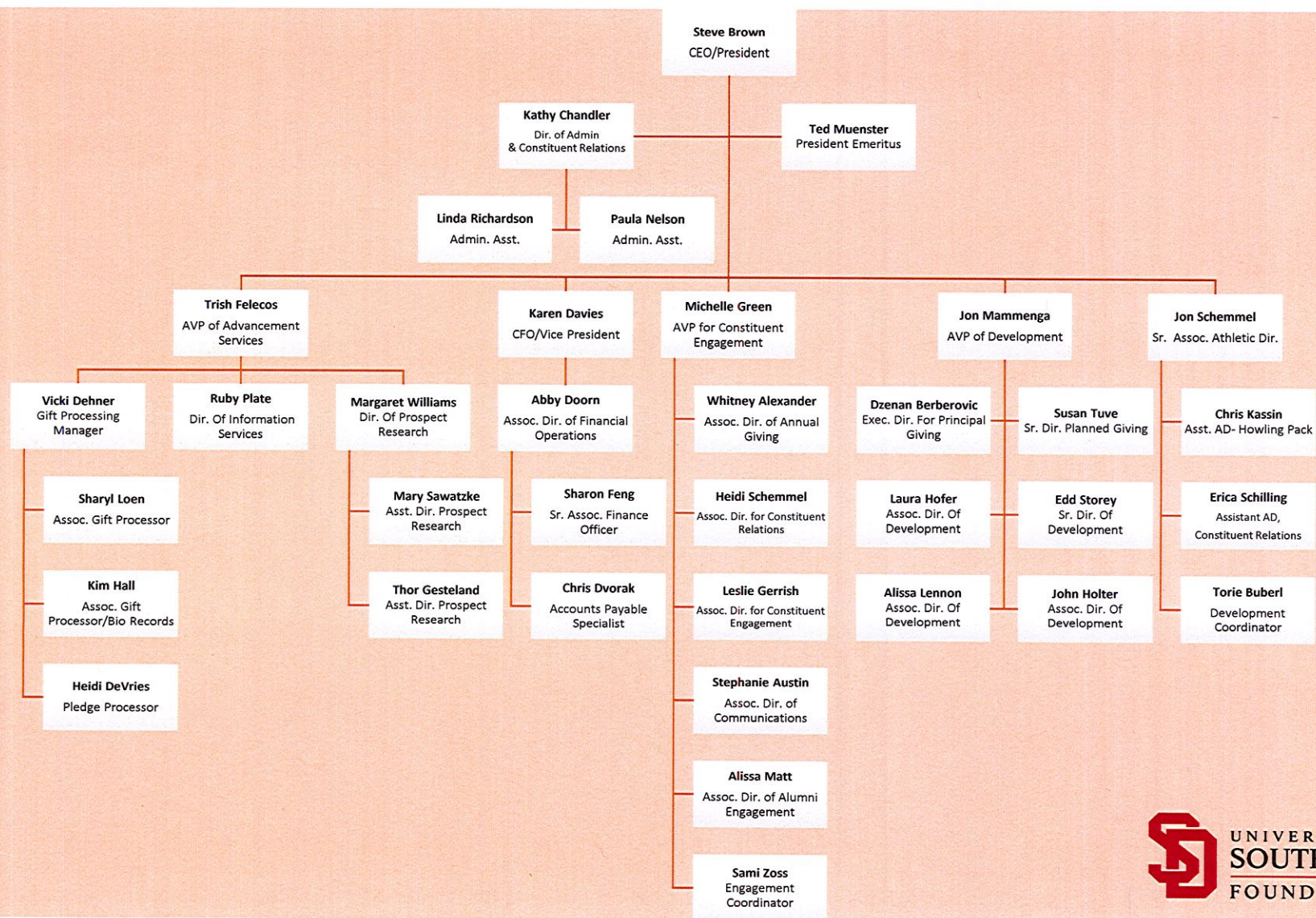
A goal of \$112 million for new and expanded facilities in the areas of law, health sciences, fine arts and Coyote athletics. To date, \$60 million has been committed.

FY16 Support for the University

\$21,903,149

USD Alumni Association

The USD Foundation manages the programs and activities of the association.



University of South Dakota Endowments

Invest in the future. An endowment is a long-term investment in the University of South Dakota. The principal amount remains intact, while only a portion of the investment earnings is spent, allowing the fund to grow over time—providing perpetual support for the designated purpose.

Introduction

This report provides information regarding the management of the endowed funds and the performance of the Pooled Endowment within the University of South Dakota Foundation. The Pooled Endowment is made up of the endowed funds in which private gifts received by the foundation are invested.

Advancement of the purchasing power of the University's endowment, while achieving the maximum total return consistent with preservation of the principal is the primary focus of the Foundation's work. It is through these efforts that the Foundation can create an endowment strong enough to defend against economic fluctuation.

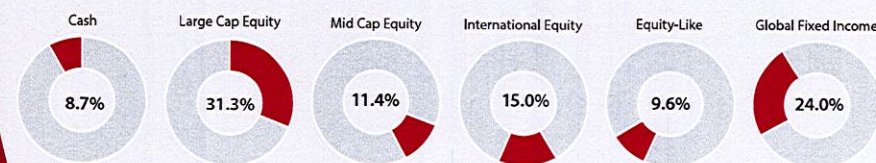
Investment Overview

The Foundation's Investment Committee, which oversees management of the endowment fund, has responsibility for being prudent investors while setting the strategic asset allocation, portfolio policies and objectives, and monitoring the results. Investment objectives are designed to respond to changes in the economic environment, philosophy of the University and Foundation, and market conditions.

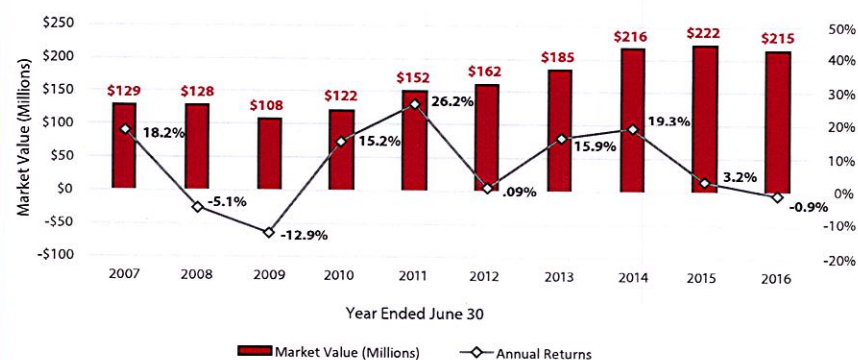
The investment objectives of the committee are as follows:

- **Portfolio Performance.** The performance of the portfolio over time is expected to be greater than the median return on a universe of comparable foundation and endowment portfolios.
- **Asset Class Performance.** Each component asset class in the portfolio is expected to outperform, on a risk-adjusted basis, its appropriate style benchmark, and over the long-term exceed the broad benchmark, regardless of style.
- **Liquidity.** Adequate provision is made in the invested funds of the Foundation to provide for anticipated withdrawals.
- **Diversification.** Thoughtful and strategic diversification of asset classes to reflect and be consistent with the investment objectives and risk tolerances for the portfolio.

Pooled Endowment Portfolio



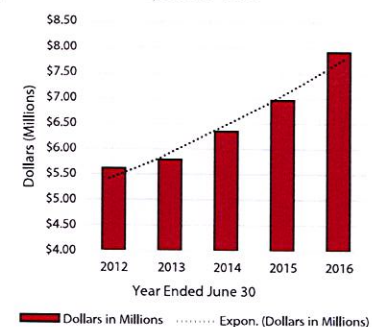
Endowment Pool Market Values and Annual Returns



Endowment Distribution Policy

For the 2015–16 academic year, 4.4 percent was available for spending (payout). To preserve the value of the endowment, investment returns (interest, dividends, realized and unrealized capital gains and losses) in excess of the payout and the 2 percent Foundation administrative fee are annually reinvested to the endowment.

Payout to USD



SOUTH DAKOTA BOARD OF REGENTS

Planning and Resource Development

AGENDA ITEM: 5 – G

DATE: December 6-8, 2016

SUBJECT: Regental Civil Service Advisory Council Update

Each academic year, the Regental Civil Service Advisory Council (RCSAC) meets in October and April. The council is composed of Civil Service Act (CSA) employees from each institution who are elected by their institutional councils to be the state council representative. The purpose of RCSAC is to promote communication between the Board of Regents, Office of the Executive Director, Council of Presidents and Superintendents, and Civil Service employees. Per BOR Policy 1:7:5, a report is to be taken to the Board after each meeting.

The RCSAC met on October 7, 2016 at the Board of Regents office in Pierre. Kayla Bastian, the Executive Director's delegate, invited Board office staff to provide an update from each of the councils, AAC, BAC, RAC and SAC. The group also received an update on human resource related items, including changes relating to the state health plan and the upcoming Fair Labor Standards Act regulations. The next meeting was scheduled for April 20-21, 2017 in Pierre, SD.

INFORMATIONAL ONLY.

SOUTH DAKOTA BOARD OF REGENTS

Planning and Resource Development

AGENDA ITEM: 5 - H

DATE: December 6-8, 2016

SUBJECT: Student Alcohol Policy Discussion

This item is for the Regents to discuss the letter from Regent Jewett found as Attachment I. In the letter, Regent Jewett proposes a six-point Alcohol Motion that, if passed, would have the effect of modifying Board policy regarding alcohol.

Functionally, if the Alcohol Motion were to pass, Board staff would either:

- (1) Create a standalone alcohol policy applicable to students and student organizations and make conforming changes to other applicable Board Policies to avoid inconsistency and confusion; or
- (2) Enact the substance of the Alcohol Motion by making the required changes to applicable Board Policies.

However, the Board should be aware that points 1, 2, and 6 of the Alcohol Motion would be inconsistent with federal and state law.

Points 1 (prohibition of suspension or expulsion for alcohol violation) and 2 (mandatory sanctions capped at a fine) of the Alcohol Motion would appear to violate the Drug-Free Schools and Communities Act Amendments of 1989 ("Act"). This Act requires:

A clear statement that [Institutions] will impose disciplinary sanctions on students and employees ... and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct [Standard of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities]

(Continued)

INFORMATIONAL ITEM

For Discussion Only.

(emphasis added) (*See* 34 CFR 86.100). Failure to comply with the Act would result in the Institution being “not eligible to receive funds or any other form of financial assistance under any Federal program” (34 CFR 86.5). The absence of expulsion as a potential sanction for alcohol violations appears to be inconsistent with the requirement of the Act. See Attachments II and III for the full text of the two federal regulations that implement the Act, respectively, and Attachment IV for the full text of the pertinent part of Section 22 of the Act that is implemented by the two federal regulations.

Additionally, point 6 (one year record retention period for all conduct records other than academic dishonesty and violations that constitute a felony or child or domestic abuse under state law) of the Alcohol Motion would appear to violate the State of South Dakota Records Retention & Destruction Schedule for Student Conduct Records and for Academic Records.

REG-308 Student Conduct Records provides as follows:

RETENTION: JUDICIAL AFFAIRS/RESIDENTIAL LIFE:
Retain 7 years after last date of incident, then destroy provided no litigation is pending.

(Note: *Exceptions are made for* cases that result in *suspended and expulsion students* from the University. *Transfer expelled student records* to the Records and Registration Office *to be merged with respective the student’s “Academic Records”*.)

(emphasis added).

REG-245 Academic Records provides as follows:

RETENTION: Retain permanently.

The one-year retention period for most conduct records would be inconsistent with the State Retention Schedule of seven years for most conduct records and the permanent retention of expulsion records. See Attachments V and VI for the Records Retention Schedule for Student Conduct Records and Academic Records, respectively.

Points 3 (in most instances, there could be no sanctions on organizations related to alcohol), 4 (no sanction on organizations that do not discipline its members who violate alcohol policy), and 5 (limit jurisdiction for possession and consumption of alcohol violations to campus, University owned property, and activities sponsored and controlled by the University) of the Alcohol Motion appear to be legally permissible, but contain valid policy arguments both for and against.

**BOARD OF REGENTS**

306 EAST CAPITOL AVENUE, SUITE 200
 PIERRE, SOUTH DAKOTA 57501-2545
 (605) 773-3455/FAX (605) 773-5320
www.sdbor.edu

OFFICE OF THE EXECUTIVE DIRECTOR

November 15, 2016

Dr. Michael Rush
 306 East Capitol Avenue
 Suite 200
 Pierre, SD 57501

RE: Alcohol Policy

Dear Dr. Michael Rush,

I am again enclosing a revised Motion to adopt a separate alcohol policy. I would ask that it again be placed on the agenda. I believe I have a second to this motion. My motion addresses five integrated issues and only one was discussed when it was last brought up. Those issues are:

1. The mandatory universally applicable penalty for underage possession or consumption of alcohol. This is the mandatory "three times and you're out" policy regardless of age and circumstances. This was addressed in part at the meeting and some changes were made. My motion would eliminate mere consumption and/or possession or a student furnishing alcohol to another as grounds for suspension and mandate fines alone as is normal in our society. One offense now would authorize the expulsion of a student.
2. The penalties were not addressed at our last meeting for student organizations. This is still the rigid "one or two times and you're out" "one size fits all" mind set. Organizations are nothing but a group of students. Alcohol use alone should cause no penalty but a fine.
3. The rule "no alcohol under 21" still applies universally. It applies at home. It applies in other countries which as far as I know, if they even have a drinking law, it is age 18. Are we really going to send someone to Scotland for a semester of college and then throw them out for drinking at age 20 while studying abroad. Is it any business of ours what these kids drink in a home of they own, apartment they rent, house the live in all off campus. Are we going to police the bars or is that the police department's job? The Federal Government does mandate an alcohol policy for Universities for consumption on campus or at University Sponsored and Controlled events. We need a policy for on campus and University sponsored and controlled events and the remainder of that alcohol policy is a private agenda of the drafters of this policy.

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November 15, 2016

4. The policy adopted requires Student Organizations to suspend or expel any student who violates alcohol provisions of the Code: Organizations may not “encourage, support or tolerate The possession, use ... alcoholic beverages at organizational functions” (Student Code of Conduct Policy 3:4, 3. (Prohibited Conduct) J. (Conduct By Organizations) paragraphs 1,2,and 2a))
The organization may avoid its own suspension or expulsion by searching out and suspending members who “use” “alcohol” (2f on page 19) and filing a report with the Conduct Officers every semester detailing its enforcement efforts (2g on page 19). I can hardly wait to see that report from that will certainly be produced. This again is a gross overreach. 90% of our students drink and student organizations of any substance will end on campus when this report form is introduced and enforced. Who is dumb enough to join an organization that will “rat on them”? Where did this report on your family and friends come from? I have never heard of such a mandatory report requirement in our Country!!!
5. The policy requires any suspensions and expulsions to be kept of record permanently. Are we truly going to report 20 years later a student was expelled simply for possessing a can of beer? As we learned the people who drafted this policy fully intended to expel students at the third time a student was caught with a beer, regardless of the conduct by making the expulsion mandatory. However, the record will not say – “possession of a can of beer” but rather will say something like “habitual drug & alcohol abuse”. These students are not the enemy to be punished forever. They are not rapists or murders (notice there is no Code violation for murder). Our job is not to try to ruin students’ lives for college mistakes. We are passing penalties no reasonable South Dakotan would impose for simply having a beer.

My proposal does not try to do away with the South Dakota alcohol law but it imposes what is a typical penalty for just drinking underage. Kids are not kicked out of high school for drinking beer. No attempt is made to permanently scar them for the offense.

The FBI does not even keep track of the misdemeanor of possession of beer under age. My proposal will still allow all real conduct offenses to be pursued. If he is drinking and wrecks his dorm, beats someone up, drives drunk, steals, etc., etc., etc. he can still be prosecuted. My motion reaches only simple drinking off campus and one student giving another alcohol off campus and limits simple drinking to fines on campus. This is more than adequate and this is where the real world is!

The South Dakota Legislature has provided that if the federal law ever changes, the drinking age will revert to the status quo ante without further action of the Legislature. The Regents are the Legislature for the Universities. Our job is to bring practical sense to the proposals of the bureaucracy. It is not to uphold whatever is proposed. The drafters have never raised teenage kids and propose clearly excessive penalties. We now know that Conduct

Page 3

November 15, 2016

Officers can sue a University President under title IX for refusing to enforce the plain language of the Student Conduct Policies. A University President can't just ignore what you pass. What kind of monster have we created?

If some of the provisions came from past Policies, it just means times do change. When I went to school in the 60's, the poor, delicate women had to be protected by a requirement that they be in by 10:00 p.m. on the weekdays and 1:00 p.m. on the weekend. The penalty was "Date nights" where they could not leave the dorm on weekend nights. Dresses were required of women on campus from 8:00 a.m. to 4:00 p.m. The men had none of these. That a certain provision came from before does not mean much to me. We are passing this code now in 2016 for students in the 21st Century, not the 20th.

Sincerely,



Regent Harvey Jewett

CC: Regent John W. Bastian
Regent Kathryn Johnson
Regent Pam Roberts
Regent Kevin Schieffer
Regent Randy Schaefer
Regent Bob Sutton
Regent Jim Morgan
Regent Conrad Adam

Alcohol Motion

I hereby move that it is the policy of South Dakota Board of Regents with respect to under age use of alcohol, on campus, campus facilities, and housing provided by a recognized Student Organization or other off campus locations by students attending a University under the Jurisdiction of the South Dakota Board of Regents as follows:

1. No student at least 18 years of age shall be suspended or expelled from a University, nor mandated suspension of activities or expulsion of Student Organizations, based solely on the fact that a student consumed alcohol beverages or provided alcohol beverages to other students who are less than 21 years of age, but 18 or more in age, even if such offenses are repeated during the students terms of enrollment.
2. Students who are found to be in violation of the Student Conduct Code provisions with respect to the possession, consumption, or furnishing of alcoholic beverages to other students shall be penalized as follows:
 - a. For the first offense, the student(s) under the age of 21 shall receive a letter from the University advising them that the possession or consumption of alcoholic beverages on campus and/or property owned by the University and/or activities sponsored and controlled by the University, or in any other locations, furnishing the same to others under the age of 21 is a violation of the Student Conduct Code.
 - b. For the second offense, the student or organization shall receive a fine up to an amount not to exceed \$100.00.
 - c. For the third and all subsequent alcohol violations shall receive a fine not to exceed \$150.00.
3. With the respect to Student Organizations, all references to the consumption, use, possession, dispensing, expenditure of funds formally or informally for alcoholic beverages shall be deleted from Policies 1:17, 1:18 and/or 3:4 or any other policy of the Board of Regents or University. The "Organization Conduct Sanctions" sections shall expressly not apply to the Organizations covered by the Student Conduct Code with respect to alcohol or its possession, use, consumption, dispensing alcoholic beverages or furnishing it to members 18 at least years of age but less than 21 years of age nor purchasing directly or indirectly of the same.
4. Student Organizations shall not be disciplined in any manner because it does not suspend or expel members who drink alcohol beverages under the age of 21 or furnish alcohol to people at least 18 years of age.
5. Notwithstanding any other provision relating to drinking or furnishing to drink alcohol under the age of 21 in policies 3:4, 1:17 or 1:18 or other University or Board of Regents policies, the Student Conduct Codes as to possession and consumption of alcohol shall be limited to the University premises, University owned property and/ or at an activity sponsored and controlled by the University.

6. Notwithstanding the provision to the contrary in 3:4 Paragraph 4 (Student Conduct Process) E (Sactions) 1, h, no Conduct Records will be kept no longer than one year after the termination of attendance unless this disciplinary action arose out of academic misconduct or violence constituting a felony under S.D. Law or child or domestic abuse as defined by S.D. Statute at the time of the offense.

Institution's president may also prescribe, provided that a notice of such designation and conditions have been filed previously with the executive director of the Board of Regents; or

- d. The possession, use, or distribution of the controlled substance is prescribed by a licensed health care professional authorized to prescribe such substances.
- e. Alcohol is possessed, used, or distributed in a manner that is expressly approved by a Board Policy.

2. The unauthorized possession of any drug paraphernalia.

H. Violation of Policy or Laws

1. Violation of published Board of Regents or Institutional ~~policies~~Policies, rules, or regulations.
2. Violation of federal, state, or local law.

I. Other Conduct

Conduct not expressly prohibited may also subject Students or Organizations to conduct sanctions where such conduct has the purpose and effect of infringing interests protected by this Student Code or other provisions of Board Policy or Institutional Policy.

J. Conduct by Organizations

1. Organizations that, formally or informally through repeated practice, initiate, encourage, support, or tolerate conduct by members, associates, or invitees that violates the provisions of this Student Code shall be subject to conduct sanctions.
2. The privileges of official recognition by an Institution may be extended to Organizations, including those that maintain residences for their members, only if such Organizations agree to adopt and to enforce policies that, at minimum:
 - a. Prohibit the manufacture, possession, use, dispensing, or provisions of alcoholic beverages at organizational functions or in the organizational residence by persons under the age of 21;
 - b. Prohibit the manufacture, possession, use, or dispensing of marijuana or unauthorized controlled substances at organizational functions or in the organizational residence;
 - c. Prohibit the expenditure of organizational funds on alcoholic beverages, marijuana, or controlled substances;
 - d. Prohibit the informal collection of monies from members, associates, or invitees to be spent on alcoholic beverages, marijuana, or controlled substances;

- xvii. Conduct sanction for ~~conduct prohibited by Sections 3.D and 3.E (see pages 7-9)~~ Human Rights Violations shall be subject to the following conditions:
1. ~~Conduct sanction on~~For the first ~~occasion may include~~violation, expulsion, ~~where may be~~ appropriate, given the nature of the violation;
 2. ~~If there is~~For a second ~~occurrence of a violation of Sections 3.D or 3.E~~ at any time during the Respondent's academic career at any Institution, expulsion shall be mandatory.
- xviii. Respondents who make bomb threats or who assist others who make bomb threats shall be expelled and shall be required to pay restitution to the Institution for all direct and indirect expenses incurred as a result of the threat or threats.
- xix. Conduct sanctions for violations of the Student Code related to alcohol, marijuana, or controlled substances during the Respondent's academic career at any Institution must, at a minimum, include:
1. For the first violation, the completion of educational programming.
 2. For the second violation, a fine of \$100.00 and being placed on conduct probation.
 3. For the third violation, a one semester suspension.
- xx. Conduct sanctions for Academic Misconduct must, at a minimum, include:
1. For a first violation, a warning and being placed on conduct probation.
 2. For a second violation, an educational sanction.
 3. For a third violation, suspension for one semester.
- h. Conduct sanctions shall not be made part of the Respondent's permanent academic record, but shall become part of the Respondent's conduct record. The Respondent's conduct record containing conduct sanctions other than suspension, expulsion, revoking admission and/or a degree, or withholding a degree, will be expunged seven (7) years after the date of the original finding of a violation of the Student Code. The Respondent's conduct record containing any of the four conduct sanctions above shall be maintained permanently. Where restitution is required of a Respondent, the Institution reserves the right to disclose all portions of the conduct file as may be necessary to obtain a judgment in a court of competent jurisdiction. Such files shall be preserved at least until all necessary compensation has been obtained.

Code of Federal Regulations

Title 34. Education

Subtitle A. Office of the Secretary, Department of Education

Part 86. Drug and Alcohol Abuse Prevention (Refs & Annos)

Subpart B. Institutions of Higher Education

34 C.F.R. § 86.100

§ 86.100 What must the IHE's drug prevention program include?

Currentness

The IHE's drug prevention program must, at a minimum, include the following:

(a) The annual distribution in writing to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student's program of study, of--

(1) Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;

(2) A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;

(3) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;

(4) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and

(5) A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (a)(1) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

(b) A biennial review by the IHE of its program to--

(1) Determine its effectiveness and implement changes to the program if they are needed; and

(2) Ensure that the disciplinary sanctions described in paragraph (a)(5) of this section are consistently enforced.

(Approved by the Office of Management and Budget under control number 1880-0522)

(Authority: [20 U.S.C. 1145g](#))

SOURCE: [55 FR 33581](#), Aug. 16, 1990; [56 FR 29436](#), June 27, 1991; [61 FR 66225](#), Dec. 17, 1996; [61 FR 68821](#), Dec. 30, 1996, unless otherwise noted.

AUTHORITY: [20 U.S.C. 1145g](#), unless otherwise noted.

Current through November 17, 2016; 81 FR 81636.

End of Document

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[Code of Federal Regulations](#)[Title 34. Education](#)[Subtitle A. Office of the Secretary, Department of Education](#)[Part 86. Drug and Alcohol Abuse Prevention \(Refs & Annos\)](#)[Subpart A. General](#)

34 C.F.R. § 86.5

§ 86.5 What are the consequences if an IHE fails to submit a drug prevention program certification?

[Currentness](#)

(a) An IHE that fails to submit a drug prevention program certification [is not eligible to receive funds or any other form of financial assistance under any Federal program.](#)

(b) The effect of loss of eligibility to receive funds or any other form of Federal financial assistance is determined by the statute and regulations governing the Federal programs under which an IHE receives or desires to receive assistance.

(Authority: [20 U.S.C. 1145g](#))

Credits

[[61 FR 66225](#), [66226](#), Dec. 17, 1996]

SOURCE: [55 FR 33581](#), Aug. 16, 1990; [56 FR 29436](#), June 27, 1991; [61 FR 66225](#), Dec. 17, 1996; [61 FR 68821](#), Dec. 30, 1996, unless otherwise noted.

AUTHORITY: [20 U.S.C. 1145g](#), unless otherwise noted.

Current through November 17, 2016; 81 FR 81636.

"(4) the establishment or improvement of coordination between the agency administering the grant, and—

"(A) child advocates;

"(B) public educational institutions;

"(C) community-based organizations that serve substance abusing parents, including pregnant and post-partum females and their infants; and

"(D) parents and representatives of parent groups and related agencies.

"(e) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be appropriated to carry out this section, \$40,000,000 for fiscal year 1990, and such sums as may be necessary for each of the subsequent fiscal years 1991, 1992, and 1993."

SEC. 22. DRUG-FREE SCHOOLS AND CAMPUSES.

(a) IN GENERAL.—

(1) CERTIFICATION OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM.—Title XII of the Higher Education Act of 1965 (20 U.S.C. 1001 et seq.) is amended by adding at the end a new section 1213 to read as follows:

"DRUG AND ALCOHOL ABUSE PREVENTION

20 USC 1145g.

"SEC. 1213. (a) Notwithstanding any other provision of law, no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any Federal program, including participation in any federally funded or guaranteed student loan program, unless it certifies to the Secretary that it has adopted and has implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees that, at a minimum, includes—

"(1) the annual distribution to each student and employee of—

"(A) standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;

"(B) a description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;

"(C) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol;

"(D) a description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and

"(E) a clear statement that the institution will impose sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (1)(A); and

"(2) a biennial review by the institution of its program to—

"(A) determine its effectiveness and implement changes to the program if they are needed; and

"(B) ensure that the sanctions required by paragraph (1)(E) are consistently enforced.

**STATE OF SOUTH DAKOTA
RECORDS RETENTION &
DESTRUCTION SCHEDULE
AUTHORIZATION FORM
(Std Form RM-1 Rev 1/03)**

DEPARTMENT:
DIVISION:
OFFICE:
PROGRAM:
RECORDS OFFICER:
RM CUSTOMER #:

Board of Regents
Public Universities & Special Schools
Student Life

RECORD		R.D.B.
<u>SERIES NO.</u>	<u>TITLE---DESCRIPTION---RETENTION AND DESTRUCTION SCHEDULE</u>	<u>AUTHORITY</u>
		<u>NUMBER</u>

REG-308. STUDENT CONDUCT RECORDS:

11-012

This series of records is arranged alphabetically by the student's name and contains student conduct records used for follow up and review of incidents. Information may include: incident reports; receipt for confiscated items; search authorizations; notice-to-appear letters; reports of judicial hearings; sanction letters; letters of explanation; records of criminal, civil, or other actions brought to the attention of the University; hearing tapes; correspondence; and the disposition of the hearing. This record series is maintained for verification of past incidents in the event of future cases/incidents. **This record series is a closed record.**

RETENTION: JUDICIAL AFFAIRS/RESIDENTIAL LIFE: Retain 7 years after last date of incident, then destroy provided no litigation is pending.

(Note: Exceptions are made for cases that result in suspended and expulsion students from the University. Transfer expelled student records to the Records and Registration Office to be merged with respective the student's "Academic Records".)

**STATE OF SOUTH DAKOTA
RECORDS RETENTION &
DESTRUCTION SCHEDULE
AUTHORIZATION FORM
(Std Form RM-1 Rev 1/03)**

DEPARTMENT:
DIVISION:
OFFICE:
PROGRAM:
RECORDS OFFICER:
RM CUSTOMER #:

Board of Regents
Public Universities & Special Schools
Student Academics

RECORD	R.D.B.
<u>SERIES NO.</u>	<u>AUTHORITY</u>
<u>TITLE---DESCRIPTION---RETENTION AND DESTRUCTION SCHEDULE</u>	<u>NUMBER</u>

REG-245. ACADEMIC RECORDS:

11-012

This database series is arranged numerically by social security number, and the paper series is arranged alphabetically by student's name and contains student records, student terms, grading, academic standing, graduation process, transcripts, student hiatus/withdrawal, student attendance tracking, and student information transfer used to update the cumulative academic history of each student. Information may include: name, social security number, date of birth, place of birth, course name, course number, course title, credit hours attempted, credit hours completed, grades assigned, semester grade point average, accepted transfer credit (if applicable), current academic status, honors, and other degrees and programs completed. This record series provides a history of courses completed and grades earned by the student while attending. **This record series is a closed record.**

RETENTION: Retain permanently.

(Note: When a student re-enters the institution, the data from the document image record is encoded in the student information system.)

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – B

DATE: December 6-8, 2016

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, 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.

INFORMATIONAL ITEM

Presidential Lecture Series launched with discussion of African-American male leadership

In the wake of increased racial tensions and protests throughout the U.S., BHSU invited the public to the inaugural Presidential Lecture Series (PLS) presentation to hear Dr. Kevin D. Rome, President of Lincoln University in Jefferson City, Mo., spoke on the topic of African-American leadership.

The new lecture series plans to bring university presidents from throughout the United



Dr. Kevin D. Rome

States to visit and speak about various higher education topics.

As a nationally-recognized and dynamic speaker, Rome offered a unique perspective on the recent racial incidents occurring in communities throughout the U.S.

During the past three years in his executive position, Rome has focused on increasing student enrollment and retention with great success.

Student builds cosmic ray detector during Dept. of Energy-INFN internship in Italy



Rachel Williams

Research at the BHSU Underground Campus at Sanford Lab created an opportunity for Rachel Williams, BHSU physical science and chemistry major from Spearfish, to earn an international internship with the U.S. Dept. of Energy and the National Institute for Nuclear Physics. Her work at the National Institute for Nuclear Physics, Catania section, included building a detector that is now the highest efficiency cosmic ray detector housed at the Institute.

As a part of her internship, Williams was tasked with building a new cosmic ray detector from scratch, since two panels on the existing detector were not working.

"I built it, I tested it, I characterized it, which parts of the cosmic ray veto scintillator detector were the most efficient in detecting background particles and which weren't," said Williams, who presented her research results to an international collaboration at the end of the internship.

Reflecting on her internship in Italy, Williams says she's more confident as a result of the experience. She knows her work in Italy, coupled with continued study at the BHSU Underground Campus, will help her in the future.

BHSU receives top designations

Top university for outdoor adventurers in the nation

BHSU was named to two national lists recently highlighting the University as one of the best for outdoor adventurers.

BHSU landed at #7 on the list of Top 10 Best U.S. Colleges and Universities for Outdoor Adventurers by the blog, *AllThingsWaterproof.com*, an outdoor and tech gear company, and #9 on the list of 20 Best Colleges and Universities for Outdoor Adventurers by *College Choice*, an independent online publication dedicated to helping students and their families find the right college.

The listings reference the Outdoor Education academic program at BHSU and the close proximity to "high adrenaline-fueled adventure."



Most affordable business school

The School of Business at BHSU was recently named one of the "Most Affordable Undergraduate Business Schools, 2016" in a list published by *College Choice*.

BHSU was noted for its affordable, yet rigorous, business programs, according to the ranking published at www.collegechoice.net/rankings/cheapest-undergraduate-business-schools/



The BHSU School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB), the oldest and most established international accreditation for business schools. Less than 5 percent of all business schools in the world are accredited by AACSB.

Most affordable colleges for a master's degree in education

The Masters Degree of Education programs at BHSU received national attention. BHSU was named one of the 50 Most Affordable Small Colleges for a Master's in Education 2016 by *TopEducationDegrees.org*.

BHSU offers masters degrees in education programs in Curriculum and Instruction, Secondary Education, and Reading. Masters programs are offered face-to-face and include accelerated programs to prepare working adults to transition into teaching careers



BHSU dedicates Schallenkamp Amphitheater

Black Hills State University dedicated its outdoor amphitheater in honor of Dr. Kay Schallenkamp, retired president, and Dr. Ken Schallenkamp, retired professor of business law.

The Amphitheater is located between Meier Hall and The Peaks Residence Hall Complex.

A generous \$30,000 donation given by alumni and friends led

the naming of the Schallenkamp Amphitheater in honor of the retired couple. The Schallenkamp Amphitheater includes a terrace with four six-foot deep seating rows and a stage area at the base. The Amphitheater is made of colored concrete pavers and includes seating for about 100 people.



Drs. Kay and Ken Schallenkamp

Alum receives Spirit of Dakota Award

Black Hills State University alum Susan DeLaney-Kary was awarded the 2016 Spirit of Dakota Award in Huron. This year marks the 30th anniversary of the Spirit of Dakota Award, known as South Dakota's premier woman's award, given to a woman who has represented, amongst other criteria, educational advancement for others.

DeLaney-Kary attended BHSU (then Black Hills Teachers College) in 1947 and shared her appreciation of education with her students and many others as a community leader and businessperson.

Her career in education spanned all grade levels and included teaching positions in West Rosebud School, Prospect School, Surprise Valley and He Dog School in Parmelee, along with St. Francis Indian School and Brunson School.

The Spirit of Dakota is bestowed each fall to an outstanding, successful and admired South Dakota woman with demonstrated leadership qualities.



Ginger Thomson, left, a member of the Spirit of Dakota selection committee and Marilyn Hoyt, right, chair of the Spirit of Dakota Award, present the framed rendition of the award to this year's recipient, Susan DeLaney-Kary, an alum of Black Hills State University.

Dr. Ramsey discusses Black Hills fall foliage colors

Even the leaves are showing their Yellow Jacket spirit, according to Dr. Tara Ramsey, BHSU research associate with a Ph.D. in botany.

"In the higher elevations, Quaking Aspen tends to change early and is a bright yellow. It will contrast against the coniferous trees so you'll see beautiful BHSU colors – green and gold," said Ramsey.

Leaves are filled with different color pigments but the main pigment is the green chlorophyll we see throughout the growing season, said Ramsey. The pigments collect sunlight and the plants use the energy from the sunlight to make food.

Spearfish Canyon, just miles from the BHSU campus, is one of the premier places in the U.S. to see fall foliage and changing colors. The first leaves to change in the Canyon are Ironwood with its orange hue, Paper Birch of yellow color, and Quaking Aspen in a bright yellow shade, according to Ramsey. She added that the red hues in foliage come from smaller plants such as woodbine, a vine that climbs; sumac, a shrub; and most notably, poison ivy.



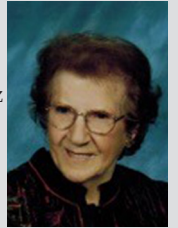
Memorial scholarships established

Elizabeth Fritz Ruff Memorial Scholarship

A memorial scholarship has been established at Black Hills State University in honor of Elizabeth Fritz Ruff.

The \$500 scholarship will be awarded annually to a full time, nontraditional student seeking a degree in education.

After graduating from BHSU in 1972, Ruff farmed with her husband in the Nisland area. After the death of her husband, she pursued her degree in special education.



Flora Menzel Lee Memorial Scholarship

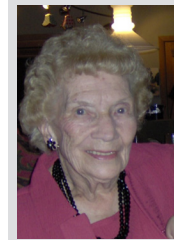
Family and friends of the late Flora Menzel Lee, a longtime music educator,

established a scholarship with the Black Hills State University Foundation to benefit Spearfish High School

graduates pursuing a music degree or education degree with a music emphasis.

The first recipient of the \$500 Flora Menzel Lee Memorial Music Scholarship was Kevin Kaitfors, music major from Spearfish.

Lee received her teaching certificate from Spearfish Normal School in the spring of 1938 and her bachelor's degree in education from Black Hills Teachers College in 1963. Lee's career thrived as an elementary classroom teacher in Flandreau and Spearfish.

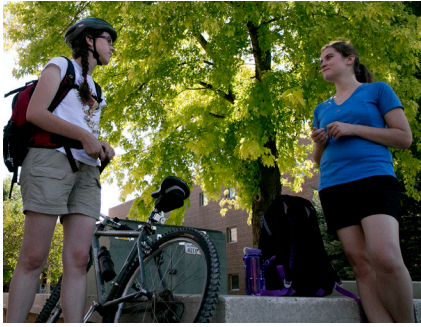


Coeur Wharf Fund grant to advance bicycle transportation

BHSU received a \$13,000 grant from the Goldcorp Coeur Wharf Sustainable Prosperity Fund. The funds will help support the

Bike Spearfish! program including bike signage for the City of Spearfish, a bike maintenance center downtown, bike racks, and bike corrals.

Petrika Peters, sustainability coordinator at BHSU, said the University is working with the City of Spearfish, local nonprofit



Hills Horizon, and the Spearfish Bicycle Co-Op to advance active living through cycling.

Peters said the City of Spearfish will donate labor for installation and financial support for roadway signage.

Faculty, staff, and student accomplishments at BHSU

Kudos to BHSU faculty, staff and students on recent accomplishments!

Accounting student **Dylan Hanson** was offered an internship at Eide Bailly in Aberdeen, a top 25 CPA firm in the nation. This is a major recognition for Dylan, the School of Business, and BHSU.

Physical Education majors gave back to the Spearfish Community by helping paint the Jackson St. bridge.

BHSU drums up support for Spearfish Food Pantry

Thanks to the generosity of area businesses and community members, BHSU delivered more than \$700 to the Spearfish Community Food Pantry.

Area residents and businesses were invited to wear bright

green BHSU t-shirts to welcome students and their families back to campus during move-in weekend and during the event. In exchange for the shirts, BHSU collected donations for the local Food Pantry.



Mount Rushmore superintendent speaks during World Tourism Day

The National Parks Service celebrates its 100th birthday this year, and BHSU marked the occasion by hosting a World Tourism Day event, which included a luncheon, expo, and tourism talk.

Cheryl Schrier, superintendent at Mount

Rushmore National Memorial spoke on the topic "National Parks and Accessibility," followed by Paralympic athlete, 2002 Winter Olympic torchbearer, and advocate Dr. Keith Barney discussing "How the ADA Helps and Hurts Accessible Travel."

Globally, World Tourism

Day is coordinated each year by the United Nations World Tourism Organization. This year's theme was "Tourism for All: Promoting Universal Accessibility," highlighted disability issues in the context of travel and tourism.



Cheryl Schrier



Dr. Keith Barney



Dr. Adam Blackler, assistant professor of history, recently published "Genocide in South West Africa: German Leaders Agree with Historians – Finally" on *The Center for Holocaust & Genocide Studies* blog.



Dr. Ignatius Cahyanto, assistant professor of tourism and hospitality management, received notice that his paper "The Dynamics of Travel Avoidance: The Case of Ebola in the U.S." was accepted for publication in the journal *Tourism Management Perspectives*.



Jace DeCory, assistant professor of history and American Indian Studies, was selected for the Kiwanis Kindness in Spearfish Award. Jace was recognized for her impact on students and her leadership in coordinating the community-wide gift drive for elementary students at Red Shirt Table.



Dr. Lois Flagstad, vice president for Enrollment and Student Affairs, presented at the National Women's Council Inaugural Women in Leadership Symposium. Her talk focused on the "inner dimensions" of leadership including pioneering, energizing, affirming, resolving, and commanding.



Susan Hupp, director of Student Support Services, received the 2016 Art Quinn Memorial Award. This award is the highest and most prestigious regional award one can receive from the ASPIRE association from CO, MT, WY, ND, SD, and UT.



Dr. Priscilla Romkema, dean of the College of Business and Natural Sciences, will serve as the president of the National Business Education Association (NBEA) for 2016-2017.

Pulitzer Prize-winning novelist, essayist, and screenwriter speaks to students and public at BHSU

From fiction, to novels, children's books and screenplays, award-winning author Michael Chabon talked about people who led him to his writing - the

teachers and mentors who helped shape him.

Chabon spoke on the topic "Thanks, Teach: Remembering Four Writing Mentors," as

part of the Madeline A. Young Distinguished Speaker Series.

Chabon has made numerous appearances before audiences all over the U.S. and Canada as well

as in Europe; He lectured in Russia, Finland, Lithuania, Italy, France, Great Britain and Germany.

The Madeline A. Young Distinguished Speaker Series at BHSU was established in 1986 by a gift endowment from Madeline Young, a 1924 alumna.



Michael Chabon

World famous photographer speaks at BHSU

BHSU hosted adventure photographer Tyler Stableford for an unforgettable multimedia presentation.

Stableford was named one of Canon's prestigious Explorers of Light, an honor denoting the most



Tyler Stableford

influential photographers and cinematographers in the world. A prolific director and photographer, Stableford shared a range of print and TV commercial campaigns in addition to award-winning

short films and nonprofit documentaries.

This event is one of several that Canon sponsors through a partnership with BHSU, which began several years ago after a donation of cameras, lenses and other equipment to the photography program at BHSU.

Swarm Week Recap:

Difference Maker awarded at 1883 Gala celebration

Nearly 200 supporters of BHSU gathered during the recent 1883 Gala to celebrate a successful year of fundraising and promote student scholarships.

The annual event raised \$33,000 for student scholarships at BHSU, more than double the amount raised at last year's Gala.

BHSU alum from the Class of 1979, Jim Moravec and his wife Laura were honored during the event as the 2016 Difference Makers, celebrating the couple as the top donors of the year. The Moravcs will leave a portion of their estate, nearly \$3 million, to the BHSU Foundation. Jim Moravec is the general manager of Stott Outdoor Advertising in Chico, Calif., the largest outdoor advertising company in the state. The Moravcs' gift will benefit cross country scholarships, general athletic scholarships, athletic operational needs, business scholarships and entrepreneurial activities at BHSU.



Jim and Laura Moravec

Former Homestake employees named Parade Marshals

Hugo (Junior) and Ella Schloe served as parade marshals for this year's Swarm Week parade.

The Schloes have lived in the Black Hills and Spearfish area for more than 40 years, having both retired from Homestake Mining Company. Junior ended his 27-year career at Homestake as an underground shift boss and Ella worked in the offices for 17 years. The couple also owned Jug House Liquor in Spearfish. Ella taught home economics for 17 years prior to her work at Homestake.

As successful business people and active community volunteers, Junior and Ella wanted to give something back to the area that has been so good to them. Several years ago they created the Schloe Family Business School Endowment at BHSU. The endowment provides business scholarships and stipends for students and faculty to study abroad, research, and pursue scholarly development.



Hugo and Ella Schloe

Alumni, Hall of Fame inductees

BHSU recognized five Alumni Award recipients and inducted 11 individuals into the Yellow Jacket Hall of Fame during the annual Swarm Days homecoming celebration.

Alumni Award recipients:

- Bill Hughes, Spearfish, Special Service Award
- Megan Beckwith-Temple, Sturgis, Young Alumni Achievement Award
- David Mickelson, Sioux Falls, Distinguished Alumnus Award
- Dr. Kristine Wiest Webb, Jacksonville, Fla., Excellence in Education Award
- Vince P. Gravelle, Lead, Special Achievement Award

Yellow Jacket Hall of Fame inductees:

- Rick Sperry, Spearfish, athlete
- Robin Schamber, Mesa, Ariz., coach
- Jody (Wherley) VerHey, Sioux Falls, athlete
- Randy Nicholas, Belle Fourche, athlete
- Zac Alcorn, Rapid City, athlete
- Mike Lewis, Spearfish, contributor
- Robert W. Marney, Sheridan, Wyo., athlete
- Dean and Mary Ann Myers, Spearfish, contributors
- Nikki (Underwood) McDaniel, Rapid City, athlete
- Mike McDaniel, Rapid City, athlete

2016 Swarm Days King and Queen were crowned

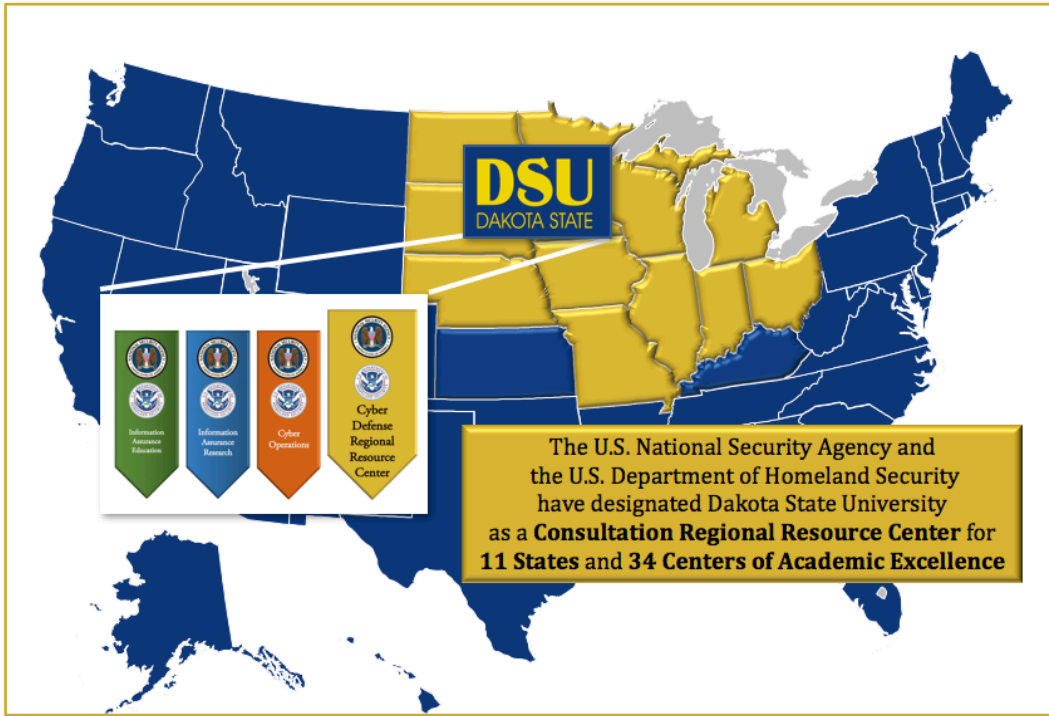
Sonja Pederson and Jordan Thaler were crowned the 2016 Swarm Days King and Queen. Pederson, an elementary and special education major from Sioux Falls, is involved in Reading Council, Presidential Student Ambassadors, and Lutheran Campus Ministry. Her dream job is to be a resource teacher in an elementary school.

Thaler, an elementary education major from Pickstown, is involved in BHSU Teammates, Speech and Debate, and is an information specialist in the Student Union. His dream job is to be a third-grade teacher in a small town in South Dakota.

Following coronation, students gathered for the traditional burning of the "B-H".



Jordan Thaler and Sonja Pederson



Dr. Wayne Pauli

NSA/DHS DESIGNATES DSU AS CYBER DEFENSE REGIONAL CENTER

The U.S. National Security Agency and the Department of Homeland Security have designated Dakota State as a Consultation Cyber Defense Regional Resource Center (CRRC) for 11 states and 34 NSA/DHS Center of Academic Excellence – Cyber Defense designated institutions. DSU is one of only four CRRC's in the country. The other three universities are significantly larger than DSU as illustrated by the size of their student bodies:

- University of Washington (45,000 students; 14,114 of them are graduate students)
- Boston University/Northeastern University Partnership (combined student bodies of 58,000 students, 25,000 of them are graduate students)
- University of Houston (43,000 students, 8,000 of them are graduate students)
- *Note:* Dakota State University: 3,190 students, 346 of them are graduate students

Dr. Wayne Pauli, DSU professor, will be the lead DSU faculty member for the CRRC. DSU's CRRC responsibilities include working as a consultant within the region, working with 2-year and 4-year colleges and universities as they develop their own cyber security programs and strive to meet NSA/DHS

standards for cyber security academic programs. DSU will provide outreach, guidance, and curriculum development to these institutions, developing good working relationships with them. In this role DSU will increase its outreach, as well as help the North Central Region of academia, as outlined by the U.S. Cyber National Action Plan (CNAP).

DSU already holds three NSA/DHS Center of Academic Excellence designations, for Information Assurance Education, Information Assurance Research, and Cyber Operations, which is the most technical of the designations. While there are 213 total institutions with NSA/DHS Center of Academic Excellence designations, there are only 16 with the Cyber Operations designation.

This is an impressive next step in DSU's development of its cyber programs, and yet another national acknowledgement of Dakota State and South Dakota's leadership in cyber security. This new designation and activities will be an important contributor toward the University's development of the Madison Cyber Labs – MadLabs – project.

DSU CONSTRUCTION & RENOVATION PROJECTS ON SCHEDULE

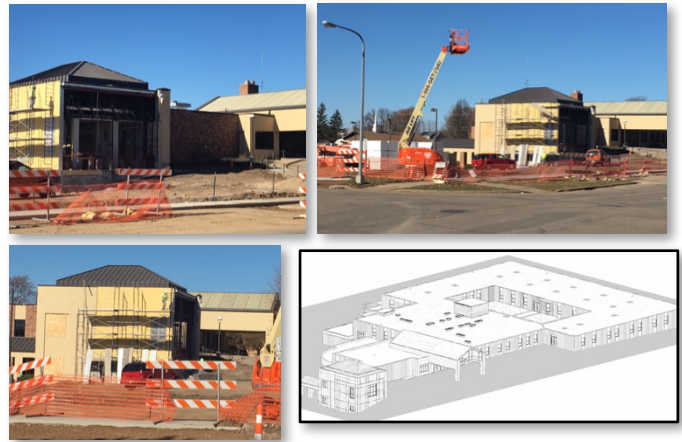
DSU's construction of the Beacom Institute of Technology and the renovation of the previous Madison Hospital and the Trojan Center are still on schedule to be ready for Fall 2017 openings. The very pleasant fall weather in Madison the last few months has been a big help to construction crews, as they have been able to make great progress on getting structural work and closing in spaces completed, so that they can work on the interiors once the really cold weather moves in.

DSU's campus building boom has caught the attention of others in the southeastern South Dakota region. KELOLAND Television aired a very positive feature on the construction and renovations. Dick Hanson, DSU's interim Provost, shared some excellent points about what the new Beacom Institute will allow DSU to do that the University has not been able to do without such a facility, especially in creative approaches to the teaching and learning process. The video is available to view at <http://www.keloland.com/news/article/featured-stories/a-booming-future>

Trojan Center



Student Residence Hall & Learning Engagement Center



Beacom Institute of Technology



PASSING THE BRICKS

Buildings are often more than just brick and mortar to the many people who spend time within their walls, often holding our memories of life experiences and relationships. DSU staff realized that the previous Madison Community Hospital, which DSU is in the process of renovating for a new student residence hall and engagement center, was such a place for many who worked there. So after the clinic demolition, DSU staff gathered up some of the historic bricks and took them over to the new Madison Regional Health System to give to the employees, who were definitely grateful that they could have a tangible link between their old and new facility.



Corey Braskamp, Tammy Miller, Erica Clements, Stacy Krusemark, and Bob Otterson

DAKOTA STATE UNIVERSITY REPORTS ALL-TIME RECORD FALL ENROLLMENT

Dakota State University's 2016 fall semester enrollment numbers have set an all-time record of 3,190 students. In addition, students are taking more classes, as measured by the number of full-time equivalent (FTE) students, which is up 9% from two years ago. Graduate student FTE enrollment for DSU's masters and doctoral degrees is up with a 3.6% increase in just the last two years.

The DSU fall 2016 student body includes 329 first-year students, a 13% increase in the last two years, while first-year FTE enrollment is up 16% from 2 years ago. Transfer students are also increasingly coming to DSU to complete their degrees at the University. The number of transfer students is up 6.7% from last year, and up over 20% from 5 years ago. DSU's on-campus enrollment — students taking at least one course in Madison — is 1,315, up 1.9% from last year. Retention from last year's first-year cohort is 71.6%, the second straight year above the university goal of 70 percent.

Graduate students make up 11% of DSU's student body overall, although 95% of on-campus students (as compared to distance) are undergraduates. South Dakotans continue to comprise a majority of DSU students, 2,107 this year or 66.1% of enrollment. The number of out-of-state students continues to rise; the report shows 1,083 students from outside South Dakota, or 33.9% of DSU's students. That group includes 193 international students. All told, there are students enrolled at DSU from 49 of the 50 United States and from 59 other countries worldwide.

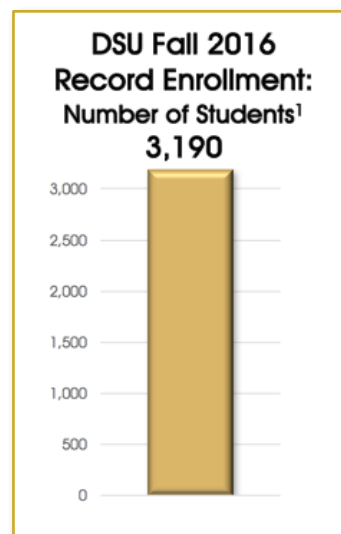
Technology-intensive degree programs lead the university's growth. Enrollment is up to more than 300 majors (313) in the Cyber Operations bachelor's degree program which is a 23% increase from last year, and up to almost 350 (348) majors in the Computer Science bachelor's degree program at a 20% increase from last year. The Network and Security Administration bachelor's degree program is up 14.5%, with 158 majors. College of Education enrollment continues strong as well, with a 2.1% increase in DSU's unique Elementary Education/Special Education degree program.

"We are very pleased to see these new enrollment numbers," said Dr. José-Marie Griffiths, DSU president, "and the affirma-

tion they represent that Dakota State continues to develop an exceptional college education that leads to career success and satisfaction. DSU's mission within the Regental system is to provide technology-intensive and technology-enhanced academic programs, and it is clear that the advancements we have been implementing are paying off. It is encouraging to see that enrollment in both DSU's heritage mission — teaching teachers — and our signature mission — technology-intensive degrees — continues to increase."

Dr. Griffiths continued, "It is especially encouraging to see these increases in our cyber-related degrees. For example, there over 300,000 unfilled cybersecurity jobs in the U.S. right now. Cyber degrees lead to high wage, high demand jobs. Studies have shown that every new cyber-related job creates 5 additional jobs in the community. Therefore, increasing South Dakota's cyber workforce has the potential to significantly contribute to increased economic development in our State."

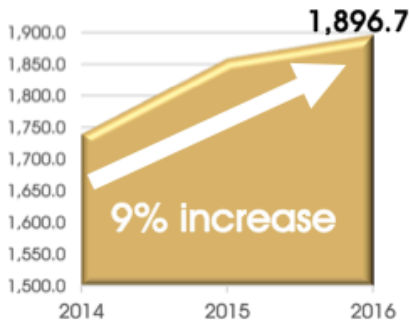
Notable rises in graduate enrollment over last year include a 79% increase in the Cyber Security doctoral degree program, 75% increase in the Master of Science in Analytics program, a 53% increase in the Information Systems doctoral program, and a 44% increase in the Master of Business Administration program. There has also been a significant increase — 40% — in the number of non-degree seeking graduate students, which highlights DSU's potential in the future to provide additional professional development and targeted certificate programs for career re-tooling and advancement.



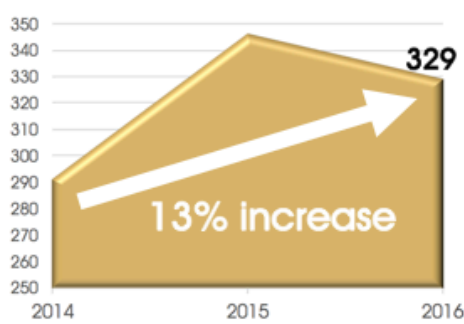
DAKOTA STATE UNIVERSITY 2016 Enrollment



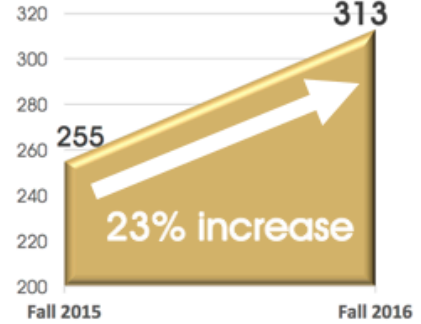
DSU Fall 2016
Full-Time Equivalent Students
9% Increase from 2 years Ago
1,896.7 FTE²



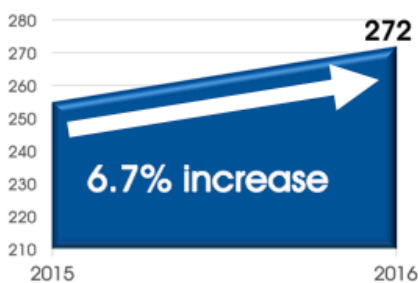
DSU Fall 2016
First-Year Students
13% Increase from 2 years Ago
Number of Students¹



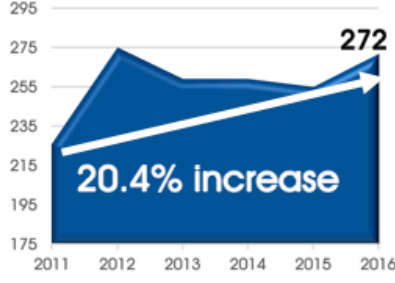
DSU Fall 2016
Cyber Operations Majors
23% Increase from 2015
Number of Students¹



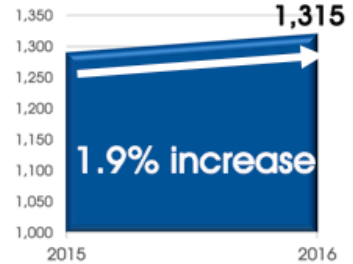
DSU Fall 2016
Transfer Students
6.7% Increase from Last Year
Number of Students¹



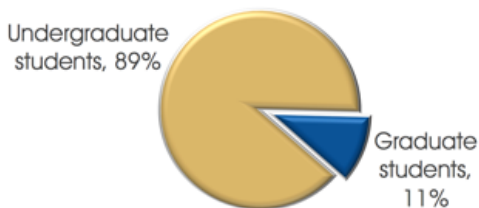
DSU Fall 2016
Transfer Students
20.4% Increase from 5 Years Ago
Number of Students¹



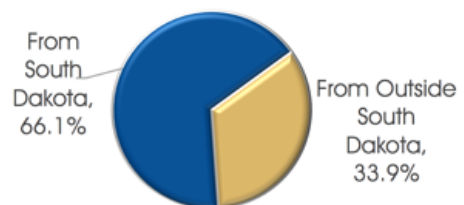
DSU Fall 2016
On-Campus Students³
1.9% Increase from Last Year
Number of Students¹



DSU Fall 2016
Program Level of Student Body
Number of Students¹



DSU Fall 2016
Geographic Distribution of Students
Number of Students¹



¹ Headcount

5061

² Full-Time Equivalent: 15 credit hours for undergraduate students; 12 credit hours for graduate students

³ On-Campus = enrolled in at least 1 Madison campus course section



PAULI NEW DEAN OF COLLEGE OF EDUCATION

Dakota State University is pleased to announce the appointment of Dr. Crystal Pauli as the Academic Dean of the College of Education. Pauli has been teaching at DSU since 2001, but together she, her husband Dr. Wayne Pauli, her son Dr. Josh Pauli, her daughter, Tara (Pauli) Johnson, and her son, Jeremy Pauli, have over 60 years of contribution and connection to Dakota State University.

Dr. Crystal Pauli has deep roots in the Plains, and especially at DSU and in South Dakota. She joined DSU as an Assistant Professor in 2001 and has served at the University continuously since then, becoming an Associate Professor, Director of Field Services for the College of Education, then Associate Dean, and now Dean. Pauli has a Ph.D. from Capella University, in Minneapolis MN (2006) with a specialization in teaching and learning theory. She also has an Ed.S. from Minnesota State University, in Moorhead MN (2002), with a major in educational administration; an M.S. from Northern State University, in Aberdeen, S.D. (1996), with a major in classroom teaching with an emphasis in special education; and her bachelor's degree is from Dakota Wesleyan University, in Mitchell, S.D. (1991) with a major in elementary education.

Prior to coming to DSU, Crystal was an elementary, middle and high school teacher and the special education coordinator for a cooperative of 10 school districts in Minnesota. She still carries certifications for Elementary Education (K-8) with Middle School Language Arts and Social Science, Special Education (K-12), Special Education Director (Birth-21), Elementary Principal (Pre-School-Grade 8), and Secondary Principal (Grades 7-12).

"After 13½ years in my former position, I felt it was time for a change and the position of Dean of the College of Education (COE) allowed me to stay at DSU and provides interesting challenges and opportunities," said Pauli. "I look forward to working with the excellent faculty and staff in the College of Education, as well as colleagues across campus, to help move DSU to the next level. It is an exciting time to be at DSU!"

The Pauli's story with DSU began when Crystal and Wayne's son, Josh (Josh started teaching at DSU in 2004; he became a full professor in 2015) came to Madison on a college visit in the spring of 1998. Josh was impressed with DSU's computer programs, as well as the football program. Wayne had brought Josh for the visit, and while on campus, Wayne became intrigued with a new master's degree program that DSU was developing.

Crystal says, "I often laugh when I think how most college freshmen bring a refrigerator to college – Josh brought his dad!"



Crystal and Wayne Pauli

Crystal stayed in Minnesota while Wayne and Josh began their academic programs at DSU, and the family members commuted back and forth most weekends and made it work. When Wayne completed his master's degree, DSU invited him to stay and teach. It wasn't part of the Pauli's initial plans, but DSU asked Crystal to become a special education faculty member, and so the family made the decision to move to Madison and DSU as their new home.

In 2011, Crystal and Wayne were honored by DSU as Philanthropists of the Year. Crystal says, "I'm not sure we deserved it; it was truly one of the most humbling experiences of my life. One of the reasons we give back to DSU is because when our children were college-aged, others gave so they could have scholarships. Now that we can, we are giving back. There is nothing more powerful than an education and a degree can take one to unimagined places. I am glad we can give students a bit of assistance to help make their dreams come true as others did for us when Tara was at the University of Nebraska, Jeremy at St. John's University, and Josh at DSU."



Josh, Tara, and Jeremy Pauli

Crystal continued, "We have an amazing treasure of people in Madison, at DSU and especially in the faculty and staff at the College of Education. They are talented, caring, professionals who have the best interests of future teachers at heart and always give their best. The faculty and staff truly make coming to work a joy and I appreciate them more than I can say."

Dr. Pauli began her appointment as Dean of Dakota State's College of Education as of this fall semester.



Dr. Donald W. King, Dr. José-Marie Griffiths, and Dr. Griffiths' sister

DSU "FIRST COUPLE" GRIFFITHS AND KING AWARDED TOP HONORS

Dakota State University President Dr. José-Marie Griffiths and her husband, Donald W. King, are likely the only university "first couple" honored weeks apart this summer with honorary degrees from their respective alma maters, University College London (UCL), London, England and the University of Wyoming (UW), Laramie, WY.

UCL awarded Griffiths an honorary doctorate in July for her "distinguished contributions to science, and her lifelong career in higher education, which has also spanned information and computational science." University College London is recognized as one of the top multidisciplinary research university's in the world and was founded in 1826 in London.

UCL's president, Dr. Michael Arthur, pointed out to the audience that "the awarding of this honorary degree to Dr. Griffiths is not simply because of her accomplishments but also because of her shared values with the institution, and the way she has expressed those values throughout her various appointments and endeavors." He especially encouraged the female graduates in attendance to see Dr. Griffiths as a role model for women in science. He noted that Dr. Griffiths has used her own professional roles to advance the careers of other women, and has been repeatedly recognized for this. UCL also recounted how Griffiths work has put her in great demand while also attracting prolific research support, including contracts and grants with sixteen U.S. federal agencies, among them the National Science Foundation, the National Institutes of Health, the Department of Energy, the National Institute of Science and Technology, NASA NATO, UNESCO and the British Library Research and Development Division, as well as major corporations such as AT & T Bell Laboratories, IBM, Eastman Kodak, Johnson & Johnson, and Du Pont. And Dr. Arthur recognized the national U.S. leadership role that Dr. Griffiths has played, with her several appointments to U.S. Presidential bodies, most recently to the National Science Board.

Born, raised and educated in England, Griffiths earned a B.Sc. degree in Physics with Information Science at UCL in 1973, followed by a Ph.D. in Information Science in 1977 and carried out post-doctoral work in Computer Science and Statistics. She came to the U.S. early in her career, to teach at the University of California-Berkeley, and has remained in the States since, continuing to respond to requests for her leadership at various institutions in various positions. She was appointed as president of Dakota State University in spring, 2015.

King was awarded his honorary doctoral degree in May at UW's spring commencement. Wyoming recognized King for his international contributions as a world-renowned statistician and information science pioneer. The University stated in their announcement of the award, "Through his career Donald W. King has led ground-breaking research studies with results that have transformed both the quantitative measures, models and evaluation methods used in information science and informatics, as well as the practices of the organizations that benefitted from the results of those studies. Long before "big data" was even a theoretical concept, King was leading international, national, state and local studies on the economic analysis of information systems." One nominator wrote: "I am confident in saying that no other individual has contributed as much across all lines of government and private information clearinghouses, depositories, special libraries, public libraries, academic libraries, and public and private databases, as Don King."

Born in Cheyenne during the Great Depression, King studied statistics at Wyoming, receiving his bachelor's and master's degrees. In 1961, he co-founded Westat Inc., which has become one of the world's leading private-sector statistical survey research organizations. He served as a high-level executive in a series of connected companies and became president of King Research Inc., which achieved prominence for information system evaluations. In 1997, he retired from the business world to concentrate on writing, lecturing, and service.



Dr. Donald W. King



Architect's rendering of the new Learning Engagement Center presently under renovation.

DSU AWARDED \$449,249 FEDERAL GRANT FOR STUDENT SUCCESS

Dakota State University in Madison has been awarded a first-year \$449,249 Title III grant from the U.S. Department of Education that will enhance support for students in their work to complete degrees. DSU's proposal was for a five-year program totaling \$ 2.2 million. Subsequent year funding will be dependent on Congressional budget approval. Dr. Judy Dittman, who previously served as the university's provost and vice president for academic affairs and also as a dean, has been appointed the Title III project coordinator. She will be responsible for maintenance of records, budget, data collection and analysis, and reports related to the grant.

Funding for the DSU project, "Staying the Course: Individualized Support to Stem Student Attrition," will provide financial resources for an academic advising initiative, technology investments, laboratory upgrades and designated programming space in the university's Learning Engagement Center, currently under construction. The first installment of \$449,249 is expected in the coming weeks; the grant is scheduled to run through the 2020-2021 academic year.

The federal grant will build and sustain student success processes and services designed to increase student retention and ultimately the number of university graduates. Some 45 percent of Dakota State students are first-generation collegians, and 42 percent are from low-income backgrounds. Nearly 48 percent are considered underprepared for college-level course work. Studies have shown that students from low-income households withdraw from higher education at rates that are higher than national averages for all students. Historical data from the Department of Education has confirmed a correlation between inadequate academic preparation and a lack of success in college.

The DSU proposal focuses on three areas: The grant will fund four advising coaches who will work individually with students, particularly those identified as at-risk academically. These professionals will track progress of students and provide intervention services designed to help them complete courses and continue on the path to degree completion.

Secondly, the university will expand a Learning Assistance program that will help students build reading, writing and science reasoning skills. The primary guidance in these areas will be provided by peer learning assistants, monitored by faculty.

The third component is supplemental instruction in gateway and major courses. Gateway courses are described as the introductory or foundational classes in specific disciplines; the gateway courses start students toward a certain major. Peer leaders will attend these gateway classes and provide group instruction and review of course material in the new Learning Engagement Center.



Part of the grant will fund academic coaches who will work individually with students, especially those who are identified as at-risk.



The Learning Assistance program will use peer learning assistants, monitored by faculty, to help build students build reading, writing and science reasoning skills.





*Penny Pritzker,
U.S. Commerce
Secretary*

DSU President Griffiths Appointed by U.S. Commerce Secretary to Key Advisory Board

President José-Marie Griffiths has been appointed to the U.S. Commerce Department's National Technical Information Service (NTIS) Advisory Board by the Secretary of the U.S. Commerce Department, Penny Pritzker. This is Griffiths' fourth appointment with the Board. Her first

appointment was in 2007, and she has served on the advisory board at the request of each of the three different Commerce Secretaries who have filled the post since 2007. This new appointment extends Griffiths position on the Board through 2019.

Since its founding in the early 1960s, NTIS has met its mission of widely disseminating federal science and engineering information and data largely through its database of more than 3 million publications in 350 subject areas. As technology has evolved, NTIS has increasingly focused on providing its federal customers with online data and services.

In her role on the NTIS Advisory Board Griffiths will be responsible, with the four other Board members, to review the general policies of NTIS, including those regarding fees and charges for its products and services. Drawing upon the expertise of its members, the Advisory Board advises the Secretary of Commerce and the Director of NTIS on such policies. It also provides guidance regarding customer needs, trends in the information industry, and changes in the way NTIS customers acquire and use its products and services.

Secretary Pritzker, in concert with the Advisory Board, this summer set a new focus for NTIS to "expand access to the Department's and the broader federal government's data resources, with emphasis on data concerning the nation's economy, population, and environment." Pritzker also recently appointed a new director, Avi Bender, formerly the chief technology officer at the U.S. Census Bureau.

Consistent with this new direction, the Commerce Department, through NTIS, is launching a new joint venture partnership (JVP) opportunity, focused on improving access, analysis, and use of federal data. "Data is a major currency of the 21st century," said Avi Bender, NTIS's new director. "NTIS has unique legislative authority to match federal agencies that collect, use, and disseminate valuable data sets with highly qualified private sector partners. We want to make it easier for federal agencies to efficiently use and share their data in agile and innovative ways." This is another key government agency relationship for DSU that intersects well with the University's ongoing enhancement of the fulfillment of its mission and goals within the South Dakota Regental university system.

CYBER CHALLENGE 2016

A Science, Technology, Engineering and Mathematics (STEM)
Cybersecurity Capture the Flag Competition

DSU's Tr0janH0r\$e NATIONAL CYBER WINNERS

Congratulations to DSU's Tr0janH0r\$e team that won 2nd place among colleges and 3rd place overall in the MITRE's STEM Capture the Flag Cyber Challenge. The online event



more than 220 teams across the nation competing. Notable industry and academic experts partner together to design the challenges for students to solve. Team Tr0janH0r\$e is coordinated by Kyle Cronin. Members of the team were: Joshua Klosterman, Tyler Gross, Brian Vertullo, Griffin Egner, and Chase Lucas.



Lynette Molstad Gorder, Co-Advisor for DSU PBL Business Club; Thomas Lange (Bridgewater, S.D.); Kelly Brusven (Pierre, S.D.); and Casey Bethke (Pierre, S.D.); José-Marie Griffiths, DSU President; Mike Rush, BOR Executive Director; and Randy Schaefer, BOR President.

PHI BETA LAMBDA MEMBERS RECEIVE TOP AWARDS IN NATIONAL CONFERENCE

Six students from DSU's Phi Beta Lambda (PBL) chapter traveled to Atlanta, Ga. to compete in the 2016 PBL National Leadership Conference. Over 2000 undergraduate students from across the nation were at this year's event. Each DSU member qualified in two events and competed against up to 99 of the best students in the nation in any given area. Of the six students that competed, four students earned a combined six top ten finishes – an amazing accomplishment for these individuals and DSU.

Congratulations and many thanks also to PBL's adviser, Professor Lynette Molstad-Border, Co-Advisor for the PBL Business Club, on her retirement at the end of the Fall semester. She has provided exceptional service and teaching to DSU for 32 years, and will be missed by her students and colleagues alike.



OPEN CAMPUS FORUMS RECEIVED ENTHUSIASTICALLY

DSU's ongoing efforts to enhance a campus culture and environment of open communication and transparency has prompted the addition of monthly open forums for all DSU faculty, staff and students. The Forums provide an informed discussion about some of the 'big picture' aspects of what is going on at DSU. The first two Forums have been well-attended.

The first forum focused on the renovation and construction projects - the renovation of the Trojan Center and the former Madison Hospital and the construction of the Beacom Institute of Technology - with updates and timelines, along with information about parking accommodations during the construction process.

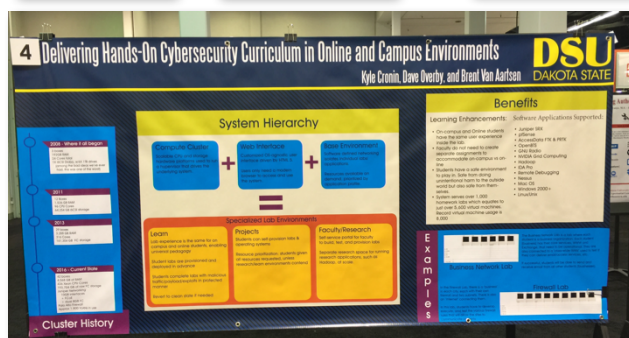
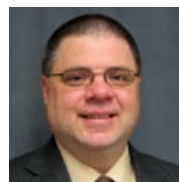
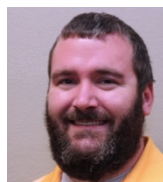
The second forum focused on a discussion of DSU Budget and Finances. Stacy Krusemark, DSU's Vice President for Business & Administrative Services, invited the campus to use this opportunity to exchange ideas, ask questions, and make suggestions regarding how DSU manages its resources to meet the goals of the institution. Topics included financial pressures on DSU, including the affordability of higher education for students; state investments in higher education; capital investments (e.g., buildings) and how these influence operating budget. Other topics were budget dynamics or variables (e.g., enrollment, tuition and fees set by the SDBOR, gifts and fundraising), as well as the overall financial health of DSU, and SDBOR and Higher Learning Commission expectations.

The plan is for the forums to occur monthly through the academic year. The President and the Vice Presidents are always present, unless they have to be out of town on the day of the Forum.

DSU IT STAFF SHOWCASE DSU TECHNOLOGY

Three of DSU's cyber experts presented at the recent national Educause conference in Anaheim, California: Dr. Kyle Cronin, Assistant Professor in the College of Computing, Brent Van Aartsen, DSU's Director of Technical Operations & Development, and David Overby, DSU's Vice President for Technology and CIO. Educause is the premier IT "trade organization" for IT professionals working in higher education. The national conference draws over 4,000 attendees from around the world, in addition to about 400 exhibitors from IT business and industry.

Dakota State's experts presented a poster session on the University's home-grown innovative and highly effective Information Assurance (IA) Lab. They were able to talk about DSU's first-hand experience teaching on-campus cybersecurity courses, and especially the challenges of extending DSU's program to an online environment. This created new challenges in how to manage lab deployments, staying compatible with various operating systems, and creating a safe environment for students to work in. Without a safe environment, a single typo can easily become the difference between engaging in a safe academic environment and accidentally attacking a third party outside of the classroom. DSU's staff talked about the work done at the University to develop the IA Lab as a system that is versatile, efficient, and expandable to deliver hands-on cybersecurity curriculum in online and campus environments.



DR. HANSON PRESIDENT EMERITUS FOR BEMIDJI STATE UNIVERSITY

Dr. Richard A. Hanson, DSU's interim Provost and Vice President for Academic Affairs, has been awarded president emeritus status by the Minnesota State Board of Trustees, honoring his exceptional contributions as president of Bemidji State University and Northwest Technical College between 2010 and 2016. Among many impressive achievements,

Hanson led Bemidji State's first comprehensive fund-raising campaign and surpassed its initial goal by raising \$36.54 million for scholarships and academic investment.



CYCLOPS LAB FIRST MADLABS CLUSTER LAUNCHED

Dakota State University was very pleased to receive the Board of Regents award of a \$191,626 Innovation Grant, matched by DSU, for a total of \$383,252, to launch DSU's trailblazing new **Cyber Classified Operations (Cyclops) Lab**. This grant and Cyclops will launch DSU, its faculty and students, into new advanced and high-level research for the National Security Agency (NSA). The award will provide funding for 10 DSU undergraduate student researchers and the construction of a new research lab where these students and DSU faculty will work alongside NSA researchers. The Cyclops Lab is also the first component of DSU's developing "Madison Cyber Labs" or MadLabs program.

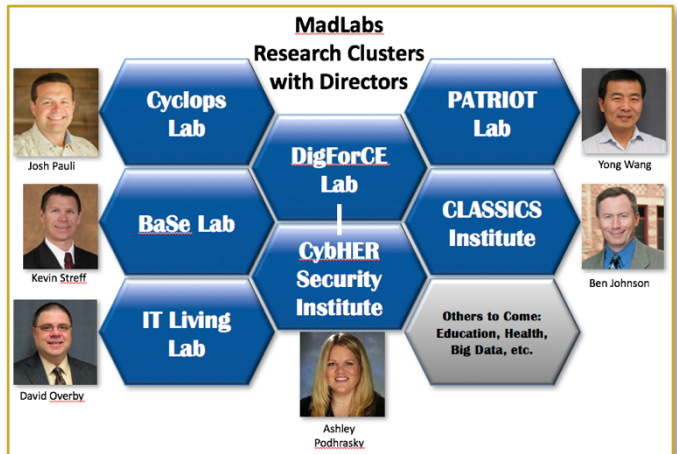
The grant and DSU's match will fund the needed \$48,600 for the student researchers, \$137,500 to design and build the space for the research lab, and \$5,500 for materials and supplies, including furniture, cabling, etc. In addition, DSU is contributing all of the high-powered technology for each of the 10 student workstations as well as donating faculty time over the period of the project.

Dr. Josh Pauli, DSU professor and a national leader in cyber security education, will lead the new Cyclops Lab. Pauli developed DSU's courses in cyber operations and cyber security as specified by NSA's Center of Academic Excellence in Cyber Operations requirements and has also worked with NSA personnel on the designation process. Pauli is also the primary investigator for the DSU Cyber Corps Scholarship for Service™ Program, funded by the National Science Foundation, which provides full-ride scholarships to cybersecurity students.

"This grant will fund significant steps forward for DSU and South Dakota to accelerate and elevate our work and relationship with NSA, as well as advancing cyber security expertise in South Dakota and nationally," said Pauli. "We are very grateful for the Board of Regent's endorsement of DSU's growing programs and national recognition in this field. Funding for the undergraduate student researchers and the construction of this new lab will give DSU students the exceptional opportunity to work side-by-side with NSA professionals in actual research for the Agency and the nation."

He continued, "Because the students will be working on unclassified, though very high level, projects, the positions will be open to any students willing and dedicated to learning the leading edge skills necessary to perform the NSA work. The jobs will not be limited to just those who have obtained classified clearance."

Pauli noted that the goal of the Cyclops lab in this project is to have some tangible research results accomplished by the end of next spring's semester, to demonstrate that DSU students can work productively and effectively alongside the NSA researchers, to the benefit of both the students and U.S. national defense.



THE MADLABS

The Cyclops Lab – Cyber Classified Operations
Director: Dr. Josh Pauli

The DigForce Lab – Digital Forensics for Cyber Enforcement
Director: Dr. Ashley Podhrasky

The PATRIOT Lab – Protection and Threat Research for the Internet of Things
Director: Dr. Yong Wang

The CLASSICS Institute - Collaborations for Liberty And Security Strategies for Integrity in a Cyber-enabled Society
Director: Dr. Benjamin Jones

The BaSe Lab – Banking Security
Director: Dr. Kevin Streff

The CybHER Security Institute
Director: Dr. Ashley Podhrasky

Campus IT Living Lab
Director: David Overby





HEALTH INFORMATION MANAGEMENT DEGREE NATIONALLY RANKED

DSU's Health Information Management Department and Health Information Technology program are celebrating their ranking as one of the top online health informatics degree programs in the country by both *Best Online Nonprofit Colleges* and *Health Informatics Degrees*! **Dakota State's Masters in Health Informatics is ranked #1 in the country, and DSU's Associates degree was ranked #4 in the U.S.** Health Informatics Degree's editor noted: "At Dakota State, the Health Information Technology program director is a fellow in the American Health Information Management Association, and the department maintains an advisory board to help keep the health informatics curriculum up-to-date." The rankings focus on degree programs with the resources, facilities, and opportunities for advancement expected from a 4-year university (so did not include, for example, community colleges). They also only included programs that are accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). It is excellent to see yet another of DSU's programs achieving this high ranking and visibility for a quality program.

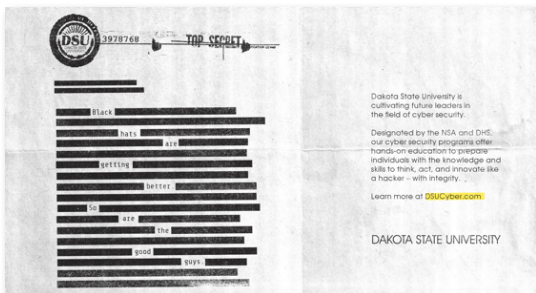
SOUTH DAKOTA FIRST IN THE NATION THANKS TO DSU CENTER

DSU's Center for Advancement of Health Information Technology, as part of the federal American Recovery and Reinvestment Act of 2009, has been serving as a Regional Extension Center for the Office of the National Coordinator for Health IT. Dan Friedrich, CAHIT's Director, reports that as a result of the Center's work in this grant, according to the 2015 National Electronic Health Records Survey, South Dakota now leads the nation in percentage (90.4%) of office-based physicians that have adopted certified EHRs. Another national record for South Dakota!

The ONC's Regional Extension Centers (RECs), located in every region of the country, served as a support and resource center to assist providers in Electronic Health Records (EHR) implementation and HealthIT needs. As trusted advisors, RECs "bridge the technology gap" by helping medical providers navigate the EHR adoption process from vendor selection and workflow analysis to implementation and meaningful use. The REC program was designed to leverage local expertise to provide practical, customized support to meet the needs of local healthcare providers.



Dan Friedrich,
CAHIT Director



DSU CYBER SECURITY PROGRAMS IN USA TODAY SPECIAL EDITION

The national newspaper *USA Today* is publishing a Department of Homeland Security (DHS) Special Edition in December, and DSU's cyber security programs are featured in a half-page ad, shown here, developed by the Sioux Fall's ad agency, Lawrence & Schiller.

The full-color Special Edition will be published in December, and will focus on the issues of homeland security. The publication will be distributed to key officials at the Homeland Security Headquarters in Washington, D.C., U.S. Military Bases nationwide, all Department of Homeland Security sub-agencies (FEMA, Coast Guard, Customs, and Border Protection, etc.), among others. The ad contains a link to a "landing page" that will give an overview of various aspects of DSU's cyber programs, and include links to further information on DSU's university website. We are pleased at this opportunity to enhance national visibility for DSU's cyber offerings, as well as creating potential for different types of partnerships with other federal government agencies and cyber security organizations.

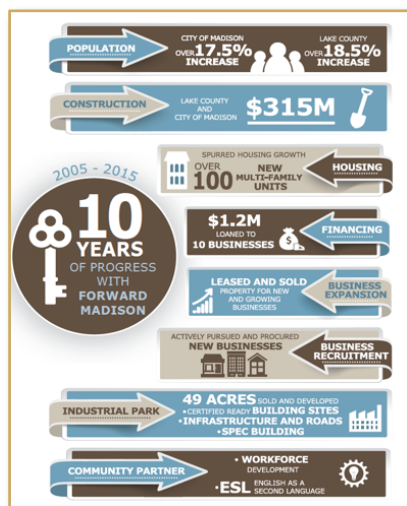


DSU IN PROCESS ON PROVOST AND DEANS SEARCHES

DSU has begun the search for a new permanent Provost and Vice President for Academic Affairs, as well as permanent deans for the College of Computing and the College of Business and Information Systems. All searches are being done with the search firm AGB, on a national scale.

The search materials include a Prospectus in which the University articulated many of the aspects and facts about DSU that showcase the institution. The document is available online in the DSU website at: <http://dsu.edu/jobs/provost-and-vice-president-of-academic-affairs-search>

The members of the committee that will be leading the search for the Provost includes: Co-Chairs - Marcus Garstecki and David Overby; Faculty - College of Education: Gabe Mydland, Kevin Smith, College of Arts & Sciences: Kristel Bakker, William Sewell; College of Computing: Kevin Streff, Steve Graham; College of Business and Information Systems: Dan Talley, Cherie Noteboom; CSA - Annette Miller; NFE - Kacie Fodness; Students: Rachel Slaven, Sid Moorhead; Alumni and Community Members - Adam Shaw, Teresa Mallett.



DSU JOINS IN LAUNCH OF FORWARD MADISON3

DSU was pleased to join with the Lake Area Improvement Corporation (LAIC), a community development organization for the Madison area, to launch the *Forward Madison3* initiative. Governor Dugaard participated in the kick-off of the endeavor, further highlighting the excellent goals and well-thought out priorities of the campaign.

Forward Madison was started in 2006 by the LAIC as a fund-raising campaign to invest in the future of the region. *Forward Madison3* is to build on the successes of the previous two *Forward Madison* projects over the last 10 years, keeping the community moving forward, this time with a special emphasis on partnerships, as evidenced by industrial park growth, the recruitment of technology businesses, and workforce development. DSU is pleased to be able to contribute to development in all 3 of these areas, and it emphasizes how much DSU and its host community are in sync on new initiatives to propel the entire region forward. Since 2000, Madison and Lake County have seen significant growth, both in terms of population and economic development to the benefit of the area. From 2000 to 2016, the city of Madison has seen a 17% increase in population, and a 47.4% increase in median income. Lake County as a whole has seen a 61.2% increase in median income.

DSU FALL COMMENCEMENT SPEAKER ANNOUNCED

Dr. Eric Rabkin will be DSU's fall commencement speaker. Dr. Rabkin is an Arthur F. Thurnau Professor Emeritus, Professor Emeritus of English Language and Literature and of Art and Design at the University of Michigan. As a teacher, Rabkin was especially known for his popular courses on science fiction and fantasy. He offered the world's first writing-intensive Massive Open Online Course (MOOC). He has been a pioneer in the use of technology in teaching in the humanities and art and design.



DSU LEADERSHIP AT HIGHER LEARNING COMMISSION

A number of administrators and faculty from DSU attended a Higher Learning Commission (HLC) meeting in Chicago in November (which coincided with the Cubs winning the World Series – an opportunity to witness what 108-years of pent-up hope looks like when it is finally rewarded: loud and happy). This was a working meeting for the DSU participants, to develop an action project that the University is committed to implementing over the next 10 months, as part of our ongoing quality improvement activities, a component of DSU's accreditation requirements.





Blessinger leading DSU project to develop innovative information “beacons”

Dr. Justin Blessinger, a professor in DSU’s College of Arts and Sciences, has been awarded a \$10,000 grant through the South Dakota Community Foundation as part of the Bush Foundation’s Community Innovation Grants program. Dr. Blessinger will work with student Andrew Jorgenson to develop a proximity beacon system and app that will help people with and without disabilities access information about a site as they enter.

The 1990 U.S. Americans with Disabilities Act has resulted in public spaces with greater physical accessibility. However, persons of all abilities often do not have access to relevant, and oftentimes critical, information they need to successfully find their way or stay safe inside a building. Blessinger and Jorgenson will use this grant to design an app paired with proximity beacons that can provide information about a site as you enter. The app is being developed under the prototype name, GoTo.

A proximity beacon is a tiny Bluetooth device that can be hidden in various locations. DSU’s project will place the devices in building entrances on DSU’s campus and at one selected public location in the Madison community. The beacon will broadcast information to the app, making available helpful information for that specific site. The app will use the proximity beacon’s signal to make it simple for anyone who is unfamiliar with a building to easily find office locations, restroom locations, emergency services, historical information, daily calendar information, and so on.

“The research we are doing not only has the potential to improve accessibility for people with a variety of disabilities (or none at all), it carries on the very long tradition at DSU of utilizing technology to address very human problems,” said Professor Blessinger. “Have you ever been in a new building and needed a restroom? Does your building have a defibrillator . . . and do you know where it is? Does the name of your department confuse visitors as to its purpose? Most of the tech world has been looking at beacons for marketing purposes, for things like handing out coupons as you pass the entrance to their store. But we want to use proximity beacons to make the world more accessible, more equitable, safer, and more humane. We believe GoTo will do just that.”

Blessinger continued, “We’re grateful to The Bush Foundation and South Dakota Community Foundation, for the opportunity to develop this solution, and to the DSU Barrier Free Learning Committee, College of Arts and Sciences, and Center for Excellence for their tremendous support in getting us to this point. We are eager to share our GoTo app with the world!”



5070

Three DSU faculty in South Dakota Governor’s 7th Biennial Art Exhibition

Three DSU faculty have artwork in The South Dakota Governor’s 7th Biennial Art Exhibition. All of the DSU artists are within the College of Arts and Sciences and include Jeff Ballard, Angela Behrends and Alan Montgomery.



Angela Behrends



Alan Montgomery



Jeff Ballard

The South Dakota Governor’s Biennial Art Exhibition was established in 2003 to recognize and encourage South Dakota artists and to promote the artistic identity of South Dakota. It celebrates the cultural and artistic heritage as well as the future of South Dakota. The exhibit travels to several venues around the state for two years. This year the locations include the South Dakota Art Museum, Brookings, SD from December 23, 2016 – April 16, 2017, John A. Day Gallery at USD, from May 8 – July 28, 2017 and the Visual Arts Center at the Washington Pavilion of Art and Sciences, Sioux Falls, SD from September 30, 2017 – January 14, 2018.



Angela Behrends’ piece titled “Will,” was in the Governor’s Exhibit last year. It was used to promote the 7th biennial at the Dahl Arts Center in Rapid City.



Andrea Glorioso

EUROPEAN UNION DIGNITARY VISITS DAKOTA STATE

Dakota State University hosted a distinguished visitor on campus in November: Andrea Glorioso, Counsellor for the Digital Economy at the Delegation of the European Union (EU) to the USA.

As an EU Counsellor, Mr. Glorioso acts as the liaison between the EU and United States on policy, regulation and research activities related to the Internet and Information and Communication Technologies. Mr. Glorioso worked for eight years at the European Commission in Brussels (Belgium) on cybersecurity, personal data protection, cloud computing, and Internet governance. He was part of the teams that produced many of the key strategies of the European Commission, including the Action Plan on the Internet of Things and the Cloud Computing Strategy.

A native of Padua (Italy), Mr. Glorioso has an MSc (summa cum laude) in Political Sciences / Sociology from the University of Padua, an LLM (summa cum laude) in Intellectual Property Law from the University of Turin / WIPO Worldwide Academy, and post-graduate degrees in IT law (Centro Study Informatica Giuridica), international diplomatic law (Diplo Foundation / University of Malta) and global Internet governance (Diplo Foundation).

The first evening of his visit, the University held an exclusive reception with Mr. Glorioso as part of the Beadle Leadership special events series. The next day he spent time in a number of DSU classes, and then in the afternoon there was an Open Campus Forum for faculty, staff, students, and members of the extended Madison community. For the Forum, President Griffiths interviewed Mr. Glorioso, and he addressed questions submitted by the audience.

President Griffiths Speaks at NSF Conference



Dr. José-Marie Griffiths was invited to speak at the National Science Foundation (NSF) Cyber Bridges conference about creating multidisciplinary research centers, including what DSU is working on in the development of the Madison Cyber Labs – the MadLabs. The conference included participants from 18 major research universities, and gave her the opportunity to talk about many of the activities presently going on at DSU.

While there, the NSF Program Officer presented early notice of a new NSF solicitation with components that could potentially involve every faculty from all four of DSU's colleges. Titled "Training-based Workforce Development for Advanced Cyberinfrastructure (CyberTraining)," DSU's Provost, Graduate Office, and Sponsored Programs are now gathering interest to develop a comprehensive university-wide response to this solicitation.



DSU'S NEXT DAY OF COMMUNITY SERVICE PLANNED

This past April Dakota State held its first *DSU Day of Service* for students, faculty, and staff to give back to the University's host Madison community through volunteer projects. Three hundred and ninety-two individuals participated, braving the not-so-spring-like weather for a combined 1,103 service hours.

This year's *Day of Service* will be held on Wed. April 26th, 2017, replacing all afternoon classes that day. Following the service after-noon, the students will celebrate with a *Spring Fling* including music, food, games, movies, and more to celebrate all the accomplishments of the day, as well as, at that time, the approaching end of the semester.



DSU continues to garner national attention for our computing programs. The *Dark Reading Radio* podcast recently aired a conversation with Rodney Peterson, head of NIST's new *National Initiative for Cybersecurity Education*, and Carson Sweet of *Cloud-Passage*, one of our newer partners, about working with DSU to develop educational programs for much-needed Cloud computing professionals. Carson gave a great shout-out to Dakota State's program and to our GenCyber camps. The podcast of the program is available at http://www.darkreading.com/radio.asp?webinar_id=298 (34:53)



NORTHERN

Now



Northern State University, Aberdeen, South Dakota

September–November 2016

PRESIDENTIAL INAUGURATION HELD NOV. 10 ON NSU CAMPUS

Dr. Timothy M. Downs was inaugurated as the 17th president of Northern State University on Thursday, Nov. 10.

THE CEREMONY began at 9:30 a.m. in the newly renovated Johnson Fine Arts Center on the NSU campus.

Downs began at NSU on June 27. Prior to joining Northern, he was the provost and chief academic officer of New York's Niagara University. He provided leadership and supervision for all facets of Niagara University's academic affairs work since 2011.

As provost, Downs helped redefine the first-year student assessment process at Niagara to better place students in courses for academic success. He created a robust teaching and learning center on the Niagara University campus dedicated to faculty and staff development. This faculty development center also assisted instructors in the use of learning management systems and helped them develop new online and hybrid courses.

Now in his 29th year in higher education, Downs began his career as a professor and over time evolved into the administrative ranks in his position as provost. He also has extensive experience in the public higher education arena, with 14 years spent working in the state higher education systems of California and Kansas.



Prior to his time at Niagara University, Downs was dean of the College of Humanities, Business, and Education at Pennsylvania's Gannon University, where he was employed for nine years. He previously was dean of graduate studies and research at Emporia State University in Kansas and assistant vice president for academic affairs at California State University, Los Angeles.

He holds a Ph.D. in organizational communication from the University of

Oklahoma; a master's degree in communication studies from West Virginia University; and a B.A. degree, also in communication studies, from California State University, Sacramento

Dr. Downs looks forward to working with colleagues on campus and in the Aberdeen and South Dakota communities in order to continuously affirm and improve the quality of Northern State University. As a faculty member and administrator, Dr. Downs has always focused on improving students' success, retention, and graduation rates. NSU will continue to emphasize projects on enrollments, enhancing degree programs, upgrading campus facilities, and perpetually

marketing the excellence of Northern State University.

Downs and his wife, Mary, enjoy traveling and exercising their two dogs (Bob and Harvey), along with an occasional round of golf. Mary grew up in Long Beach, Calif., where they met while Tim was employed in the California State University system. Mary's career has been in medical equipment and pharmaceutical sales.



NSU STUDENTS AND STAFF—along with alumni and the entire Aberdeen community and surrounding region—celebrated the **101st annual Gypsy Day** on Saturday, Oct. 1. The parade began at 9 a.m. with the theme of "Gypsies Look to the Future."



THE NSU STUDENT CENTER was packed on Oct. 28 for **Culturefest: NSU's International Festival**. The event featured international cuisine, entertainment and more than 20 booths reflecting various cultures from around the world.

NORTHERN STATE UNIVERSITY SEES INCREASE IN HEADCOUNT, RETENTION RATE

Northern State University had the highest fall 2016 headcount enrollment growth in the South Dakota public university system, according to figures released from the South Dakota Board of Regents.

NORTHERN'S fall 2016 headcount is 3,587, the university's highest since 2012 and a 2.6 percent increase from 3,496 in fall 2015.

NSU's retention rate also jumped to its highest level in over 15 years. The retention rate for last fall's cohort of new first-time, bachelor's degree seeking students is 74.3 percent. That's the highest since at least 1998, the earliest data available. Retention rates for the last five years are 69.3 percent in 2011, 70.7 percent in 2012, 69.1 percent in 2013, 65.8 percent in 2014 and 74.3 percent in 2015.

A contributing factor to the 2015 increase in retention is the university's change to a career-centered academic advising system, with professional advisors housed within academic departments. This change was originally spurred by a federal grant.

Northern has a larger freshman class this year—a headcount of 323, a 4.8 percent increase over 308 students in 2015—and the university wants to continue these upward trends in freshmen class sizes and retention.

"We are very excited by our enrollment and retention outcomes for this fall and hope to

continue these trends in the future," said Dr. Timothy Downs, NSU president.

For overall undergraduate numbers, NSU has a headcount of 3,075 students for 2016, a 1.1 percent increase over 3,041 in fall 2015. For graduate numbers, Northern saw a 12.5 percent increase in headcount from a year ago, from 455 to 512.

Online enrollment increased 9.7 percent since last year, from 1,918 to 2,105. Northern saw a 3.9 percent increase in South Dakota resident enrollment over 2015, from 2,664 to 2,767.

While headcount has increased, the number of full-time equivalent students is down, which typically translates into students taking fewer credits per term. Northern's 2016 FTE is 1,953, a 2.1 percent decrease from 2015, when it was 1,995.

Looking forward, NSU is exploring additional resources, including increased scholarship opportunities, to help students offset educational expenses; helping to further increase enrollments at Northern.

System-wide, the Regents reported that fall enrollment at South Dakota's six public universities increased slightly compared to last year, up one-quarter of one percent. Headcount enrollment was up by 92 students across the entire system.

Total headcount at the six public universities was 36,531, an increase of 0.25 percent over last year. The number of full-time equivalent (FTE) students for the fall 2016 term—based on total credit hours generated by all students within the regents' system—decreased by 84.1 students to a total of 26,599.7, or -0.32 percent.

"Our continued attention to growing enrollments is very important for South Dakota and its economic well-being," said Mike Rush, the regents' executive director and CEO. "We remain committed to increasing the number of students with postsecondary education. Increasing the number of students with four-year and graduate degrees is a critical component of meeting the state's goal to have 65 percent of 25 to 34 year olds with some type of postsecondary credential."

NSU SPEECH AND DEBATE TEAM TAKES HONORS AT RECENT TOURNAMENT

The Northern State University Speech and Debate Team had a stellar showing at the Jackrabbit Joust Forensics Tournament, with a fourth-place tie for the team and several individual successes.

THE TOURNAMENT WAS HELD OCT. 7-8 at South Dakota State University in Brookings. Individual honors for NSU were as follows:

Two NSU debate teams, Jacob Sigurdson/Hannah Higdon and Joshua Hinkemeyer/Corey Klatt, broke into quarter finals.

Joseph Kvale and Tyler Newton placed second in parliamentary debate.

Joshua Hinkemeyer received third place

in individual speaker points in debate and also placed second in Program Oral Interpretation.

NSU Speech and Debate also had a successful season last year, when multiple team members won honors at the prestigious nationwide Pi Kappa Delta National Forensics Tournament in Lexington, Ky.

Dr. Anthony Wachs, coach of the Speech and Debate Team, said he is impressed with

how well team members are debating and competing this year.

"This is the strongest the team has looked in my six years of coaching at NSU," Wachs said. "It truly is an honor to be working with such bright and enthusiastic students."

The team will host its annual oral interpretation contest Oct. 22 on NSU's campus, then compete at Bethany Lutheran's Vocal Viking tournament on Oct. 28-29.

ON SATURDAY, OCT. 15, more than 80 NSU students and employees volunteered in Aberdeen as part of **NSU's Pack Gives Back** event. Following a speech from NSU President Dr. Timothy Downs, students volunteered at various sites throughout the community, led by staff group leaders.



RIBBON-CUTTING CEREMONY, GALA OPENING HELD AT NSU JOHNSON FINE ARTS CENTER

Northern State University held a ribbon-cutting ceremony for its newly remodeled Johnson Fine Arts Center at 5:30 p.m. Wednesday, Oct. 5.

THE CEREMONY was open to the public and took place on the southeast corner of the facility following the South Dakota Board of Regents meeting held on campus.

NSU Provost and Vice President for Academic Affairs Dr. Alan LaFave, former dean of the NSU School of Fine Arts, was event emcee. Also speaking at the ceremony was Dr. Timothy Downs, Northern president; Dr. Michael Rush, Board of Regents executive director; and Nathan Reede, chairman of the NSU Foundation Board of Directors.

The following day was the JFAC Gala Opening, which featured a full-length concert by the iconic rock group Three Dog Night. The performance took place in the newly renovated main theater.

JFAC reopened this fall following a \$15 million remodeling project.



NEVILLE PUBLISHES PEER-REVIEWED ARTICLE IN EDUTOPIA

Northern State University's Dr. Alan L. Neville has published a peer-reviewed article in the popular comprehensive website and online community, Edutopia.



THE ARTICLE, "Recognizing and Celebrating Native American Day," highlights the importance of Native American Day and provides examples of culturally responsive teaching for educators at all levels.

Neville is a professor of education and department chair of teacher education at NSU.

Edutopia is one of the two primary missions of the George Lucas Educational Foundation, a nonprofit operating foundation, founded by filmmaker George Lucas in 1991. Neville's article can be viewed at edutopia.org.

NSU INSTRUCTOR CHOSEN FOR NATIVE NATION REBUILDERS PROGRAM

Northern State University Instructor of Marketing Amber Mathern has been chosen for the eighth cohort of the Native Nation Rebuilders Program.

MATHERN was one of 25 citizens selected from 12 of the 23 Native nations overlapping North Dakota, South Dakota and Minnesota. The Native Governance Center and the Bush Foundation announced the cohort selections late last month.

The Rebuilders Program is the leadership component of a larger initiative launched in 2010 by the Bush Foundation to support tribes as they strengthen their governing capabilities. Rebuilders consist of emerging and existing Native leaders who look to build leadership skills and nation-building knowledge. With this newest cohort, over 140 Native leaders call themselves Rebuilders.

Mathern, a member of the Turtle Mountain Band of Chippewa, has worked at NSU since fall 2015.

"I'm excited about this opportunity because I believe in the mission of the Native Nation Rebuilder program, and have personally



witnessed current leaders across Indian Country develop their own leadership and networking abilities through this program," she said.

Mathern currently serves on the NSU American Indian Advisory Committee and as a co-advisor for the Native American Student Association. She said she plans to share her experiences with others in these organizations.

"My hope is to continue further collaboration on American Indian initiatives and cultural awareness as they pertain to the NSU and Aberdeen communities," she said.

Rebuilders will convene for four structured sessions, during which they will also develop action plans to share knowledge with peers and their respective tribal governments. The sessions involve partner organizations and individuals with expertise in nation-rebuilding, organizing and issues specific to Indian Country.

OTHER RECENT HEADLINES

Aman senior art exhibition planned in NSU Student Center

MTNA/SDMTA annual music competition coming to NSU on Nov. 4

University-civic symphony to present first major ensemble concert in renovated JFAC at NSU

NSU Music Department to host annual fall swing dance on Nov. 4

2016 Concerto-Aria Competition set for Nov. 3 at Northern State University

NSU admissions representative to visit area high schools

NSU representatives to visit Aberdeen Central High School

Visiting artists will create collaborative mapping project, host workshop at NSU

Northern State University Theater to present 'Next to Normal'

Film submitted by NSU Confucius Institute shown at South Dakota Film Festival

NSU hosting group of university students and teachers from Mexico

Northern State University announces 2016 Gypsy Day Parade winners

NSU Marching Wolves to present indoor concert

Author to discuss biography of Reptile Gardens founder at NSU library event

Public invited to suggest name for new NSU residence hall

Fogderud and guests to present 'Music for Big Voices' recital at NSU

NSU's Millicent Atkins School of Education receives grant funding for 2016-17 school year

Constitution Day celebration is Friday at Northern State University

NSU recital will showcase faculty, faculty

NSU awards fine arts scholarships for 2016-17

NSU student organizations receive SDBOR honors

Ticket sales start Friday for Three Dog Night concert at NSU

Opera making its debut in newly remodeled NSU Johnson Fine Arts Center

South Dakota Supreme Court October Term of Court to be held at Northern State University

NSU'S LONG PUBLISHES ARTICLE IN FOREST SCIENCE

An article by Dr. John A. Long, assistant professor of computational biology at Northern State University, was published in the August 2016 issue of Forest Science.

LONG'S article is titled "Mapping Percent Tree Mortality Due to Mountain Pine Beetle Damage." The purpose of the paper was to investigate the ability of several modeling approaches to estimate and map tree mortality due to mountain pine beetle infestation in a section of the Helena National Forest. The result was a two-stage mathematical model that estimates and maps tree mortality with better than 97 percent accuracy. Mapping the location of insect-caused



tree mortality is critical to monitoring forest health, informing management strategies, and understanding ecological relationships. Long earned his bachelor's degree in applied mathematics at State University of New York. He earned both his master's degree in ecological and environmental statistics and his doctorate in ecology and environmental science at Montana State University. He has worked at NSU since May 2015.

NSU'S USITALO PRESENTS PAPER AT RUSSIAN CINEMATOGRAPHY INSTITUTE

Northern State University's Dr. Steven Usitalo presented a paper in July at the All-Russian State University of Cinematography (aka VGIK) in Moscow.

NAMED after S. A. Gerasimov, the university is one of the oldest and most respected film schools in Europe.

Usitalo's paper is titled "Sergei Paradjanov and VGIK." It examines the celebrated Soviet and Armenian film director Sergei Paradjanov and his time spent as a student at VGIK in the 1940s, including his student films.

This paper is part of Usitalo's forthcoming book on Paradjanov and the creation/



invention of Armenian national identity.

Usitalo, professor of history, has worked at Northern for 10 years. He received his undergraduate degree in history at the University of Michigan in Ann Arbor, earned his master's certificate in political history at the University of Helsinki in Finland, and completed his doctoral degree at McGill

University in Montreal.

NSU'S 23RD ANNUAL INTERNATIONAL BUSINESS CONFERENCE TOOK PLACE IN CHINA

For the first time, the annual NSU Conference on International Business and Contemporary Issues in Business took place in China

THE CONFERENCE was held Nov. 2-3 in Jinan. Representing Northern at the event will be: President Dr. Timothy Downs and Mary Downs; Dr. Alan LaFave, provost and vice president for academic affairs; Dr. Willard Broucek, dean of the NSU School of Business; faculty members Dr. Allen Barclay, Dr. Juan Gonzalez, Dr. Keun Lee, Dr. Doug Ohmer, and Dr. Thomas Orr; and Mr. Nathan Roberts, academic advisor.

This is the 23rd year of NSU's international

business conference. This fall's different location is a one-year change that came about as a result of Northern's partnership with the University of Jinan through the Confucius Institute at NSU.

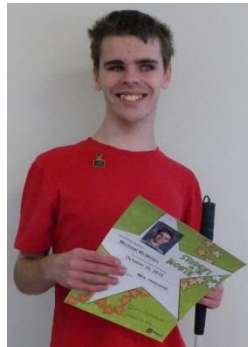
Keynote speaker at this year's conference will be David Simnick, CEO and co-founder of SoapBox Soaps, an all-natural personal-care company that donates a bar of soap or a month's supply of clean water to those in need around the world for every item sold.



Preparing students to step forward with confidence and a vision of lifetime success

Informational Items
South Dakota Board of Regents Meeting
University of South Dakota
Vermillion, SD
December 7-8, 2016

Michael McMillon from Yankton, SD was named "Student of the Month" for October. Michael has been working off campus and is managing his transportation to and from work.



In recognition of Veterans Day, students put on a program under the direction of music teacher Phyllis Heier. Jayne Reuer provided quilts for the Quilts of Valor project that students presented to John Ludwig



The Northern State University (NSU) Campus Lion's Club sponsored a 'Fall Party' for our students with activities in our gym. They made crafts and everyone enjoyed delicious treats plus three students received \$10 iTunes gift cards for their costumes.



(U.S. National Guard who served in Panama, Desert Storm, and Iraq), William

Schaunaman, (U.S Army WWII), Paul Karst (Marines, Rabat, Morocco, Ghana, Vietnam, North Africa, Desert Storm), and Dwight Fast (Airforce).

Beth Lopes' elementary class decided to do a food drive during the month of



November. They are collecting from family, friends, and staff in hopes of presenting

a large supply to The Journey Home. This lesson in reciprocity is important for our students. They come to understand they can also help others in their community.

During the month of October elementary PE classes were able to explore and play with scooters. Some of the activities included individual scooter challenges and group challenges such as making a train and moving through



the gym. Using scooters helps students to build upper body and lower body strength and endurance. One of the student's favorite activities is called "Blast Off" where students hold their feet to the wall and push off using cue.

Three students served by the SDSBVI Outreach Program were able to experience Space Camp in Huntsville, AL. Indira Dillon, SDSBVI Outreach Vision Consultant, accompanied three outreach students to Space Camp for Interested Visually Impaired (SCIVIS) at the US Space and Rocket Center in Huntsville, Alabama.

The students each received funding from the South Dakota Foundation for the Blind and Visually Impaired for the cost of the camp. Savannah Westrom



from Viborg participated in Aviation Challenge Mach III which had air-flight simulations, pamper pole climbing, zip-line experiences, water survival, and orientating and team building.



Ramsey Stanga from Sioux Falls and Dominick Woodraska from Yankton participated in "Space Academy: Level 2" which was considered like astronaut training where they completed experiments in a space lab, experienced the multi-access training (MAT) chairs, built and launched rockets, and completed space missions as a member of mission control.

Several residential students and staff had a great time attending the "Forest Drive Fright Night" sponsored by the Richmond Lake and Mina Lake Recreation Areas. The students tried out their hand at navigating the pumpkin obstacle course, throwing gourds into a



toilet, showing off their coloring skills in the Halloween contest, and singing during the hayride. The day ended in the warming house at Forest Drive with hot

chocolate, apple cider, and treats. Students also received free stocking caps from Runnings Fleet & Farm.

Several residential students and staff picked pumpkins at The Pumpkin Ranch



and visited Fred & Janel Ludwig's home where they roasted s'mores over a campfire and spent time enjoying the Ludwig's 4-legged family members, Taz



and Bud, who are soft and loveable huskies. Janel gave the students and dogs rides

around their yard in her fancy golf cart while Fred gave rides in his Vintage 1946 Ford Truck.

The South Dakota Foundation for the Blind and Visually Impaired along with the South Dakota Arts Council sponsored this fall's artist-in-the-schools, Theatre artist Fran Sillau who completed a week long residency. The week ended with a student performance.



Students celebrated Red Ribbon Week with days designated for different themes. The purpose of Red Ribbon Week, which is celebrated in many public schools, is to promote drug awareness and healthy living.

The SDSBVI now broadly boasts its own fence art thanks to the Arts and Special Activities Committee.



SDSBVI is excited to have been chosen by the American Printing House (APH) to field test new products.



Schelbie DeHaai, a student at SDSBVI from Miller SD, is pictured using the “Snap Circuits Jr. Access Kit” to study electric current and electric circuits in Ms. Mundschenk’s Physical Science class. She is using the Kit to create a variety of series and parallel circuits by applying and experimenting with concepts she has learned. Schelbie is part of a group of students that are field testing this Kit for the American Printing House. The kit is available commercially but APH has adapted it by adding braille labels and large print/braille instructions to make the kit more accessible for students who are blind or visually impaired.

Student Council members Larissa Enget, Schelbie DeHaai, Jordan Houseman, Michael McMillen, Marcus Van Dam, and Michael Wingen, along with several friends and staff members Dale Aman, Indira Dillon, Hilary Filler, and Marjorie Kaiser participated in the White Cane March along 41st Street in Sioux Falls, SD to recognize “White Cane Day”.



After participating in the march, students also enjoyed checking out the Ferris wheel and escalator in the Scheels store. The activity provided lessons in mobility, self-advocacy, and social skills all wrapped into one adventure.



South Dakota School for the Deaf

South Dakota Board of Regents

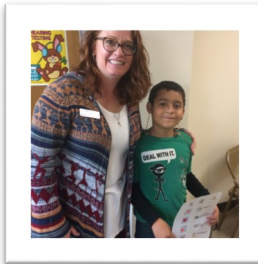
Informational Items

December 6-8, 2016



Cochlear Implant Mapping with University of South Dakota

Submitted by Nina Ringstmeyer & Kerry Ruth



SDSD Outreach Consultants, Nina Ringstmeyer and Kerry Ruth, assisted in the 12th West River Cochlear Implant Mapping in Rapid City on October 11–14, 2016. Through a collaborative effort with Rapid City Area Schools (RCAS) and the University of South Dakota (USD) Scottish Rite Speech and Hearing Clinic, SDSD was once again able to offer an opportunity for families living west-river to have their child's cochlear implant and osseointegrated device services (including programming/mapping and evaluation of auditory development) provided closer to home. In addition to providing those services, the USD team was also able to provide audiology evaluations and consultations.

The RCAS enabled the USD team to utilize the sound booth located in the Jefferson Building. The SDSD mobile lab was also used for booth testing. Dr. Messersmith and a team of four audiology students saw a total of 27 kids for audiology appointments. A variety of services were provided including: two cochlear implant activations, twelve cochlear implant programming appointments, four osseointegrated device programming appointments, and nine consultation/evaluation appointments. As part of their doctoral audiology program, Au.D. students at the University of South Dakota were also on hand to assist with the evaluations.

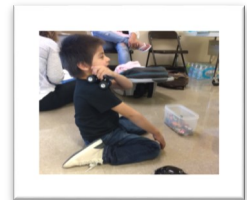
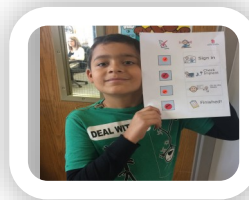
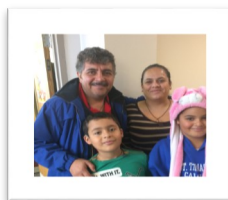


Dr. Elizabeth Hanson from the USD Department of Communication Sciences and Disorders was available, along with two of her students, to provide communication support and language evaluations for clients.

Inside this issue:

West River Evaluations	2
Meet Jodi Schnider	3
West River Workshop	4
"Hall"oween Trick or Treat	4
Audiology News	5

This is a great opportunity for families who would otherwise have to travel a minimum of 12 hours for these services. Thank you to the SDSD Foundation for supporting this event. The next cochlear implant outreach clinic is scheduled for spring of 2017.



Watertown Public School Training

Submitted by **Laura Scholten**



On October 25, SDSD Outreach Consultants, Julie Delfs and Laura Scholten, offered a professional development opportunity to twenty speech-language pathologists (SLPs) in the Watertown area. The topic was “Affordable Therapy for Deaf/Hard of Hearing Students”. The SLPs learned about resources for all ages to address speech, audition, language, social skills, self-advocacy, and academics. Participants left the training with a variety of new ideas as well as free resources to use in working with students with hearing loss.

West River Evaluations

Submitted by **Nina Ringstmeyer & Kerry Ruth**



For the third consecutive year, SDSD offered multidisciplinary evaluations for clients on the western side of the state. On October 3-4, a team of evaluators, fluent in ASL, traveled to Rapid City to provide this much needed service to schools and families. Three clients were evaluated at the Family Residency Clinic in Rapid City. The Family Residency Clinic is a Regional Health facility that is a teaching clinic for medical students. They partnered with SDSD to provide a location for this evaluation, free of charge. SDSD clients were assessed in the areas of ability, achievement, speech-language, social/emotional, and ASL skills. Completed evaluation reports are provided to the school districts and families as part of their multi-disciplinary assessment process required by the State Department of Education. Without this opportunity, families would have to travel six hours one-way to participate in this evaluation process. The schools that participated lack the resources necessary to complete an evaluation for students who use ASL. The families, schools, and students were grateful for this opportunity.

Fairview Training

Submitted by **Nina Ringstmeyer & Kerry Ruth**

On October 20-21, Outreach Consultants, Nina Ringstmeyer and Kerry Ruth, hosted a Fairview Training Workshop for professionals and parents in Rapid City. The Fairview Learning Program that was presented is designed specifically for students who are deaf or hard of hearing. Fairview provides individuals with literacy tools that allow access and increase fluency in English and ASL. This program can be integrated into any existing reading program. Trish Vierra, Owner/CEO, instructed over 51 participants about the program. Attendees had the opportunity to receive continuing education contact hours. This two day workshop is the second opportunity for many people west river to learn about Fairview. Special thanks to the Black Hills State University – Rapid City Campus for allowing SDSD to utilize their facility and to the SDSD Foundation for furnishing the refreshments and snacks.



A Partnership with Families

Submitted by Kami Van Sickle



We asked Nicole Nelson about SDSD Outreach services. Keep reading to learn how SDSD has impacted her family.



How did you learn about SDSD Outreach?

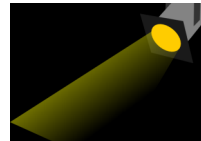
We learned about SDSD Outreach at a hearing loss clinic at Sanford Hospital. This clinic was optional and not mandatory.

How has SDSD Outreach's involvement benefited your child?

SDSD Outreach involvement has greatly benefited my child. We had immediate access to American Sign Language (ASL) and information regarding options we had as a family to learn more about having a child that is Deaf. They also were able to put us in contact with other families during group events.

What would you say to other families who are considering SDSD services?

The one thing that will benefit your family and allow you to feel comfortable is meeting and interacting with other families. SDSD is a great place to get involved and allow your child to interact with other children similar to them.



SDSD Staff Spotlight: Jodi Schnider

What got you interested in working with deaf/hard of hearing children?

I was lucky enough to have some experience with kids that are deaf/hard of hearing in my previous role as a special education preschool teacher. It has been beneficial to have been on the other side of the consultant role, accepting suggestions and strategies from the "experts in the field". It taught me how to work cooperatively with outside agencies. So now that the roles are reversed, I understand how to work with many different team members and agencies.



SDSD

What do you like most about SDSD?

I love the team of professionals I get to work with every day. We are fortunate enough to have each other to use as resources throughout the state. Also, no two days are ever the same. As different situations arise, we must adapt and learn, and that helps me keep up on the latest strategies and technology.

If you could share only one piece of advice about deaf/hard of hearing children, what would it be?

Show me, don't tell me.

West River Workshop

Submitted by Nina Ringstmeyer & Kerry Ruth

On November 4, SDSD presented a speech and language workshop for professionals working with students that are deaf/hard or hearing or low language producers. Laura Scholten and Sarah Lingle traveled from Sioux Falls and Pierre to present on “Affordable Therapy for Deaf/Hard of Hearing Students” at the Black Hills State University Center in Rapid City. Forty educators attended the informative workshop. Speech, audition, language, self-advocacy, academics and social skills were just some of the topics presented. A special thanks to the Black Hills State University – Rapid City Campus for the use of their facility and the SDSD Foundation for refreshments and snacks!

Pottery Event

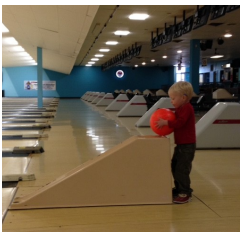
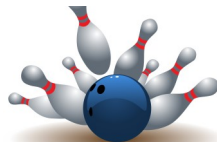
Submitted by Nina Ringstmeyer & Kerry Ruth

On November 4, South Dakota School for the Deaf Outreach Consultants, Kerry Ruth and Nina Ringstmeyer, hosted a girls' ornament painting event at Pottery 2 Paint in Rapid City. Six girls participated in the activity. Thank you to the SDSD Foundation for sponsoring this event.



Bowling Event

Submitted by Nina Ringstmeyer & Kerry Ruth

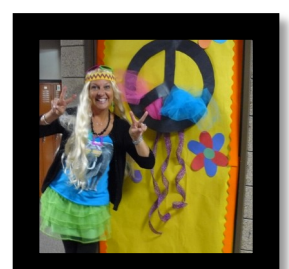
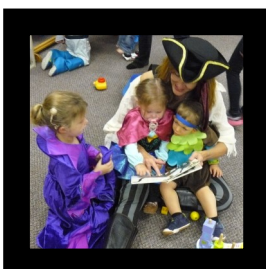


On October 29, South Dakota School for the Deaf Outreach Consultants, Kerry Ruth and Nina Ringstmeyer, hosted a “Bowling with the Boys” event. The afternoon of bowling was held in Rapid City at Meadowood Lanes. Six boys and their families enjoyed the event. A huge thank you to Meadowood Lanes for waiving the shoe fee and the SDSD Foundation for providing pizza, drinks, and bowling.

“Hall”oween Trick or Treat

Submitted by Jodi Schnider

SDSD Teen group hosted a family event for Halloween. The teens invited South Dakota Association for the Deaf community members, Foundation Board members, Augie Deaf Awareness group, and SDSD Outreach Consultants to decorate a door in the SDSD building and dress according to their door theme. The “Hall”oween event was similar to that of a “Trunk or Treat” without the worry of the weather. SDSD families were able to dress up and gather treats from each of the 14 doors and then continue their fun into the Family Sign Language Class. The event brought out approximately 70 ghouls and goblins. “Hall”oween was a great success and there is hope to expand



In-service Update



www.sdsd.sdbor.edu

2016-2017 Consultant In-services

In-services
105

1255
South Dakotans
Educated

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 November 10, 2016 on SDSD's campus and via the mobile lab.

Total Screened	7,350
Total Evaluated	2,588
*SNHL Found	147
*CHL Found	294
Mobile Sites	70

SNHL—sensorineural hearing loss
CHL—conductive hearing loss



www.sdsd.sdbor.edu/audiology.htm

South Dakota School of Mines & Technology

Legacy News

December 2016
 Board of Regents

Tiospaye Center for American Indian Scholars Dedicated

Malone Family Gift Enables New Space

The family of Maria “Agnes” Roybal Trujillo has made a generous donation to build an expanded Tiospaye Center to support Native American students at the South Dakota School of Mines & Technology.

Donors Diane and Bob Malone of Texas attended a dedication ceremony at the university in honor of Diane’s mother who encouraged her children to incorporate their culture into better opportunities for themselves and others.

Family members also attending were Debbie Ponzio, Dean Elmore and Doreen and Dan Gehrer. Debbie and Doreen are also daughters of Agnes.



Agnes grew up in an orphanage in the Denver area, where her individuality and heritage were suppressed and her Native American culture not honored or

recognized. She went on to earn her high school diploma, unusual for any American Indian in the early 1940s. This accomplishment remained a point of pride for the rest of her life, and Agnes instilled the value of education in her children.

Bob Malone visited the School of Mines and was impressed with the university’s Tiospaye program, which up until this fall was managed out of a small 200-square-foot

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SD Mines Awarded \$1.1 Million from NSF, Vucurevich for Program to Graduate More Women in Engineering

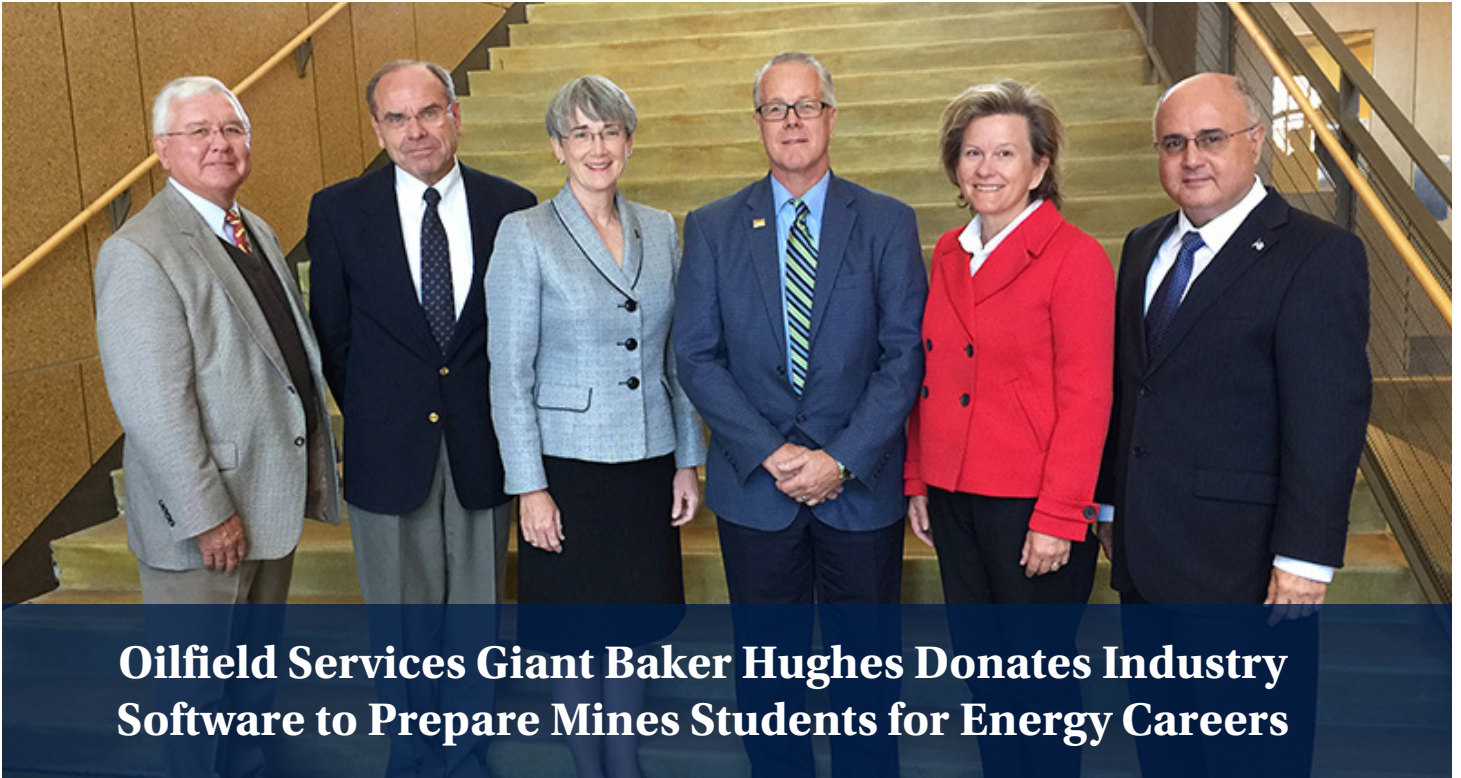
The South Dakota School of Mines & Technology has been awarded over \$1.1 million from the National Science Foundation (NSF) and John T. Vucurevich Foundation for the Culture & Attitude Program.

The program aims to attract, retain and graduate more women and underrepresented students in engineering through scholarships, industry mentors, professional development and new curriculum that engages diverse

learning styles. The Culture & Attitude program will also partner with local nonprofits, the city of Rapid City and the Native American Sustainable Housing Initiative to incorporate service learning into the classroom.

“The nation needs more engineers, and women are still underrepresented in the profession,” said Heather Wilson, President of the School of Mines. “This grant will help us look at learning styles and how to more be more effective in our teaching.”

continued on next to last page



Oilfield Services Giant Baker Hughes Donates Industry Software to Prepare Mines Students for Energy Careers

From left to right, Ron Jeitz, SD Mines Foundation officer; Eric Sullivan, Baker Hughes Inc. senior technical advisor, research & development; Heather Wilson, SD Mines president; Scott Schmidt, Mines alumnus and Baker Hughes Inc. vice president, Drill Bits; Laurie Anderson, Ph.D., SD Mines head of Department of Geology & Geological Engineering; Rustom Mody, Baker Hughes Inc. vice president, Technical Excellence

Baker Hughes Incorporated, an international oilfield services company, has donated industry-grade reservoir performance software valued at \$1.8 million to South Dakota Mines to help train students for careers in the petroleum industry.

The gift was announced during a presentation on campus attended by Baker Hughes executives. With 36,000 employees in 80 countries, Houston-based Baker Hughes develops next-generation technology to help oil and gas operators get the most from their reservoirs.

Baker Hughes donated JewelSuite™ software for geologic modeling, reservoir engineering, 3D and 4D geomechanics, and wellbore stability, MFrac™ and MShale™ software packages for fracture modeling and design, and Completion ArchiTEX™ (CTX) software for completions design. The software will be used in geology and geological engineering classes, the petroleum field camp and a new geomechanics course.

In recent years, 20 percent of Mines graduates have gone on to careers in the energy industry, and Baker Hughes has been the fifth-highest employer of Mines graduates for the past five years.

The new software will also support independent student research projects.

Mines offers bachelor's, master's and doctoral

degrees in geological engineering and geology, as well as a minor and a certificate in petroleum systems.

"This generous gift from Baker Hughes will help our students be better prepared when they join the professional workforce. It's the kind of gift that enhances several of our courses while keeping the cost of college down," said South Dakota Mines President Heather Wilson.

Baker Hughes executives visited with students to share the company's commitment to ensuring a pipeline of trained candidates enter the industry.

"We are proud to partner with a university that has taken such an active role in developing the next generation of innovators for the oil and gas industry," Mody said. We believe real-world experience is invaluable when entering the workforce, and we hope our software donation will help more students gain that experience."

South Dakota Mines announced its Energy Resources Initiative three years ago to leverage the university's expertise and research, as well as its location in an energy-rich region of the country, near the Williston, Denver and Powder River basins.

Since then, SD Mines has added a Petroleum Systems Minor and a Petroleum Systems Graduate Certificate and is in the process of hiring a permanent director.



Mines Professor Logar Honored with National Mentoring Award

Antonette Logar, Ph.D., a computer science professor at the South Dakota School of Mines & Technology, has received the prestigious national Tau Beta Pi McDonald Mentor Award.

The award celebrates Tau Beta Pi educators for excellence in mentoring. It is presented to one college educator in the United States each year who has consistently supported the personal and professional development of students and colleagues.

Logar's achievements "exemplify the diverse contributions that engineers make to society," the Tau Beta Pi award letter said.

With a national membership of over 550,000, Tau Beta Pi is the oldest engineering honor society in the United States. It honors engineering students who have shown academic, personal and professional achievement.

Logar is a long-time coach of the South Dakota Mines computer programming team. Along with Edward Corwin, Ph.D., she has coached the team to six qualifications for the world finals competition of the Association for Computing Machinery (ACM) International Collegiate Programming Contest (ICPC). In 2013, Logar and Corwin were honored with a lifetime achievement award during the team's fifth appearance on the international stage in Russia.

In May of 2017, the international ICPC competition will be hosted in Rapid City, in part due to the influence of Logar and Corwin.

"Toni Logar is the kind of professor-mentor who makes a difference in every life she touches. She richly deserves this recognition," said South Dakota Mines President Heather Wilson.

Logar received a B.A. in geology from Lehigh University, a B.S. in computer science from South Dakota Mines, a M.S. in computer science from the University of Minnesota, a Ph.D. in Computer Science from Texas Tech, and a law degree from the University of Louisville. She joined the Mines faculty in 1983 and has served as a professor of computer science, chair of the Department of Mathematics & Computer Science and dean of Graduate Education. She also serves on the executive committee of the Mount Rushmore Society.

This is the second time the McDonald Mentor award has been awarded to a Mines faculty member. Carter Kerk, Ph.D., industrial engineering professor, received the inaugural award in 2006.

Logar attended the award ceremony in San Diego, where she was presented with a \$1,000 cash prize, \$1,000 donated to the Mines Tau Beta Pi chapter in her name and an engraved medallion.



Chemical Engineering Lab Named for Alumnus & Retired Dow VP

The South Dakota School of Mines & Technology has named its unique industrial-scale chemical engineering teaching laboratory in honor of Gary Veurink, a prominent alumnus who, with his wife Ruth, has established an endowment to help prepare chemical engineering students for their careers.

The gift will provide monies for continuous upgrade of experiments and to infuse future innovative technologies into the renamed 5,000-square-foot Veurink Chemical Engineering Unit Operations Laboratory. It will also fund the prestigious Gary and Ruth Veurink Scholarship, which will cover at least half a student's annual tuition and fees.

The lab features a two-story distillation column and other pilot-scale equipment similar to what chemical engineering students will use in industry after they graduate. It is one of the few pilot-scale unit operations laboratories on college campuses, as the trend has been to turn to table-top scale experiments to train students.

Veurink, a 1972 alumnus, joined Dow Chemical Co. and rose through the company to become a corporate vice president with direct responsibility for Dow's global manufacturing and engineering operations and all new capital projects. This included a 23,000-employee organization with more than 150 manufacturing sites in 39 countries, as well as an annual \$4 billion operations budget and a \$2 billion plus new-projects budget. He retired after 35 years. Following his retirement he spent six years as chief operating officer at Washington, D.C.-based International Justice Mission, a human rights agency that protects the poor from violence.

"The Chemical Engineering program at Mines is exceptional, in part, because of the generous

contribution by the Veurinks. This teaching lab and scholarships to help our students make a tremendous difference, and we appreciate their generosity," said Heather Wilson, president of South Dakota Mines.

While many other universities may have reduced the number of unit operations lab hours in their chemical engineering B.S. curriculum, the Chemical Engineering program at South Dakota Mines has not lowered its requirements over the years. More than 20 industrially relevant experiments are conducted in the laboratory. The laboratory was originally built in 1957 and completely renovated six years ago.

"Our choice is to have hands-on experiences from the freshman level to the senior level. That's one of the undergraduate experiences that makes us unique. Experience working in a pilot-scale laboratory like this makes a difference in industry when companies are hiring," said Robb Winter, Ph.D., head of the Department of Chemical & Biological Engineering.

For the past five years, 100 chemical engineering graduates from South Dakota Mines have been hired into industry, with LyondellBasell, Cargill and Dow Chemical the top employers.

"We believe our career success, the goodness we have experienced in our marriage and family, the associated financial resources we have are all gifts from God, and we are intent on honoring him in our gifting. We also feel quite strongly that the SD School of Mines was a critical aspect of our lives and we want to express our gratitude in a tangible way to the institution and be active in highlighting that the institution was instrumental in our lives," Veurink said.



Mines Hosts “Night at the Museum,” Students Trick or Treat for Canned Goods

Nearly 300 people attended the ninth annual Halloween-themed “Night at the Museum,” hosted at the South Dakota Mines’ Museum of Geology Oct. 29.

Children and adults alike dressed in Halloween costumes for trick or treating in the museum.

Members of the South Dakota Mines Paleo Club hosted hands-on educational activities and games surrounded

by the museum’s mounted skeletons and fossils of millions-of-years-old dinosaurs, mammals and marine reptiles.

Dressed in costumes, SD Mines students also canvassed the neighborhood around campus, collecting 1,345 pounds of food for Feeding South Dakota.

Additionally this year, students conducted a follow-up food drive. On Nov. 10, they visited parts of town not covered on Oct. 29 collecting canned food or monetary donations for Feeding South Dakota.



Intern Spotlight

Jeremy Feist | Burns & McDonnell

Senior civil engineering major Jeremy Feist, from Newcastle, Wyo., worked on a project that dealt with the foundation work for 50-foot-plus vertical vessel towers within a refinery in North Dakota. Here, he’s pictured on the patio of Burns & McDonnell’s new addition to the world headquarters in Kansas City, Missouri.

Fortune 500 Company Leader Addresses Mines Students



Diana Peninger, vice president of the \$2 billion Acetyl Intermediates business at Celanese, spoke at the South Dakota Mines on Nov. 3.

Peninger, a South Dakota Mines alumna, discussed her experiences in leadership as part of the Women in Science & Engineering speaker series designed to

mentor students in science, technology, engineering and mathematics education. The public is invited to the presentation at 4 p.m. in the Christensen Hall of Fame in the King Center. There is no charge.

Celanese is a Fortune 500 global technology and specialty materials company.

Peninger is a member of the governing board of the Committee of 200, an invitation-only membership organization of the world's most successful women entrepreneurs and corporate senior executives, and is dedicated to helping women in professional fields.

Peninger graduated from South Dakota Mines in 1986 with a bachelor's degree in chemical engineering and began her career with Celanese in 1987. She has leveraged her engineering degree as a strong foundation for various leadership positions in business.

"By helping build young men and women's thirst for knowledge, we will set the path for motivated and innovative people who will continue to make the world a better place," Peninger said.

At Mines, she was the founding president of the local chapter of the Alpha Delta Pi sorority.

Speaker Series Features Scientists from National Labs, Universities

The South Dakota School of Mines & Technology Chemical & Biological Engineering speaker series will feature scientists, medical doctors and entrepreneurs from national laboratories, elite research universities and hospitals.

The public is invited to all presentations, which will include topics such as energy conversion and generation, nanomaterials, health science, biomedical engineering, catalysis and reaction engineering and the Earth's climate.

The presentations are from 11 a.m.-noon in room 252 of the Electrical and Engineering Physics Building. The spring dates are:

Jan. 24 – Clayton Radke, Ph.D., University of California, Berkeley, catalysis, surface and colloidal science

Jan. 31 – Bhasker Purushottam, M.D., Rapid City Regional Hospital, cardiology research, health/ biomedical research

Feb. 14 – Alan Marshall, Ph.D., Florida State University and National High Magnetic Field Laboratory, specialized FT-ICR MS for detection of hundreds of intermediates

March 7 – Faye McNeill, Ph.D., Columbia University, Earth's climate and atmospheric composition, aerosols

March 21 – Alexander Neimark, Ph.D., Rutgers University, nanostructured materials, porous materials, molecular dynamic simulation

April 4 – Linda Broadbelt, Ph.D., Northwestern University, catalysis, depolymerization and polymerization chemistry

April 11 – Arup Chakraborty, Ph.D., Massachusetts Institute of Technology, adaptive immune response, infectious diseases, pathogens

April 25 – David Tirrell, Ph.D., California Institute of Technology, macromolecular design, protein evolution, biological imaging, and proteome-wide analysis of cellular processes

Mines Entrepreneur-in-Residence Haar Receives Enterprise Award

Entrepreneur-in-Residence Darren Haar recently received the Spirit of Enterprise award recognizing personal commitment, dedication and achievement in entrepreneurship.

Haar was honored during the Innovation Expo, which focuses on connecting entrepreneurs, innovators, angel investors, venture capitalists and others involved in start-up companies.

The award honors someone who is directly responsible for helping shape the entrepreneurial culture of South Dakota.

Haar is a visionary business leader with a proven track record of driving growth and managing change in a diverse set of business environments in Asia, Europe and the Americas. He is able to quickly establish strategic direction, identify areas for growth, reduce cost and develop a strong leadership team.

Haar returned to the Black Hills a couple of years ago, most recently having served as DuPont's global business director, Microcircuit Materials. At South Dakota School of Mines, Haar volunteers as head Entrepreneur-in-Residence (EIR), working with faculty researchers and students to take the university's technology into the marketplace. He helped launch and sponsor the Black Hills student business plan competition on campus, now in its third year. Haar has also represented the School of Mines as a member of Stanford's Epicenter Pathways to Innovation, a national effort to promote innovation and entrepreneurship on our nation's campuses, and has acted as a National Science Foundation iCORPS mentor.

He launched two angel funds to assist local

entrepreneurs in gaining access to capital, currently serves as the chairman of the Black Hills Regional Angel Fund and is an active member of the mayor's economic development task force. Haar is also a board member of the Rapid City economic development partnership.



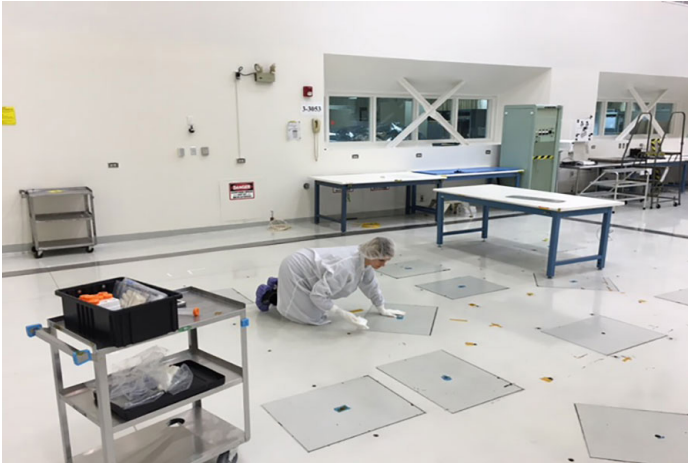
"It's impossible to be around Darren Haar and not be enthusiastic about entrepreneurship. We love having him working with our students and faculty on the campus and linking us to the business and start-up community," said South Dakota School of Mines President Heather Wilson.

Additionally, Haar leads the effort to build a tech park/incubator in Rapid City, sits on numerous start-up boards and participated as a statewide delegate in an EPSCOR effort to enhance innovation and entrepreneurship surrounding federally funded research. He runs his own small company and launched a campaign to create 1,000 tech jobs in the Rapid City area (TECH 1K).

"If there was only one word I could use to describe this guy's drive and best quality that word would be passion, passion to help the community progress, grow and innovate. He really cares about making a difference in our community," said Ben Snow, president of Rapid City Economic Development Partnership.

The Spirit of Enterprise award is given by the Enterprise Institute and is sponsored by the Rushmore Region Alliance.

Microscopic Contamination on Other Planets Focus of NASA Internship



Courtney Carlson, a SD Mines senior, recently returned from an eight-month research-based internship at NASA's Jet Propulsion Laboratory, where she studied the impact of microscopic contamination on other planets.

Carlson, a chemical and biological engineering major from Brandon, S.D., was one of 19 Mines students awarded a 2016 South Dakota Space Grant.

"Microorganisms – bacteria, fungi, archaea, etc. – are ubiquitous on Earth, and if proper countermeasures are not implemented, they can easily latch onto space-bound equipment," said Carlson's advisor Rajesh Sani, Ph.D., of the Department of Chemical & Biological Engineering.

To prevent this, the Biotechnology and Planetary Protection Group at the NASA Jet Propulsion Laboratory dedicates much of its efforts to researching potential culprits for forward contamination and developing sterilization methods.

Carlson's research focused on characterizing microorganisms isolated from extreme environments and testing their survivability under simulated Mars conditions. She uncovered a strain of bacteria that could serve as a model specimen for developing new sanitation techniques to prevent forward contamination. She also worked on characterizing the microorganisms that inhabit the International Space Station.

Carlson has returned to campus for the fall 2016 semester to continue research under Sani and work on a manuscript to publish her research findings.

Pulitzer Prize Winner, *New Yorker*, *Slate* Writer Jonathan Weiner Speaks at SD Mines

Pulitzer Prize-winning journalist Jonathan Weiner recently spoke at the South Dakota School of Mines & Technology to a packed ballroom. The event was co-sponsored by the South Dakota Humanities Council (SDHC).

One of the most distinguished popular science writers in the country, Weiner won the 1995 Pulitzer for general nonfiction for *The Beak of the Finch: A Story of Evolution in Our Time*. He has also won the National Book Critics Circle Award and the *Los Angeles Times* Book Prize.



His writing has appeared in *The New Yorker*, *The New York Times Magazine*, *Slate*, *The Washington Post*, *The New Republic*, *Scientific American*, *Smithsonian*, and he is a former editor at *The Sciences*.

Weiner is the author of *Long for This World: The Strange Science of Immortality*; *Time, Love, Memory*, *His Brother's Keeper*, *The Next One Hundred Years*, and *Planet Earth*. His book research has received support from NASA, the Alfred P. Sloan Foundation and the John Simon Memorial Guggenheim Foundation.

Today, he teaches science writing at Columbia University's Graduate School of Journalism, where he serves as the Maxwell M. Geffen Professor of Medical and Scientific Journalism. He has taught at Princeton University, Arizona State University and Rockefeller University.



“Heavy Metal” Scholarship Fundraiser Showcases Blacksmithing, Gold Panning, Volcano Rovers & More

The South Dakota School of Mines & Technology’s “Heavy Metal” fundraiser raised \$28,000 in scholarships Oct. 27. The event featured mining, geology, metallurgy and music with interactive demonstrations, including blacksmithing, gold panning, a robotic volcano rover and live rock-themed performances by the pep band and dance team.

A \$1,000 Delta travel package was raffled, along with a Vertex membership and Mines gift bag with four basketball season tickets. Silent auction items include a 2003 PRS Singlecut guitar and a wine basket featuring wines from countries with mining operations

worldwide. Additionally, the blacksmithing club sold hand-forged metal roses, and the geology department sold minerals.

Sponsors included: Bursch Travel, Black Hills Energy, Innovative Materials and Processes, Midcontinent Communications, RESPEC, Simpsons Printing, Black Hills Corporation, Liv Hospitality, Lynn, Jackson, Schultz, & Lebrun, Ketel Thorstenson, Sanford Underground Research Facility, Nooney & Solay, RPM, Laurie and Loralie Chamberlin and Dr. Richard and Nancy Gowen.



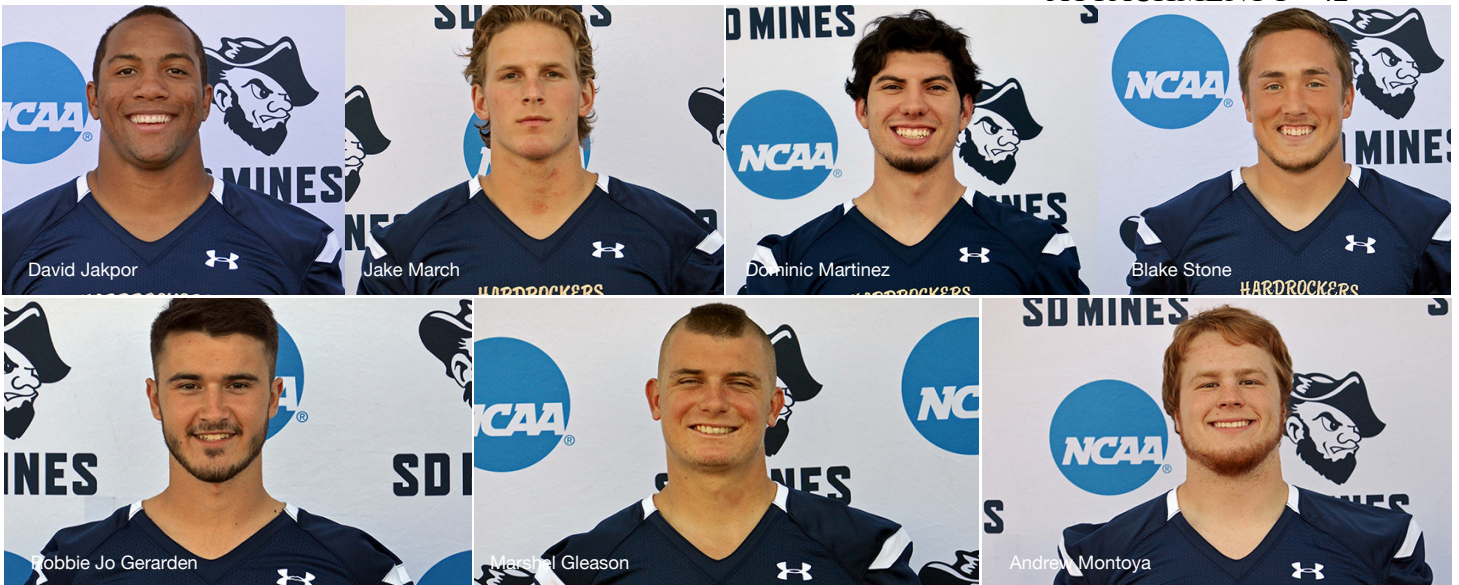
SD Mines Career Fair Hosts 127 Employers including Google, Microsoft

SD Mines hosted 127 employers for the annual fall Career Fair, including

Google, one of 21 companies that participated in the career fair for the first time.

Over 1,000 Mines students attended, networking with employers including Burns & McDonnell, Barrick Gold,

Cargill, Caterpillar, Garmin, EchoStar, Microsoft, Sanford Health and Dow Chemical, as well as regional companies and engineering firms. In all, 126 employers from 26 states, including 37 from South Dakota, were on hand to visit with Mines students. South Dakota companies include Daktronics, POET, Raven Industries, TSP and Vishay. In addition, nearly half of the employers stayed to conduct next-day interviews.



Hardrocker Football Players Named to RMAC All-Academic Team, Honor Roll

South Dakota Mines Hardrocker David Jakpor was named to the Rocky Mountain Athletic Conference Football All-Academic First Team Defense, while Jake March, Dominic Martinez, Blake Stone, Robbie Jo Gerarden, Marshal Gleason and Andrew Montoya earned RMAC Honor Roll accolades.

To be eligible for consideration, a student-athlete must carry a 3.30 cumulative grade point average and must have been an active student at the institution for at least two consecutive semesters or three consecutive quarters.

Jakpor, a senior linebacker from Phoenix, Ariz., majoring in civil engineering with a 3.33 GPA, currently leads the Hardrockers and is eighth in the RMAC with 56 total tackles. He also has four tackles for a loss, one pass breakup and one fumble recovery this season.

“Scholar-athletes have higher average GPAs than the student body as a whole. This recognition is a testament to the hard work of these young men,” South Dakota Mines President Heather Wilson said.

Gleason is the starting kicker for the Hardrockers, and so far this season has had 51 kickoffs for 2,864 yards. He also has 10 touchbacks and has made good on one field goal from 28 yards. Gleason is a senior industrial engineering major with a 3.36 GPA from Anaheim, Calif.

Martinez has 34 total tackles on the season with one sack and one pass break up. Martinez is a senior

interdisciplinary sciences major with a 3.41 GPA from Gallup, N.M.

March has recorded 19 tackles so far this year, including two sacks and two quarterback hurries. March is a sophomore industrial engineering major with a 3.66 GPA from Puyallup, Wash.

Gerarden is second on the team in scoring with 44 points. He has made three of six field goal attempts and is 35-36 on PATs. Gerarden is a sophomore mechanical engineering major with a 3.42 GPA from Black Diamond, Wash.

Stone has filled in as a relief player for the Hardrockers, making game appearances against William Jewell, Dixie State, CSU-Pueblo and Colorado Mines. He has one sack on the season. Stone is a junior civil engineering major with a 3.41 GPA from Rapid City.

Montoya has also seen an increase in playing time. He has appeared in games against Dixie State, CSU-Pueblo, Adams State, New Mexico Highlands and Colorado Mines. He has one sack so far this year. Montoya is a redshirt freshman electrical engineering major with a 4.00 GPA from Rapid City.

“Our student-athletes are among the most committed in all of NCAA Div. II athletics,” said Hardrocker football head coach Zach Tinker. “The curriculum our players attack every day in the classroom is second to none, and Hardrocker football is built on the foundation that excellence in the classroom will never be compromised for success on the field.”



Mines Volleyball Players Honored by Rocky Mountain Conference

South Dakota Mines sophomore Anna Breidt has been named to the 2016 Rocky Mountain Athletic Conference All-Academic First Team. While Hardrocker senior Emily Stickney, junior Emily Newton and sophomore Darla Drenckhahn were named to the RMAC Honor Roll.

To be eligible for consideration, a student-athlete must carry a 3.30 cumulative grade point average.

Breidt is a 6-foot-1-inch middle hitter from Fort Collins, Colo., majoring in industrial engineering with a GPA of 3.84.

Newton, a 6-1 middle hitter from Loveland, Colo., majoring in civil engineering, earned RMAC Honor Roll recognition with a 3.74 GPA.

Drenckhahn, a 5-9 right side hitter from Lakeville, Minn., majoring in computer science and mathematics earned a spot on the RMAC Honor Roll with a 3.43 GPA.

Stickney is defensive specialist and outside from Boise, Idaho, majoring in atmospheric sciences with a 3.48 GPA. She contributes to the Hardrocker volleyball program as a reserve player.

RMAC Recognizes Hardrocker Soccer Players for Academic Achievements

South Dakota School of Mines & Technology senior Erik Fenske was named to the 2016 Rocky Mountain Athletic Conference (RMAC) Men's Soccer All-Academic First Team announced by the league.

Fenske, a defender for the Hardrocker soccer team, is a chemical engineering major from Savage, Minn., with a cumulative GPA of 3.89. He is one of 10 individuals in the RMAC to receive First Team honors.

To be eligible for consideration, a scholar-athlete must carry a 3.30 cumulative grade point average and must have been an active student at the institution for at least two consecutive semesters or three consecutive quarters.

The SD Mines soccer team had seven scholar athletes make the list, including:

- Brandon Lind, a senior defender majoring in mechanical engineering from Windsor, Colo. (3.96 GPA)
- Darin James, a junior defender majoring in metallurgical engineering from Albuquerque, N.M. (3.57 GPA)
- Charles Kieffer, a junior forward majoring in mechanical engineering from Cambridge, Minn. (3.62 GPA)
- Jack Seifert, a sophomore goalkeeper majoring in mechanical engineering from Lisle, Ill. (3.91)
- Ian Debois, a sophomore midfielder majoring in metallurgical engineering from Maple Grove, Minn. (3.77)
- Cameron Thompson, a sophomore defender majoring in metallurgical engineering from Castle Rock, Colo. (3.90)
- David Grifo, a red-shirt freshman midfielder majoring in civil engineering from Fountain Hills, Ariz. (3.42).

Tiospaye Center continued

space in the basement of the McLaury Building.

Their donation contributed to an expanded space of 450 square feet in the renovated garden level of the Devereaux Library.

This space is designed as a comfortable home-away-from-home, where American Indian scholars are encouraged to honor their heritage, support each other, and find an extended family. The NSF Tiospaye Scholar Center is comprised primarily of three rooms – one quiet study space; one where scholars can interact more openly, collaborate on projects and provide space for tutoring; and the office for the Tiospaye Mentor. The program director's office is adjacent, providing easy access for scholar mentoring.

During the family's visit they met with students from the American Indian Science and Engineering Society, forged steel in a blacksmithing demonstration with the metallurgy department and attended the student Fall Leadership Retreat, where Bob Malone addressed students.

Tiospaye is a Lakota word which, roughly translated, means "extended family." South Dakota Mines enrolls 103 Native American students, and the National Science Foundation (NSF) Tiospaye Scholar program (24 scholars from 10 tribes) is one of the primary ways the university welcomes and supports students.

The Tiospaye Scholar Program, with support from the National Science Foundation, has provided over \$1.8 million in support (with 85 percent, \$1.5 million plus, for scholarships) to American Indian scholars in engineering, science, and mathematics since 2009 at SD Mines. Scholars must demonstrate academic talent and financial need. Support is provided in five core areas: financial, academic, professional, cultural and social. Since 2009, 27 scholars have graduated from SD Mines with B.S. STEM degrees and several more are on track to graduate by May 2018.

Malone retired in 2009 as chairman and president of BP's American operations. He is the chairman of the board of Halliburton and chairman of the board of Peabody Energy.

\$1.1 Million awarded continued

In addition to support for students, the grant will allow Mines to evaluate its curriculum to ensure that it is preparing engineers with different learning styles and problem-solving strengths. The university has previously done research on brain dominance in engineering students. While there is good research to suggest that teams of people with different problem-solving strengths produce better results, engineering education tends to heavily emphasize analytical thinking over imaginative thinking, sequential thinking or interpersonal thinking.

The \$982,102 NSF and the \$125,000 John T. Vucurevich grants will support underrepresented students in the five engineering departments that make up the Culture & Attitude team: civil, industrial, mechanical, metallurgical and mining engineering.

New curricular components include:

- Service Learning – Understanding the social implications and cultural considerations of design by analyzing homes designed and built by the Native American Housing Initiative
- Researching sustainability issues proposed by the Rapid City Mayor's Committee on Sustainability and presenting findings to the City Council and Mayor
- Forensic Analysis

- 3D Printing
- Creativity and Innovation
- Martians vs. Earthlings: Addressing Bias
- Gold Rush Laboratory
- Forensic Analysis of Artifacts
- Service Projects – Developing a community garden, orchard and learning center for Youth & Family Services

To evaluate success, the entering freshman class will be administered the HBDI assessment annually to track both retention of women and student diversity across quadrants. Results and best practices will be disseminated to the campus community and a national audience.

"The goal of this program is to change the culture of engineering. These young women are catalysts to make this happen. Mentoring, professional development, networking, academic support and technical and team-building activities, like welding, machining, rock climbing or archery, empowers them to succeed in an industrial setting," said Paula Jensen, who manages the Culture & Attitude program and teaches in the Department of Industrial Engineering.

Mines in the News



Does Gender Choice Threaten Women-Only Scholarships



School of Mines Engineering Program Getting Big Grant



EPA Awards \$1.3 Million to Urban Waters Projects



New Study Space for Native Americans Dedicated at SD Mines



SD Mines Expansion Could Be Enormous for Downtown



Mines Professor Earns National Award



1 Guy Poli-Sci Dept. Weighs In: "Along the Way"



Logar on World Programming Contest, Artificial Intelligence & Computer Science



Mines Soccer Earns Signature Win



US Senators Impressed with Sanford Underground Research Facility



About Legacy News

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Legacy News is produced by the Office of University Relations the first Wednesday of each month. The newsletter is a compilation of news releases, photos and Web articles.

To submit news or story ideas or to subscribe to the email distribution list, please contact Dani Mason, public relations officer, at 605.394.2554 or at Danielle.Mason@sdsmt.edu.

For more Mines news, visit news.sdsmt.edu



SDSU President Barry H. Dunn was inaugurated Sept. 29 at the Coolidge Sylvan Theatre. Please see pages 8-9 for more pictures. Photo by Kate Heiberger Photography.

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State holds inauguration

South Dakota State University President Barry H. Dunn was officially installed in the inauguration ceremony that was held at the Coolidge Sylvan Theatre Sept. 29.

The former dean of the College of Agriculture and Biological Sciences was announced as SDSU's next president April 25 by the South Dakota Board of Regents and took office May 23. The inauguration event served as his official installation.

In his acceptance speech, Dunn announced the creation of a new program called "Imagine," designed to commit about \$12 million over the next 10 years to ensure that "no student is left behind." He also made a commitment to furthering research at the land-grant university.

"I stand before you, pledging with every part of me that this place will be a place where—regardless of ethnicity, race, belief system or station in life—an imagination can be the foundation of a future, with the beacon on top of our campanile, lighting the way," Dunn said.

South Dakota Board of Regents Executive Director Michael G. Rush presided over the ceremony, introduced speakers and guests to those in the audience, and spoke on behalf of the university.

More than 20 delegates from other postsecondary schools across the country as well as representatives for Sen. Mike Rounds, Sen. John Thune and Representative Kristi Noem were in attendance. Brookings Mayor Tim Reed and several university marshals also represented the city and university.

AffordableCollegesOnline.org honors College of Nursing



South Dakota State University's College of Nursing has been named on AffordableCollegesOnline.org's Best Online Nursing Degrees for 2016 list. The college is 37th on the list, which is generated by analyzing cost and quality metrics across thousands of U.S. colleges with online nursing degree options.

"We wanted to highlight the schools that are setting a high standard for online

nursing programs," said Dan Schuessler, CEO and Founder of Affordable Colleges Online, "It is important to honor these universities who are going above and beyond to teach our future nurses."

AffordableCollegesOnline.org cited how SDSU's program allows RNs who already have a diploma or an associate degree can achieve a full bachelor of science in nursing completely online. The degree-completion program is offered in two different tracks, one that takes three semesters and another that takes five semesters. In addition, SDSU received points due to the fact that all of the university's nursing programs are accredited by the Commission on Collegiate Nursing Education and up to 90 community college credits can be transferred into the program.

Only public, not-for-profit institutions were eligible for the ranking. The primary data points used to identify the Best Online Nursing Degrees of 2016 include the following:

- Specialized accreditation from CCNE or Accreditation Commission for Education in Nursing;
- NCLEX-R Pass Rate for BSN Programs;
- In-state tuition and fees;
- Percent of full-time undergraduate students receiving institutional financial aid;
- Number of online programs offered;
- Student-to-teacher ratio; and
- 6-year graduation rate.

An in-depth look at the Best Online Nursing Degrees for 2016 can be seen at <http://www.affordablecollegesonline.org/degrees/nursing-programs/>.

"We have made many technological advances in providing a college education, and for the best value, for our students," said Nancy Fahrenwald, the college's dean.

Conahan, original Weary Wil, honored by Bum Board

Walt Conahan, the first man to portray Weary Wil and the only man to portray him twice, was posthumously awarded the inaugural Hobo Spirit Award at the Bum Alum Social on the eve of Hobo Day, Oct. 21.

The award recognizes an individual, group or organization who has made a significant contribution to Hobo Day. It was presented by Nick Wendell, director of the Center for Student Engagement at South Dakota State University, and a member of the Bum Board—a Hobo

Day advisory committee comprised of current members of the Hobo Day Committee, Hobo Day Committee alumni and university representatives.

Conahan, a 1952 journalism graduate, served as the editor of the Collegian when he was chosen in 1950 to serve as the first personification of the image first drawn on the wall of the then-Pugsley Student Union. Conahan, a Leola native who also served as student body president in 1951-52, also returned as Weary Wil in 1954.

Conahan, later of Sioux Falls, remained a dedicated Jackrabbit and Hobo Day booster until his death in April 2015.

Wendell said, "Our plan is to once again solicit nominations throughout the summer, make a decision in late summer and bestow the Hobo Spirit Award on a new recipient on the eve of next Hobo Day." He said recipients should have a commitment to adventure, hard work, respect and a love for people and places.

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Contribute to IMPACT State

Is there something or someone in your college, department or unit that our colleagues should know about? Is a longtime employee retiring? Has someone received an award or published a book? Is there a story that should be told?

If so, send us a note at dsu.news@sdstate.edu with the information, and we'll consider it for publication in an upcoming issue.

Military Times ranks State 8th-best school

South Dakota State University has been named eighth among four-year schools by Military Times in its Best for Vets: Colleges 2017 rankings. The eighth annual rankings factor in the results of Military Times' comprehensive school-by-school survey of veteran and military student offerings and rates of academic achievement. SDSU was ranked No. 11 and No. 12 in the respective 2015 and 2016 rankings.

"It was a nice surprise to see us break into the top 10," said Russ Chavez, SDSU's interim director for Veterans Affairs. "It confirms that we are doing the right things for our students who are veterans. For example, in the spring 2016 semester we had 3,300 student visits to our Veterans Resource Center, an increase of nearly 900 visits. We expect that number to continue to climb due to its new location in Brown Hall. Our students have said the center allows for camaraderie that they have missed once they leave military service, but it also has many other resources available to help them be successful."

As with all Best for Vets rankings, Best for Vets: Colleges 2017 is an editorially independent news project



that evaluates the many factors that help make colleges and universities a good fit for service members, military veterans and their families. More than 500 colleges took part in this year's detailed survey.

"We limit our list to encourage competition, and we genuinely hope this helps raise the bar for veterans on campus," said Amanda Miller, editor of Best for Vets.

Military Times' annual Best for Vets: Colleges survey asks colleges and universities to meticulously document a tremendous array of services, special rules, accommodations and financial incentives offered to students with military ties; and to describe many

"It was a nice surprise to see us break into the top 10. It confirms that we are doing the right things for our students who are veterans."

-Russ Chavez

aspects of veteran culture on a campus. These institutions were evaluated in several categories, with university culture and academic outcomes bearing the most weight.

Military Times also factors in data from the Veterans Affairs and Defense departments, as well as three U.S. Department of Education sources: the IPEDS Data Center, College Scorecard data and the Cohort Default Rate Database.

For the full Best for Vets: Colleges 2017 rankings, go to: <http://bestforvets.militarytimes.com/2017-11-01/colleges/4-year/>.

SDSU president to serve on EPA Ag Science Committee



Barry H. Dunn

SDSU President Barry H. Dunn will serve on the Environmental Protection Agency's newly formed Agriculture Science Committee. The 20-member committee will advise the EPA

Science Advisory Board on scientific and technical issues that have a direct environmental impact on farming and agriculture-related industries.

According to the EPA, Dunn's expertise in animal science and ranch/range management was a key factor in his selection.

"I am honored to have this opportunity and to serve in a capacity that will address some of the grand challenges facing our world today," Dunn said. "The effort to feed a growing world population through environmental and sustainable best practices is a discussion that has been ongoing and will continue to be at the forefront of the agricultural industry. I am confident my experiences and expertise will be valuable to this group."

Dunn began his two-year term in October. The EPA considered 88

candidates in the selection process that began in 2015.

"The expert guidance that we receive through our science advisory board members is an essential part of protecting public health and the environment," said Christopher Zarba, director of the EPA's Science Advisory Board staff office. "We are excited to have Dr. Dunn on the EPA's Science Advisory Board's Agriculture Committee. His exceptional scientific qualifications and unique background and expertise make him an outstanding candidate to serve on the committee and to ensure the EPA is using only the highest-quality science to support its policies and decisions."

Kuehl receives Outstanding Young Speech Teacher Award

Some believe when it comes to good educators, successful teaching comes naturally. However, Rebecca Kuehl suggests otherwise.

Now in her sixth year at South Dakota State University, Kuehl believes an educator's success cannot be earned without a great deal of hard work and effort. This philosophy has paid off for Kuehl as she was named the recipient of this year's Outstanding Young Speech Teacher Award from the Speech Communication Association of South Dakota.

This award recognizes young speech communication professionals who distinguish themselves during the first five years of their careers as communication educators.

"I had no idea that any of my colleagues or students put me up for the award," Kuehl said. "It was wonderful and I was humbled by everyone's kind words. I work really hard in the classroom, and I think if you ask any good teacher, they will tell you successful teaching is a lot of hard work."

Originally from Trimont, Minnesota, it wasn't until Kuehl's sophomore year of college at Gustavus Adolphus College in St. Peter, Minnesota, that she realized she wanted to be an educator.

"I have always had a love for speech and debate. It was alluring to me, but it wasn't until my professor pulled me aside to ask if I had ever thought of college teaching, that I even considered being an educator," said Kuehl, who received her bachelor's degree in communication studies with honors from Gustavus Adolphus in 2005. She added a master's degree in speech communication at the University of Georgia in 2007 and attended the University of Minnesota, where she earned her doctorate in communication studies in 2011.

Andrea Carlile, the director of forensics, nominated Kuehl due to her commitment to students.

"Becky strives for excellence in everything I see her do, from teaching to



Rebecca Kuehl, center, received the Outstanding Young Speech Teacher Award. Jenn Anderson, left, and Andrea Carlile, right, flank her. Carlile nominated Kuehl for the award.

advising to research. Her goal is to give the best of herself to others," Carlile said. "As a rhetorical scholar, Becky constantly seeks to find applied learning opportunities for her students across the curriculum.

"Her work in public discourse and community deliberation with the Brookings Breastfeeding Project is a prime example of how she takes the classroom to the real world," she continued. "Her students admire her because she cares; cares to invest in their research, their career goals and to seek opportunities for students to excel."

Carlile said Kuehl's inspiring work ethic is something she has witnessed since their college days. While at Gustavus Adolphus, Kuehl served alongside Carlile as a leader on the forensics team.

"Ever since I met Becky, her diligent work ethic has been so remarkable. I recall watching the effort, focus and care she put into events on our college team—it was impressive. That same level of effort, care and attention to detail now goes into her teaching," Carlile said.

Kuehl's work doesn't end in the classroom. She strives to improve the

university and community as a whole and help students understand their ability to impact the world.

"She encourages students to delve into the material and apply real-world issues in their education in a way that makes them engaged as global citizens," said Laurie Haleta, head of the Department of Communication Studies and Theatre. "The hallmark of her research is to bring students into projects and research of their own that is award winning and regionally and nationally recognized. Her research program is centered on community engagement."

In Kuehl's opinion, a good teacher never stops learning.

"I feel so fortunate to have begun my college teaching career at South Dakota State University and want to continue to improve my teaching at SDSU in the years to come," Kuehl said.

Derksen named September Civil Service Employee of the Month



Jason Derksen

Jason Derksen has been named September Civil Service Employee of the Month. A reception honoring him was held Sept. 21 in Rotunda A.

Derksen has worked at SDSU for 16 years in the Department

of Facilities and Services.

In letters of support, co-workers said Derksen is reliable, committed and a true leader when it comes to helping others and getting a job done.

"Jason has committed over 15 years of service to South Dakota State University and takes great pride in doing his best to

make sure the campus always looks its best," said custodial services supervisor Sally Rederth. "Jason has a positive attitude and is a good role model for others about the true meaning of loyalty. He is appreciated by many and works too hard to go unnoticed."

"Jason is a team player and understands the value of putting the team first," said custodial services supervisor Jesse Hougland. "He is very knowledgeable about his job and offers input when relevant. He builds on criticism positively and is proactive about solving problems before they come up. I wouldn't have been able to be an effective supervisor without his knowledge, support and great attitude. He is a fine assistant and custodial is lucky to have him."

Director of Custodial Services Troy Syhre said, "He is one of the reasons for the success of custodial overall. Jason has had

valuable input in the decision making of standardizing processes and practices for custodial. He is always willing to fill in and help anyone anytime without complaint. One can always count on Jason. He is always at work getting the job done.

"Jason shows respect and supports change as he knows it is inevitable going in today's world. Jason is an asset to the team, and I am very proud of him and feel blessed to have him working with us. He is truly deserving of the employee of the month award."

Derksen graduated from SDSU in 1995. His wife, Michelle, also works for SDSU in the Department of Facilities and Services. Currently, Derksen works in the Pugsley Continuing Education Center as a facility worker.

Molengraaf named October's SDSU Civil Service Employee of the Month



Terry Molengraaf

Terry Molengraaf has been named the October Civil Service Employee of the Month. A reception honoring him was held Oct. 26 in the Communications Center on campus.

Molengraaf, a native of Volga,

has worked at SDSU for nearly 20 years, holding various positions such as a graphic designer, information officer, programmer/analyst, technical support worker and his most recent position, web developer.

In letters of support, co-workers said Molengraaf is friendly, willing and ready to take on any task to help the university and its students and faculty.

"Terry has shown an outstanding

ability to adapt, change and do professional work in a range of different areas," said Mark Luebker, strategic communications manager for University Marketing and Communications. "Most recently, he shifted from support functions to a developer role, attending workshops and receiving training in Drupal, the university's new web management platform.

"With his broad experience and interpersonal skills, Terry has been a terrific ambassador for UMC to the College of Agriculture and Biological Sciences in his role as their support person, as well as to other university offices and stakeholders. He has provided outstanding graphics and designs for sdstate.edu and other projects, and has emerged as a real asset in his latest role within the Drupal development area."

Mike Lockrem, director of University Marketing and Communications, said, "Terry has continued to challenge himself professionally, taking on greater responsibilities and having a greater impact

on the university, its students and staff. He welcomes opportunities in a professional, positive manner and his effort is consistent with his high-performing results."

Molengraaf and his wife, Sallie, are the parents of six children. He is a scoutmaster and a member of the Volga American Legion Post 114.

Any SDSU employee/faculty member/student may nominate a civil service employee for the Civil Service Employee of the Month Award. The nomination packet includes: the nomination form and a minimum of two supporting letters. The employee's immediate supervisor must endorse the nomination. Nominations and supporting information are retained for 12 months from the date of receipt. Supporting information may be updated any time during that 12-month period.

Email Sally Krueger (Sally.Krueger@sdstate.edu) for more information.

IMPACT *Students*

Students receive honors award in communications from ASLA

Whether one was at work or shopping at Wal-Mart, the reaction was the same from the South Dakota State University landscape architecture students—we won?

“I remember being at work and receiving the phone call and just thinking that there was no way we actually won,” said Caleb Tschetter, a junior from Sioux Falls. “None of us really thought that we had a chance at winning. We submitted our project within minutes of the actual deadline so we were all beyond excited when we received word of the (ASLA) award.”

South Dakota State’s entry, South Dakota Transect: 44 Degrees North, was one of 22 winners in the American Society of Landscape Architects’ competition. SDSU’s team of Tschetter, Rachel Dreitz, Kyle Franta, Carter Roberts, Erika Roeber and Thomas Schneider was selected from 271 entries representing 71 schools. The team received its honors award in the communications category at the ASLA Annual Meeting and EXPO in New Orleans in October.

“When I checked my phone over lunch, I was shocked to see the news,” said Schneider, a junior from Sioux Falls.

Kevin Benham, who is in his second year as a member of the landscape architecture faculty, saw the project develop from a class assignment to an award-winning entry.

The project divided the state of South Dakota in half along the 44th parallel and examined the differences in plant material in each biome and how factors such as geology, hydrology and meteorology impact the plants.

Schneider served as the “official entrant” and organized the submission.

“In addition to organizing and visualizing, I also compiled data regarding the native species of plants that we picked,” Schneider said. “We had a limited area to work with so it was not feasible to include every plant of the region. We instead focused on native plants specific to the region we were working on. My final



South Dakota State’s entry received an American Society of Landscape Architects’ award. Accepting the award at the ASLA Annual Meeting and EXPO in New Orleans were: from left, Assistant Professor Kevin Benham and students Carter Roberts, Kyle Franta, Thomas Schneider and Erika Roeber.

role for this project was to be our team’s photographer.

“It sounds cliché, but it truly was powerful to see what we can achieve when we work together. The six of us spent a lot of time working on that project so it was very rewarding to see our teamwork and dedication pay off,” Schneider continued. “In addition to life skills learned from this project, I have also developed a strong working knowledge of the plant material in our region. Not only what the plants are, but also why it is that they thrive here.”

Roeber, a senior from Tulare, and Dreitz, a junior from Worthington, Minnesota, compiled a list of plants grown throughout South Dakota. In addition, Roeber had to diagram the climate within in each area, collect monthly precipitation and temperature data and then chart the data. Dreitz conducted research on certain plants and created a few plant graphics.

“This project helped show me how efficient graphical information is to share with the public. This project has really emphasized the need for graphical information to support ideas and designs so that the community can more clearly understand the design and information provided,” Roeber said.

Dreitz, the one who was shopping at Wal-Mart, learned many plants are found throughout the entire state.

“I think this project will help me with my potential career in that it was a group project and in a landscape firm, group collaboration is a big part of landscape architecture,” Dreitz said. “I remember being excited and couldn’t believe we won an award. I called my parents right away letting them know about it and they were also very excited. It’s an honor to receive this award from ASLA.”

Roberts, a junior from Sioux Falls, chose landscape architecture because he wanted a profession that would challenge him.

“This project helped us recognize the importance of plant material in the field of landscape architecture,” he said. “With this project, we are able to see why certain plants grow in certain areas and climates. With this information, we developed a better understanding of these plants, making us better designers.”

Franta, a junior from New Ulm, Minnesota, gathered soil and climate information. His interest in the environment and how to shape it for future generations to use drew him to majoring in landscape architecture. This project helped reinforce that decision.

Tschetter also reviewed the soils for each area. He learned what native plants grew in an area as well as what animals lived there.

Doctoral student connects to community in church, on courts

When Oluwatobi “Tobi” Odeleye moved from Ypsilanti, Michigan, to Brookings to pursue her doctorate in chemistry at South Dakota State University, she did so with a certain amount of trepidation.

The Oyo, Nigeria, native had heard that folks in the small, tightly knit community of Brookings were hesitant to form relationships with university students who are only here for a short time. However, Odeleye, who earned her bachelor’s and master’s degrees from Eastern Michigan University, said, “That has not been my experience. I feel like I’m part of the community, which is really cool.”

Through Chi Alpha campus ministries, Odeleye connected with the local Assembly of God church. When she and her friends arrived on a Friday in late July 2013, she recalled, “I texted the pastor’s wife and she said, ‘do you want to have dinner with us?’” They accepted the invitation.

That was her first contact with the community and a sign of things to come.

On Saturday, the newcomers found Hillcrest courts to play tennis one last time before Odeleye’s friends went back to Michigan. There she met Henry Kayongo-Male, a retired SDSU biology professor.

“I’m not used to people approaching me,” Odeleye explained, but she told him her story and Kayongo-Male advised her to check out the Tuesday night ladies league.

Finding a church home

On Sunday, Odeleye’s friends dropped her off at church on their way out of town. After church, people came up to her saying, “You’re new, do you want to do lunch?” she recalled. “That’s how I got plugged in. I liked the pastor and the people, so I didn’t have to look for another church.”

Cathy Bass, the wife of the lead pastor at the Brookings Assembly of God church, said, “Tobi has been a joy to our congregation. She’s jumped in to help with our worship team, our Sunday school and



Oluwatobi “Tobi” Odeleye chats with a friend before she warms up for a women’s tennis league match.

has become one of the leaders of our Chi Alpha college group.”

Bass explained, “Our church is very welcoming to students because we hope we can become their home away from home. If mom and dad are not there, we can build that relationship so when they need that family touch, we are here as a congregation to help.”

Connecting with tennis

When Odeleye went to the tennis courts for that first Tuesday at league play, she was worried that she didn’t play well enough. “I was pretty scared,” she admitted.

In Nigeria, she had played tennis a few times with her brother, but actually took up the game in Michigan. “I started hitting with my friends and getting better—playing more consistently,” she said. “But it was nothing organized, and I never took any lessons.”

Teri Petz, who in charge of the Brookings tennis leagues, recalled, “Tobi

was kind of tentative, but once she played with the ladies, she knew she found a good place to play.” However, she added, “She’s always striving to improve her tennis skills.”

Dave Zeman, former head of the veterinary and biomedical sciences department, said, “The first time I hit with her I thought ‘this is a nice, sweet bashful young girl who wants to learn to play tennis.’ After five minutes, I realized, this girl is strong, and she’s going to be good at this game.”

Kayongo-Male agreed. “She is fast and strong.” Kent Kulvichit, who gave her tips on her backhand, said, “She’s a really fast learner. Her running forehand is awesome.”

Odeleye has won the trophy for top women’s league player two years in a row, and last year she and Dan Merchant of Brookings won the 7.0 mixed doubles division of the South Dakota Asfara/Clayton Adult Open Tournament.

Odeleye said, “I hit a lot with the guys before and after league. It’s been cool to be a part of their group.” If she doesn’t get to the courts for a few weeks, they want to know how she’s doing. “They have been father figures to me.”

Learning to reach out

“A lot of the time, I’m scared to approach someone, but I’m learning it’s OK to go outside your comfort zone. I’ve come a long way,” said Odeleye, who hopes to complete her doctorate within a year. Her dissertation focuses on improving teaching methods and student learning in organic chemistry.

“Church and tennis have been a huge part of my life outside school,” she said. Last year, Odeleye’s brother, David, moved to Brookings to pursue a master’s degree in computer science at SDSU. As Odeleye puts it, he was drawn here by “me and God.”

As she thinks of leaving Brookings, she pointed out, “Even if I never get back to Brookings, these people have impacted my life and I will never forget that.”

IMPACT *Event*

South Dakota State University holds



A Jackrabbits Employee Picnic opened the week's events. It was held in Club 71 of the Dana J. Dykhouse Stadium.



Following the inauguration event, President Dunn received a traditional Native American star quilt from Sioux Falls Washington students. After receiving letters from the students, Dunn visited their class and invited the students to attend his inauguration celebration.



Approximately 1,000 people were in attendance for the inauguration.



A picnic and frisbee throw event was held for students Sept. 28.

inauguration for its 20th president



South Dakota Board of Regents President Randy Schaefer, left, looks on as President Dunn receives the university presidential medallion from Kathryn Johnson, also a member of the S.D. Board of Regents. Photo by Kate Heiberger Photography.



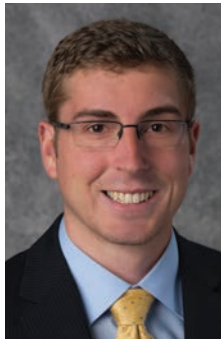
Peter McPherson, president of the Association of Public and Land-Grant Universities, was one of 20 speakers during the inauguration.



The SDSU Concert Choir and the SDSU Symphonic Band both performed at the inauguration. Photo by Kate Heiberger Photography.

Balancing energy demand could save utilities, consumers money

An incentive program that shifts electricity usage for low-priority activities to nonpeak times could save money for utilities companies and consumers, according to assistant professor Tim Hansen of the electrical engineering and computer science department.



Timothy Hansen

Through a \$153,689 National Science Foundation grant, Hansen will examine how an end-user distribution plan could help balance the demand for electricity and ease pressure on aging transmission lines. He will collaborate with Colorado State University researchers, who received a separate NSF award. Total funding for the three-year project is \$425,000.

"This project is a formal method for trying to balance consumption with minimal intrusiveness based on customer willingness to reduce electricity demand during peak times," explained Hansen. That could mean, for instance, changing the time and day they do laundry.

Utilities companies pay less for nonpeak energy because more efficient generators, including renewables, such as wind and solar, are in use, Hansen pointed out. Consequently, utilities can pass those savings on to consumers through discounted rates for those who agree to alter their energy usage habits. "Reducing usage at peak times can help keep our rates low," he said.

Easing transmission load

Hansen described three facets of power—generation, transmission and distribution. "What most people see is the distribution side," he said, pointing to the outlets on the wall.



The larger tower on the left is part of a new transmission line that will transport energy generated from the Buffalo Ridge I wind farm near Elkton. An aging transmission grid is one of the challenges when it comes to consumers' increasing demand for electricity, according to assistant professor Tim Hansen. Through a \$153,689 National Science Foundation grant, he will examine how an end-user distribution plan could help balance the demand for electricity and ease pressure on aging transmission lines.

The distribution grid has lower voltage and power, while the transmission grid uses higher voltage and power, Hansen explained. However, most of the nation's transmission lines were constructed in the 1970s and have exceeded their estimated life span of approximately 30 years.

Constructing a new power line can take more than a decade from planning to approval and then installation, he pointed out. In the meantime, new gadgets and devices increase the demand for power, but transmission lines cannot handle the increased load.

Simulating changes

The research project takes a simulation-based approach. "We know how the power market works and energy prices are assigned," he said. That is then paired with how consumers normally use energy.

Using algorithms, the researchers will determine when and how much energy must be shifted to balance the energy draw and reduce pressure on

the transmission grid. Two doctoral students will work on the project.

"We will determine if this is a viable option for operators to look into," Hansen said. The researchers are also working with the University of Technology of Belfort-Montbéliard in France, the National Renewable Energy Lab, Siemens Corporation and a Fort Collins, Colorado, utilities company.

Hansen and project collaborators associate professors Siddharth Suryanarayanan of Colorado State and Robin Roche of the University of Technology of Belfort-Montbéliard published a book, "Cyber-Physical-Social Systems and Constructs in Electric Power Engineering," this year.

"We're looking not only at the market, but at the environmental impact," Hansen noted. Carbon emissions will also be calculated for energy generation to determine reduction in greenhouse gases.

Researchers analyze how rootstock affects grapevine characteristics

Two South Dakota State University researchers are unraveling how the genetic makeup of the grapevine root and variations in climate affect the characteristics expressed in the stem, leaves and fruit. What they discover may help plants adapt to a changing climate.



Anne Fennell

Professor Anne Fennell, who has been doing research on cold-hardy grapes for more than 20 years, and assistant professor Qin Ma, whose expertise is in bioinformatics and computational systems biology, are part of a multi-institutional research team working on the five-year, \$4.6 million National Science Foundation project.



Qin Ma

The two SDSU Department of Agronomy, Horticulture and Plant Science researchers will receive nearly \$830,000 in total funding to support their work. Fennell will focus on data generation, while Ma will do data mining and modeling using computational resources available through the state's collaborative research center, Biosystems Networks and Translational Research and Extreme Science and Engineering Discovery Environment.

Allison Miller, an associate professor in biology at Saint Louis University, is the lead for the NSF project, which also involves researchers from the University of Missouri, Missouri State University, Danforth Plant Center and Missouri Botanical Garden in St. Louis, as well

as the U.S. Department of Agriculture's Agricultural Research Service in Geneva, New York.

Grapes are commonly grafted, so the root system is genetically different from the top portion that produces the stems, leaves and fruit, referred to as the scion, explained Fennell. The practice allows producers to graft a desirable variety of grapes onto rootstock that is resistant to pests and diseases.

"Though grafting is a standard way of propagating grapes worldwide, we don't have a good handle on how that rootstock affects the scion," Fennell noted. However, she pointed out that researchers know that the genotype of the rootstock impacts the characteristics expressed in the scion, known as its phenotype.

"This is a very complex study; each facet of the project addresses a different type of rootstock-scion interaction," she explained. First, the Missouri researchers will find out how three different rootstocks affect variation in the grape scion and how varying amounts of water affect rootstock-scion interactions. All will be grown in the same vineyard.

The second portion examines different environments in northern and southern California and how they affect two different scions grafted onto two different rootstocks. "The red grape scion are grafted onto a different rootstock than the white grape scion," Fennell pointed out.

In the second year of the project, the research team will begin looking at 200 different rootstock genotypes with



The bulb-like section shows that this grapevine has been grafted, meaning the root system is genetically different from the top portion that produces the stems, leaves and fruit, referred to as the scion. The practice allows producers to graft a desirable variety of grapes onto rootstock that is resistant to pests and diseases.

the same red grape scion, Marquette, grown at four climatically diverse sites—Parlier, California; Mt. Vernon, Missouri; Geneva, N.Y.; and Brookings.

The rootstocks are a population developed by Jason Londo of the USDA Grape Genetics Research Unit and derived from two native grapevine species, *V. rupestris* and *V. riparia*, which have frequently been used to produce commercial rootstocks. Fennell said, "There are a lot of characteristics you can select for in rootstocks. What we're interested in is how the rootstock affects the scion, how the communication of two genetic systems impacts the scion phenotype."

Scientists monitor forests, grasslands in West Africa

Two senior scientists at the Geospatial Sciences Center of Excellence will develop tools to help monitor and manage natural resources in West Africa using NASA satellite-based Earth imaging data.



Michael Wimberly

to evaluate grazing lands. Both researchers are faculty in the Department of Natural Resource Management.

Their work is supported by SERVIR, a joint venture between NASA and the U.S. Agency for International Development to improve environmental decision-making in developing nations. Hanan and Wimberly are part of the applied science team for the newest center in Niamey, the capital city of Niger—SERVIR West Africa.



Niall Hanan

hub.”

West Africa is composed of 18 countries covering an area two-thirds the size of the United States. Though the hub will serve the entire region, critical regional issues, such as food security, water resources and land-use change, in

Burkina Faso, Ghana, Niger and Senegal have been designated as the first priorities.

Examining forests in Ghana

Wimberly and professor Mark Cochrane, a wildfire expert, will examine forest reserves and fragments in southern Ghana through a three-year, \$628,713 SERVIR grant. These researchers have built similar models to monitor forests in temperate regions and in the Amazon. One postdoctoral researcher will also work on the project.

The forested regions of West Africa are among the most climatically marginal tropical forests, Wimberly noted. “They are barely wet enough to be tropical forests and pressure from land-use effects and dense human populations are very intense in this region.”

The forest reserves are a relic of colonialism, when the British set aside forested areas as a resource for timber production. “Because of their potential for wood production, they haven’t been completely obliterated or converted into farmland,” he said. However, fire, overharvesting and illegal logging have degraded some of these reserves.

“We’re taking advantage of the long-term archive of Landsat imagery and using newer techniques to tease out subtle changes,” Wimberly said. Through this approach, the researchers will be able to identify intact forests as well as hotspots where degradation is occurring. That information will help government agencies decide how to manage these areas.

Assessing vegetation in grasslands

“The idea is to be able to predict, anticipate and plan,” said Hanan, who will use 15 to 20 years of MODIS data to map woody resources—trees and shrubs—and forage on the West African savannas through a three-year, \$580,000 grant. One postdoctoral researcher will work on the project.

These grasslands are home to livestock-owning communities, known

“They are barely wet enough to be tropical forests and pressure from land-use effects and dense human populations are very intense in this region.”

-Michael Wimberly

as pastoralists, who herd cattle, goats and sheep, following seasonal migration routes. Their animals are an important source of protein not only for their own communities, but also for agricultural communities across the region.

Hanan has worked in Senegal, Niger and Mali for more than 30 years. In a recent National Science Foundation project, he used satellite imagery to show how a semiarid region with grasslands and scattered trees known as the Sahel has recovered from droughts in the 1970s and 80s.

A nongovernmental organization working in Mali could get information from the hub on the long-term changes in woody resources in their region and use that information to develop sustainable wood harvest and alternative energy strategies, Hanan explained.

At the end of the training and capacity-building project, Wimberly said, “we will transfer the methods and knowledge to partner organizations in Ghana and other West African countries.”

Hanan said, “The intent is that national and regional governments and nongovernmental agencies will use this data to impact the livelihoods and welfare of communities across the area.”

Oats breeder seeks to improve milling, nutritional qualities

Most of the oats American milling companies use comes from Canada—that's something South Dakota State University oats breeder Melanie Caffé-Treml wants to change. Her research seeks to increase the quality of locally grown oats.

Through a two-year, \$150,000 grant from the U.S. Department of Agriculture, she and her collaborators are developing ways to improve the nutritional and milling quality of new oat varieties. She works with associate plant science professors Jixiang Wu and Jose Gonzalez, as well as cereals chemist professor Padu Krishnan.

Last year, South Dakota was the No. 2 oats producer in the nation, Caffé-Treml explained. The state's farmers produced 12.3 million bushels of oats, according to the USDA 2015 Small Grains Summary. "In 2014, we were No. 1," she added.

"This is a fine crop to work with because it can be used either as a healthy food ingredient or livestock feed," she said. Oats require fewer inputs than other crops and when integrated into a corn-soybean rotation, oats can improve soil health and break pest cycles.

Less than 5 percent of the oats produced in this country is used as food, according to the Center for New Crops and Plants Products at Purdue University.

Using genetic markers to identify desired traits

The researchers are developing methods to speed up selection of breeding material. "We are developing genomic selection models," Caffé-Treml explained. The researchers are developing models to predict milling and nutritional quality based on genetic markers through collaboration with research geneticist Shiaoan Chao of the USDA Agricultural Research Service in Fargo, North Dakota; Jean-Luc Jannink at the USDA-ARS in Ithaca, New York; and scientists at a laboratory in Canada.

For instance, the hull must be easily



Oats breeder Melanie Caffé-Treml checks varieties in test plots at the research farm near Volga. Through a new U.S. Department of Agriculture project, she and her collaborators are improving the nutritional and milling quality of new oat varieties.

removed for milling and the oat variety should yield a high percentage of kernels, known as groat, Caffé-Treml explained. In addition to yield, the test weight is very important," she noted. "Millers want a 38 test weight. If it's higher, it's better. If it's lower, then the price is docked."

During the two-year project, the researchers will genotype and test 450 lines of oats at four locations—Volga, Winner, South Shore and Beresford. The resulting model will be used to predict the phenotype—the way in which those traits will be expressed within the plant—for untested breeding lines based on their genotype, or DNA makeup. One graduate student and several undergraduates work on this project.

Focusing on nutrition

In terms of nutritional quality, the team will also look at using near infrared reflectance spectrometry to determine

the beta-glucan content of individual seeds. Beta-glucan is the soluble fiber in oats that helps decrease blood cholesterol levels.

For this portion of the project, the SDSU researchers are working with scientists at a USDA lab in Kansas. "Developing a calibration for beta-glucan on single kernels will be challenging, but it's worth trying," Caffé-Treml said.

"By segregating those seeds with higher beta-glucan content, we can remove those least likely to perform well at an earlier stage," she explained. "That allows us to focus more on evaluating those with the highest chance of performing well—that's more efficient."

Comparing the performance of the higher beta-glucan lines with those that have not been sorted will indicate whether this selection process will help increase the nutritional value of oat varieties.

Prefreshman study abroad trip to Ireland exceeds

Rory Forest was not sure what to expect when he committed to an all-freshmen study abroad program to Ireland. What he gained far exceeded his expectations, providing insightful experiences that formed friendships before even stepping foot on the South Dakota State University campus.

“Honestly, I wasn’t sure right away, but I figured why not try something new and step outside my comfort zone. It was definitely an eye-opening experience,” said Forest, who is looking to major in exercise science.

The program is meant to serve as an introduction to a university setting for freshmen, giving the group of 20 students newfound friendships and perspectives on conflict and its similarities across the globe. With today’s global unrest, the students learned how they are able to equip themselves to understand and deal with the conflict around them on both a university and global scale.

This year was SDSU’s first with a prefreshman abroad program. Kathleen Fairfax, assistant vice president of Academic Affairs and International

Affairs and Outreach, pitched the idea to University College Dean Keith Corbett, who was quick to approve the program. Sally Gillman, the university’s study abroad director, then jumped on board and approached one of the university’s academic travel provider companies, which suggested the location of Ireland and Northern Ireland for an academic theme.

The program’s success has started work toward a return trip to Ireland in 2017. UC 109-Abroad: The International First-Year Experience: Ireland Conflict, Conflict Resolution and Reconciliation is slated to go July 11-20. An additional program, UC 109-Abroad: The International First-Year Experience: Berlin-Conflict, Division, and Unity, will visit Germany July 17-26.

Five SDSU faculty and staff members accompanied the 20 incoming freshmen on their 10-day experience in July to Ireland. Among them were University College’s Natalie Mook and Matthew Tollefson, who found it to be a greater learning experience than expected for students and faculty alike.

“The topic of the trip was conflict, something I think first-year students should know about and understand,” Mook said. “I am not a history buff, but I knew it would be valuable to learn about the history of conflict in Ireland. I was especially interested because Ireland is a country we typically do not hear much about.”

Ireland proved to be an ideal location, intriguing students who shared Mook’s curiosity to know more about the country and its history.

“My mom had told me about her travels to Ireland before, but I

didn’t have any expectations going into the trip,” said freshman human development and family studies major Raena Quinnell. “I just tried to go in with an open mind.”

Quinnell from Faribault, Minnesota, and Forest, who hails from Clark, were hesitant to jump into the program as incoming freshmen. However, both were committed to opening themselves up to a new experience before starting college.

The excursion started in Dublin, where the group spent two days visiting historical sites and learning the culture of the area. Belonging to the Republic of Ireland, Dublin had a lot of history to offer the group regarding its independence.

“We visited the general post office, which is where the first major battle took place during the fight for independence from the United Kingdom,” Tollefson said. “We also visited the Trinity College and the Book of Kells and ate some really great food.”

After Dublin, the group traveled to Derry, where it spent two days and learned the roots of the conflict between Northern Ireland and the United Kingdom. Derry, one of the few towns with its ancient walls intact, offered significant bits of history behind the city’s colonization by the United Kingdom.

“We learned all about the colonization and the pieces of why it happened. We also learned the roots of the troubles as well as the actual troubles that occurred during the ’70s and ’80s that killed so many people,” Tollefson said.

The group was also able to explore the beauty of the land and its rural areas that differ from the scenery of South Dakota.

“On our way to Ballycastle, we stopped at the Giant’s Causeway, a huge volcanic, natural formation along the seaside. It was so beautiful,” Mook said. “We crossed a rope bridge to a tiny island with tons of cliffs. It was very nerve-wracking, but exactly what you picture when you think of Ireland, lush and green.”

Ballycastle, an ocean town, allowed the group to enjoy a popular vacation site for a couple of days. It also visited



Five SDSU faculty and staff members accompanied the 20 incoming freshmen on a 10-day experience in July to Ireland.

expectations; 2 trips planned for summer 2017

Corrymeela, a former peace reconciliation center that still works with outreach today.

The center hosts conferences and workshops for universities and companies, where each is paired with one of the town's parishes. While visiting the center, the group participated in a conflict and conflict-resolutions program with one of Corrymeela's leaders.

"We each learned our own conflict style," Quinnell said. "It was helpful because starting college, we now know how we deal with conflict when it arises. We also learned that, like Ireland, issues from our past such as racism are still being dealt with in our country."

The guides in Corrymeela had a particular impact on students, opening their eyes to dealing with conflict and how it relates across the world.

"The guide really helped us learn that even though the conflicts in Ireland are different from those within America, there are similarities in the current unrest," Mook said.

The last two days were spent in Belfast, a city still divided between Catholics and Protestants. A giant peace wall, which is covered by murals depicting items important to both religious groups, runs through the city to keep people separated in case conflicts reignite.

"It made the conflict so real," Forest said. "You really have to know both sides and the history before you can make any judgments. I had no idea about the issues in Ireland before this trip. It made me think about how many other countries are probably dealing with conflicts that we don't realize."

As facilitators, Mook and Tollefson prompted questions during tours, working to engage students in the experience and in learning, but the two found they did not need to prompt too much, for the students were curious to learn about the Irish people and their history.

"We held a class each night, during which we had discussions and recaps of the day. It really got the students thinking and allowed us to guide their learning during



Despite some uncertainty, the students were pleased with the experiences in Ireland.

the trip," Mook said.

As a whole, the group found the conflicts the U.S. faces today relate to the conflicts the Irish people are currently in. They were able to walk away from the trip with a deeper understanding of dealing with conflict, and how conflict, no matter where it is in the world, is similar.

"My biggest reaction was to the inaccurate perception of the Irish Republican Army," Tollefson said. "We see it as this terrorist organization responsible for all these bad things, when really the IRA is very similar to the patriots from our Revolution. That is really all they want, to be an independent nation and not part of the United Kingdom. I did not realize all of this until the trip."

"I think the biggest thing the students learned was to not take everything at face value," he continued. "The peace institute at Corrymeela really seemed to have an impact on them by showing how our conflicts are somewhat similar and what role they can play in that."

Along with a better understanding of conflict, the students also gained relationships that made for a smooth transition into life as first-year students living on a campus.

"It was easier starting college and

being able to talk to new people because we were thrown into this experience with 19 other kids and now we are all really good friends," Forest said.

Another member, Allison Weidenbach, who is majoring in history with a teaching emphasis, might have summed up the experience best by saying the study abroad program not only launched a lifelong desire to travel and expand horizons but gave a new perspective.

"Ireland's conflicted history, unique music and dance, and kind locals provided the basis for what would be a trip filled with new and rich cultural awareness. From the first step on Irish soil, we were able to feel the new and exciting atmosphere," said Weidenbach, who is from Sioux Falls. "Through interactions with the locals we befriended, we were able to gain indispensable knowledge of the Irish culture that you can't get from a history textbook."

Chemistry professor receives international award



Severine Van Slambrouck

Assistant professor Severine Van Slambrouck of the chemistry and biochemistry department received an international award for research on triple negative breast cancer at the 21st World Congress on Advances in Oncology and 19th International Symposium on Molecular Medicine Oct. 6-8 in Athens, Greece.

Van Slambrouck was one of 10 scientists honored with the Spandidos Publications Award for Outstanding Achievement and Presentation in Advances in Oncology. Her research

focuses on why cancer cells metastasize.

Douglas Raynie, head of the chemistry and biochemistry department, said, "This award recognizes the high caliber of research that Dr. Van Slambrouck does and the potential she has to contribute to our department, the university and to BioSNTR."

Van Slambrouck, who came to SDSU in August 2015 from Saint Thomas University in Florida, said, "Metastasis is a major cause of cancer deaths." Triple negative breast cancer, which accounts for approximately 15 to 20 percent of breast cancers, tends to occur in young and African-American and Hispanic women, according to the Susan G. Komen fact sheet.

In a tumor cell that metastasizes, the proteins in the membrane activate molecules that go to the nucleus and

influence the transcription of DNA, Van Slambrouck explained. "The whole idea is to elucidate this and see what other proteins may be involved."

Through research done in Florida, she and her students compared the expression and activity of a specific protein called focal adhesion kinase in the primary tumor with those in the metastatic cells for a particularly aggressive form of triple negative breast cancer. They found that FAK activity decreased during metastases. The results were published in the May 2016 issue of the International Journal of Oncology.

"We expected more activity and saw lower activity," she said. This suggests that the location of the protein also plays a role in the metastatic process. The goal is to develop new targets and therapies that could interrupt the process that leads to metastases.

Van Slambrouck compared the expression and activity of particular proteins in the primary tumor cells to activity in a classroom, with 50 students who don't like each other and thus are neither communicating nor showing activity. In cells that form metastasis, only 30 students, when sitting next to their best friends, can show more activity and initiate signals to promote the spread of cancer cells.

Despite the lower activity level, the proteins were where they needed to be to do the work, she explained. Based on these findings, Van Slambrouck said, "It is also important to see where the activity is localized. We have proteins, they are active and we also have to look at where they are. This adds to the complexity."

Jorgensen first SDSU cadet to receive Legion of Valor

Cole Jorgensen has become the first U.S. Air Force ROTC cadet at South Dakota State University to earn the prestigious Legion of Valor Bronze Cross for Achievement.

The Legion of Valor, an association of those whose valor has been recognized with the Medal of Honor, the Distinguished Service Cross, Navy Cross or Air Force Cross, recognizes outstanding Air Force ROTC cadets by awarding the Legion of Valor Bronze Cross for Achievement.

The Hartford junior is one of only four Air Force ROTC cadets in the nation to receive the award. The award recognizes one outstanding incoming senior cadet in each Air Force ROTC region who has demonstrated excellence in military and academic performance.

Each nominee must be in the upper 10 percent of both the AS 300 class and

the school department class ranking and possess demonstrated outstanding leadership qualities. There are 34 detachments in the Northwest Region to which SDSU belongs.

Jorgensen, a 2013 West Central High School graduate, carries a 3.6 GPA in mechanical engineering. During field training in summer 2015, he was named the distinguished graduate for his flight, and he has received leadership awards throughout his three years in ROTC as well as scoring above 98 percent in his physical fitness testing.

The award symbolizing all-around achievement was presented Sept. 1 in front of the entire cadet wing at the first leadership lab of the school year by Lt. Col. Craig McCuin, commander for Detachment 780.

"I was very humbled. I feel I am following the example that cadets set

before me, and I'm hoping I can do the same for other students," Jorgensen said.

He said his academic motivation "goes back to the way my mom raised me—doing the best you can do. I still call her after tests. She is always upset if I didn't study as hard as I could have."

Eventually he hopes to call his mom with news that he got a pilot slot. But that is a ways off. He doesn't graduate until May 2018.

McCuin called Jorgensen "a first-class leader in the university, community and cadet wing. Cole continues to develop himself through self-discipline and hard work and ensures his peers are improving as well in their studies and in the cadet wing. He is going to be a superb Air Force officer upon graduating from SDSU."

Jorgensen's parents are Dawn Jorgensen, Tim Vilhauer and Brad Jorgensen, all of Hartford.



UNIVERSITY OF SOUTH DAKOTA

BOARD OF REGENTS NEWS | NOVEMBER 15, 2016



USD Dedicates New Sports Center and Marks 20 Years of Leadership by President Abbott

Dakota Days 2016 included dedication of the new \$66 million Sanford Coyote Sports Center on campus along with a celebration of the past 20 years of progress under President James W. Abbott.

Major donors were honored during a break in the USD women's volleyball game.

Following the game, USD fans and friends honored Abbott, the 17th president since USD's founding in 1862. Abbott received two degrees from South Dakota's flagship university ('70, B.A. and '74, J.D.) and is the first alumnus to be named president.

Since he became president in 1997, enrollment has grown from 7,000 students to 10,000 and USD is annually ranked as one of the nation's top universities.

New buildings include the Theodore R. and Karen K. Muenster University Center, Beacom School of Business, Coyote Village, Wellness Center and the new Sanford Coyote Sports Center and sports complex. Significant renovations have been made to the Belbas Center, Al Neuharth Media Center, Andrew E. Lee Memorial Medicine and Science Building, DakotaDome, Aalfs Auditorium and Churchill-Haines and Pardee-Estee science labs.

Abbott presided over the university's transition from NCAA Division II to Division I athletics, increasing competition and exposure. Currently the university is involved in its largest ever fund-raising campaign, aiming to secure \$250 million for scholarships, student and faculty enrichment, and facilities improvements.



School of Law Named to Top 20 Best Value Law Schools

The University of South Dakota School of Law is again listed among the Top 20 Best Value Law Schools by *Prelaw Magazine* this year coming in at 13th among more than 200 accredited law schools in the U.S.

The magazine provides an annual ranking of law schools that not only keep student debt low but also score high in

employment success. USD's School of Law's annual South Dakota resident tuition is lower than all but two other schools on the Top 20 list.

The Best Value Law Schools ranking is based on employment rate, tuition, cost of living, and average indebtedness upon graduation. Bar exam pass rate is also taken into consideration.

Two Seniors Recognized as Top Multicultural Advertising Students Nationwide

Two University of South Dakota students were selected as the American Advertising Federation's 2017 Most Promising Multicultural Students. Ellie Murray, from Lafayette, Colorado, and Adriana Moreno, from Sioux City, Iowa, are two of the 50 students chosen from 200 college AAF chapters nationwide.

Both Murray and Moreno are media and journalism majors with an emphasis in strategic communication. This year's national winners have an average GPA of 3.6 and represent 34 schools in 20 states. The group will attend a four-day program in New York that includes professional development workshops, agency visits and a recruiter's expo.



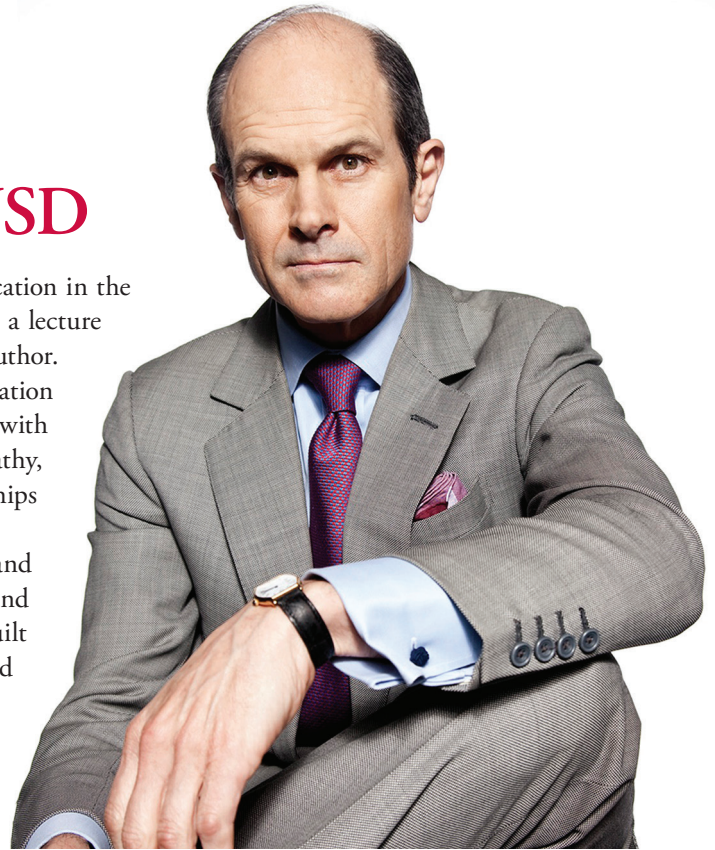
USD Media & Journalism seniors Ellie Murray and Adriana Moreno

Fortune Magazine Editor and Vermillion Native Geoff Colvin Lectures at USD

As part of a week of activities that underscore the value of an education in the liberal arts and sciences, USD's College of Arts & Sciences hosted a lecture by Geoff Colvin, *Fortune* magazine editor, Vermillion native and author.

His talk, "Humans Are Underrated: How a Liberal Education Prepares You for a Brilliant Future," was based on his latest book with a similar title. He says the most essentially human abilities—empathy, creativity, social sensitivity, storytelling, humor, building relationships and leading—are what give humans an advantage over technology.

The week-long program included presentations by students and faculty on what it means to be a student of the liberal arts and sciences. "For generations, the University of South Dakota has built its educational mission on a commitment to the freedom and responsibility embedded in the liberal arts and sciences," said Jill Tyler, professor and chair of communication studies. "This celebration allows us to look back and celebrate our heritage and to look forward, re-committing ourselves to improving our students' lives, our state's future and our democracy's potential."



USD Shares \$20 Million Medical Research Grant

The University of South Dakota joins eight other institutions sharing a \$20 million grant from the National Institutes of Health to further medical research in four central states.

"This project has a very worthy goal: to develop and guide clinical and translational research across the northern Great Plains," said Dr. Mary Nettleman, dean of the USD Sanford School of Medicine. "Simply put, this will help turn scientific discoveries into actions that directly benefit people of the region."

The grant will create the Great Plains IDeA-CTR Network, a collaboration involving nine institutions in four states—Nebraska, North Dakota, South Dakota and Kansas.

The grant will focus on learning the best ways to approach diseases of aging and brain health, said Dr. Matthew Rizzo, principal investigator and chair of neurological sciences at the University of Nebraska Medical Center College of Medicine.



Melody Schopp and Beth Kaltsulas

USD Graduate Named South Dakota Teacher of the Year

Beth Kaltsulas, right, a USD graduate and math teacher at Yankton Middle School, has been named 2017 South Dakota Teacher of the Year by the South Dakota Education Association. She receives a \$5,000 cash prize and a \$1,000 honorarium from the South Dakota Board of Regents to present professional development seminars. She will represent South Dakota as a candidate for the National Teacher of the Year award.

USD Partners With Minneapolis Company on Health Technology

A collaboration between private business and the public sector is giving business and health care leaders in South Dakota a look at the ways connected health technology could improve health outcomes and reduce spending across the state.

The partnership includes the University of South Dakota (USD) Beacom School of Business, the South Dakota Governor's Office of Economic Development (GOED) and Health Factors Inc., a private company that develops and implements connected health programs. They are investigating the use of at-home monitoring for patients with chronic obstructive pulmonary disease (COPD), pneumonia and congestive heart failure (CHF) who are at risk for complications that could lead to hospitalization.

The cost of treating COPD in the United States in 2010 was estimated at approximately \$50 billion, and an estimated 11 million people are living with COPD, the third-leading cause of death.

Health Factors and the Beacom School of Business are analyzing claims data from the South Dakota Association of Healthcare Organizations (SDAHO) to determine how actual

hospital costs would have been affected if patients had stayed at home longer and used at-home monitoring. The results will be used to determine the viability of a business based in South Dakota that would provide at-home monitoring services to reduce health care costs.

Mandie Weinandt, coordinator for the MBA program at the Beacom School of Business, said the university began partnering with businesses earlier this year as a way to add value to the on-campus student experience. "Completing strategic consulting projects adds immediate, real-world application to the student experience. The connections our students make while working on these projects are invaluable to their future success," said Weinandt.

A final report on the data analysis will be delivered to the GOED. "The project is an excellent example of how South Dakota is working to grow the state's economy through a successful start-up business, while also improving health care and reducing costs for all South Dakotans," said GOED commissioner Scott Stern.

School of Law Professor Earns Fulbright Scholarship to Lecture and Research in Germany



Myanna Dellinger

Myanna Dellinger, a USD School of Law professor, received a Fulbright specialist grant in law to conduct research and lecture at the Institute for Advanced Sustainability Studies in Potsdam, Germany.

She will lecture on American climate change policy under the United Nations Framework Convention on Climate Change Paris Agreement and the post-election federal administration. She will also research improved methods of public participation in the development of climate change law and policy, given technological change and the changing preferences of new generations.

Dellinger teaches public and private international law as well as human rights law, among other topics. She has a Master of Arts in international communications from the Aarhus University in Denmark and a law degree from the University of Oregon School of Law.

USD Plans One of Few Sustainability Graduate Programs



Meghann Jarchow, coordinator of USD's sustainability program

Funding from the National Science Foundation will help the University of South Dakota add master's and doctorate degrees to its sustainability program, making it one of only a handful of U.S. colleges to offer such graduate-level degrees.

The sustainability program, which currently offers bachelor of arts and science degrees and a minor, encourages students to use systems thinking to evaluate complex environmental, social and economic problems. Students are also encouraged to get personally involved with sustainability. Since it started in August 2012, the sustainability program has grown in student and faculty numbers and research capacity, said Meghann Jarchow, Ph.D., program coordinator.

"As the public liberal arts university in the state that already has an undergraduate sustainability program, we are well poised to move into graduate sustainability training," she said. "USD already has graduate programs related to environmental conservation, civic engagement and corporate social responsibility. We will be able to build on the expertise that already exists here."

The sustainability program recently received a nearly \$2 million NSF grant for sustainability research, which will support the hiring of two new faculty members as well as assistantships for three doctoral students.

Researchers to Train STEM Students for Business

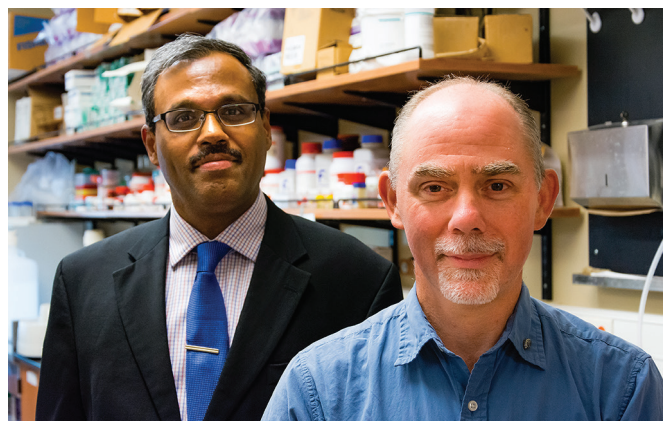
Two University of South Dakota researchers will use a grant from the National Science Foundation to recruit and train graduate students to help fill growing demand for STEM (science, technology, engineering and mathematics) jobs in the public and private sector.

Fewer STEM doctoral students are becoming tenured professors, but they are finding work in non-academic fields that require new professional skills.

Brian Burrell, Ph.D., and Ranjit Koodali, Ph.D., will receive \$2.9 million over five years from the NSF for the USD Neuroscience and Nanotechnology Network (USD-N3). Burrell is an associate professor in the Division of Basic Biomedical Sciences and associate director of the Center for Brain & Behavior Research (CBBRe) at the USD Sanford School of Medicine. Koodali is a professor in Department of Chemistry and dean of graduate education at USD.

The USD network, a joint effort between CBBRe and the chemistry and basic biomedical science departments, will train about 40 graduate students over five years.

The students will conduct research on developing nanotechnology-based approaches to study and treat the



USD researchers Ranjit Koodali and Brian Burrell

brain in a variety of disciplines, including science policy and project management.

Students will also learn about finance, product development, entrepreneurship and intellectual property rights through the USD Beacom School of Business and have the opportunity to participate in internships with regional and national companies.

American College of Physicians Recognizes Medical School Faculty

Three members of the faculty at the University of South Dakota Sanford School of Medicine were recently honored by the American College of Physicians (ACP), South Dakota Chapter.

Dr. Josh Henderson, Mobridge, South Dakota, is chief of staff at Mobridge Regional Health and Clinics. He also serves as a clinical assistant professor and mentors students in the medical school's FARM program. Henderson was named early career physician of the year.

Dr. Catherine Gerrish has an internal medicine practice in Watertown, South Dakota, and also serves as a clinical

assistant professor in internal medicine. She received the ACP's South Dakota Chapter Laureate Award for medical excellence, as well as for her commitment to education, community and the medical profession.

Dr. Tim Ridgway of Brandon, South Dakota, is the director of endoscopy at the Veterans Affairs hospital in Sioux Falls. He also serves as executive dean, associate professor and dean of faculty affairs at the USD Sanford School of Medicine. He was named ACP's South Dakota Chapter Teacher of the Year.

NIH Funds Influenza Research at USD Sanford School of Medicine and Sioux Falls Firm

SAB Biotherapeutics, a clinical-stage biopharmaceutical development company in Sioux Falls, has received a Small Business Innovation Research (SBIR) grant from the National Institutes of Health for up to \$1.42 million to advance its treatment for influenza.

The funding is a research collaboration project with the University of South Dakota Sanford School of Medicine to develop antibody therapy to complement flu vaccines.

"The antigen we are developing contains a combination of four strains of influenza viruses, the same ones contained in the 2016–2017 vaccine," said Eddie Sullivan, Ph.D., president and CEO of SAB.

"This collaboration is a great example of how the BioSNTR links academic and industry researchers to address a specific scientific problem," added Adam Hoppe, Ph.D., director of the BioSNTR, which is focused on bridging the gap between academia and industry to create a bio-economy in South Dakota through high-impact science.

Influenza kills thousands of people each year in the U.S., said influenza expert Victor Huber, Ph.D., associate professor in the division of basic biomedical sciences. He studies immunology, virology and vaccinology and is leading the project to test SAB's treatment.

Health Sciences Online Degree Recognized as One of Top Programs in Nation

The Health Sciences online bachelor's degree offered at the University of South Dakota has been recognized as one of the top three online health sciences programs in the country. Bestcolleges.com announced the rating, and noted the program's interdisciplinary foundation, its customizable curriculum and six available coursework concentrations, an engaged academic community, and a willingness by the USD

School of Health Sciences to help graduates pursue post-graduate opportunities.

"It is rewarding for this program to receive recognition for offering students choices as well as flexibility as they prepare for their careers or professional advancement," said June Larson, Ed.D., chair of the health sciences department.

MARKETING COMMUNICATIONS & UNIVERSITY RELATIONS

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SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – C

DATE: December 6-8, 2016

SUBJECT: Comprehensive Plan for Special Education – SDSBVI

Each local school district and accredited school is required to submit a Comprehensive Plan for Special Education to the Department of Education that details how the school will implement federal and state laws and special education regulations.

The Comprehensive Plan addresses the following major areas:

- I. Free and Appropriate Public Education (FAPE)
- II. Full educational opportunity goal (FEOG)
- III. Child Find; Child Identification
- IV. Individualized Education Program (IEP)
- V. Least Restrictive Environment (LRE)
- VI. Procedural Safeguards
- VII. Evaluation
- VIII. Confidentiality
- IX. Transition from Part C to Part 34
- X. Private School Placements
- XI. Compliance with SEA General Supervision Requirements and Implementation of Procedural Safeguards; State Complaint Procedures
- XII. FAPE Methods of Ensuring Services
- XIII. Hearings Related to LEA Eligibility
- XIV. Personnel Qualifications
- XV. Performance Goals and Indicators
- XVI. Participation in Assessments
- XVII. Supplementation of State, local, and other Federal Funds
- XVIII. Public Information
- XIX. State Advisory Panel
- XX. Other Required Provisions

Where the responsibility of South Dakota School for the Blind and Visually Impaired differs from that of local education agencies, the exceptions are noted in the document. Much of the information in the Comprehensive Plan (see Attachment I) is documented in the SDSBVI school policy handbooks.

DRAFT MOTION 20161206_6-C: I move to approve the SDSBVI Comprehensive Plan for Special Education as presented to be provided to the South Dakota Department of Education.

South Dakota Comprehensive Plan/Program Narrative

Sec. 300.201 Consistency with State policies.

The LEA, in providing for the education of children with disabilities within its jurisdiction, must have in effect policies, procedures, and programs that are consistent with the State policies and procedures, established under Secs. 300.101 through 300.163, and 300.165 through 300.174. (Authority: 20 U.S.C. 1413(a)(1))

South Dakota Administrative Rule 24:05:21:01. Local education agency comprehensive plans - Contents.

Each local education agency must have a current comprehensive plan approved by the school board on file with the district superintendent or designee. Documentation supporting the implementation of the local school district's comprehensive plan shall be maintained by the district for review by Special Education Programs staff during onsite monitoring visits. Districts shall update comprehensive plans consistent with 24:05:21:01.02 and recertify their content annually.

The South Dakota School for the Blind and Visually Impaired has formally adopted the following policies and procedures as the district's comprehensive plan for special education. These policies and procedures were approved by the school board on December 7, 2016. As indicated by the signature below, the authorizing official acknowledges the district will meet all requirements of the Individuals with Disabilities Education Act and Article 24:05 through the implementation of these policies and procedures and furthermore, provides assurances that it meets each of the conditions in 34 CFR 300.201 through 300.213.

CERTIFICATION- I certify that I have read and reviewed the above assurance and will comply with all provisions of applicable federal and state laws.

Signature of Authorized Official

Date

Randy Schaefer, President, South Dakota Board of Regents

Typed Name and Title

730 South Washington Avenue Madison, SD 57042

605-256-2363

Address/State/Zip

Telephone Number

*This page must be signed by the school district official listed above and returned to:

Department of Education
Special Education Programs
800 Governor's Drive
Pierre, SD 57501

reher

If your coop is turning in one comprehensive plan narrative for all member districts, every district must still submit this page.

SECTION I: Free and Appropriate Public Education (FAPE) 34 C.F.R. §§ 300.101-300.108, 300.110; ARSD 24:05:13:02

The district/cooperative and all member schools/districts will make available to all children with disabilities residing in the district(s) between the ages of 3 and 21, inclusive, including children with disabilities who have been suspended or expelled from school, as provided for in 300.530(d); 24:05:26 and 24:05:26.01, ARSD. Specific reference in the narrative to include:

- FAPE beginning at age 3; 300.101(b); ARSD 24:05:13:02
- Children advancing from grade to grade; 300.101(c); ARSD 24:05:13:02
- Limitations- age exceptions to FAPE; 300.102; ARSD 24:05:22:04.01
- FAPE- methods and payments; 300.103; ARSD 24:05:19:08
- Residential placement; 300.104; ARSD 24:05:19:08
- Assistive technology; 300.105; ARSD 24:05:27:20, ARSD 24:05:27:18, ARSD 24:05:27:19
- Extended school year services; 300.106; ARSD 24:05:25:26
- Nonacademic services; 300.107; ARSD 24:05:28:06
- Physical education; 300.108; ARSD 24:05:28:08
- Program options; 300.110; ARSD 24:05:28:04

District Narrative:

The South Dakota Board of Regents (BOR), the South Dakota School for the Blind and Visually Impaired (SDSBVI), and the South Dakota Department of Education Special Education Programs (DOE) are committed to the assurance of appropriate educational services for children with disabilities as identified by the Individuals with Disabilities Education Improvement Act (IDEA) and Section 504 of the Rehabilitation Act of 1973, South Dakota Codified Law (SDCL) chapter 13-37 (Special Assistance and Related Services), and the Administrative Rules of South Dakota (ARSD) Article 24:05 (Special Education). The SDSBVI will provide alternative placement educational programming to assist school districts to make free appropriate public education available to children whose visual impairments preclude satisfactory educational achievement in regular classes with the use of supplementary aids and services; outreach services directly and through consultation with school districts across South Dakota; lending library and related materials access for students and their families and school districts across the state; in-service training; coordinated services for students served in dual enrollment in the special school and LEA; evaluation; related technical assistance; extended school year, and transition. The DOE will ensure through compliance monitoring and the provision of ongoing technical assistance that SDSBVI is provided with the assistance to accomplish their mission of education to students with visual impairments.

- FAPE beginning at age 3; 300.101(b); ARSD 24:05:13:02

The South Dakota School for the Blind and Visually Impaired will make a FAPE available to all students who are admitted to the SDSBVI. This includes any student with a disability who has been suspended or expelled.

- Children advancing from grade to grade; 300.101(c); ARSD 24:05:13:02

All eligible students with disabilities, regardless of whether they are advancing from grade to grade, will have FAPE available to them on an individualized basis as determined by the student's IEP team on an annual basis. Exceptions to FAPE for students aged 3-21 includes those students who have graduated from high school with the regular high school diploma.

- Limitations- age exceptions to FAPE; 300.102; ARSD 24:05:22:04.01

NA

- FAPE- methods and payments; 300.103; ARSD 24:05:19:08

Pursuant to SDCL § 13-37-1.3, the school district has a non-delegable duty to provide a free appropriate public education for each resident child. Although the preferred placement for all children is in the school that they would ordinarily attend if they were not disabled, for some children, the least restrictive environment may involve an alternative placement in a special school. Placement in a special school does not transfer the school district's responsibility for FAPE to the special school providing an alternative placement. Rather, it necessitates a close cooperation between the school district and the special school to assure that the school district can provide necessary educational or related services that are ordinarily unavailable through the special school.

The parties agree that the Individualized Educational Plan team provides the proper setting to assign responsibility for providing educational and related services that the IEP team has determined to be necessary to provide FAPE to a child. To facilitate necessary discussions, the SDSBVI will assume responsibility for scheduling IEP team meetings, for providing parental notices, for assigning necessary special school staff or contractors to participate in the IEP process, for distributing information to parents and IEP team members, for creating records of IEP team proceedings and for otherwise providing support to the school district insofar as concerns operations of the IEP team meetings convened at the SDSBVI.

The school district will retain responsibility for providing a free appropriate public education to each child it has placed at the special school. The school district will co-chair IEP teams convened at the SDSBVI, and the school district will provide related services identified by the IEP team as necessary for a child's free appropriate public education but not otherwise available at the SDSBVI. This could include such locally contracted services such as mental health counseling, occupational or physical therapy, etc. for which the LEA will assume fiscal responsibility.

The SDSBVI superintendent/designee will be responsible to ensure that the proper procedures are followed in the development, review, and revision of each IEP.

- (1) All educational programs, evaluations, room and board and other services provided by SDSBVI are provided at no cost to parents or local school districts. Districts remain responsible for travel as determined during the IEP process and for any additional services (i.e. OT, PT, psychological counseling or outside therapy) that are not conducted by SDSBVI personnel, but are included on the IEP.
- (2) SDSBVI meets the standards established by the state board in this article and the implementing regulations for Part B of the Individuals with Disabilities Education Act.
- (3) SDSBVI provides services for students from birth to age 22 and works together with Birth-Three and local school districts.

- Residential placement; 300.104; ARSD 24:05:19:08

Consistent with the IEP requirements in this article regarding the provision of services in a timely manner, the SDSBVI will ensure that there is no inappropriate delay in implementing a child's IEP, including any case in which the payment source for providing or paying for special education and related services to the child is being determined.

All educational programs, evaluations, room and board and other services provided by SDSBVI are provided at no cost to parents or local school districts. Districts remain responsible for travel as determined during the IEP process and for any additional services (i.e. OT, PT, psychological counseling or outside therapy) that are not conducted by SDSBVI personnel, but are included on the IEP.

- Assistive technology; 300.105; ARSD 24:05:27:18 ARSD 24:05:27:19

Each individual child's need for assistive technology is assessed and discussed by the IEP team. The assistive technology determined by the team to be appropriate for the student will be provided by the SDSBVI and if purchased will remain the property of SDSBVI. Training in the use of the devices will be provided to the student and SDSBVI staff and to parents upon request.

- Extended school year services; 300.106; ARSD 24:05:25:26

The SDSBVI provides an extended school year that focuses on the expanded core curriculum for students who are blind or visually impaired. Recommendation for the extended school year program comes through the IEP process. An IEP is developed and implemented that addresses the need for extended school year services. The IEP team shall determine the length of the school day and duration of extended school year services based on the individual child's needs. However, students who are not on an IEP may still be eligible for services during the summer if they meet the requirement of having a visual impairment.

- Nonacademic services; 300.107; ARSD 24:05:28:06

For any student enrolled at the SDSBVI, the IEP team determines the extent and type of nonacademic and extracurricular services that will be provided in settings off campus. that child. The SDFSBI will ensure that each child with a disability has the supplementary aids and services determined by the child's IEP team to be appropriate and necessary for the child to participate in nonacademic settings.

- Physical education; 300.108; ARSD 24:05:28:08

Physical education services are made available to every child enrolled at the SDSBVI. Regular physical education is mandated through high school.

Students who are served at the SDSBVI require some adaptation of the physical education program because of their reduced vision. Some eye conditions preclude certain physical activities which would cause jarring. Some competitive games, such as goalball and other events such as cross-country and downhill skiing for blind skiers are available for SDSBVI students. The goal of physical education for blind, visually impaired, and deaf blind children is the same as it is for other children to develop healthy bodies and promote lifelong activity.

Adapted physical education program at the SDSBVI provides students with opportunities to achieve their maximum potential for physical development. Unless restricted because of individual needs, all students receive instruction in adapted physical education through high school. Students are involved in physical exercise, games, dance, and select competitive activities. When individually appropriate, students can take part in competitive or intramural sports through the public or parochial school systems.

- Program options; 300.110; ARSD 24:05:28:04

The SDSBVI will ensure that students have available to them a variety of educational programs and services which are available to non-handicapped children including art, music, industrial arts, consumer and homemaking education, and vocational education. Responsibility for any costs associated with participation in the various programs will be determined through the IEP process. The local school district has fiscal responsibility for tuition, fees and/or transportation required for participation in programming within the Aberdeen community. The LEA must give prior consent to any such arrangement; SDSBVI cannot obligate the district without their approval. The student or family may pay participation in some activities; other activities may be sponsored by the SDSBVI.

SECTION II: Full educational opportunity goal (FEOG) 34 C.F.R. § 300.109; ARSD 24:05:22:04, ARSD 24:05:22:04.01

The district/cooperative and all member schools/districts will have in effect policies and procedures, demonstrating that the district/cooperative has established a goal of providing full educational opportunity to all children with disabilities, aged birth through 21, and include a timetable for accomplishing that goal.

District Narrative:

The South Dakota School for the Blind and Visually Impaired, consistent with the timetable established by the State of South Dakota and Part B of the Individuals with Disabilities Education Act (IDEA), has a goal of providing full educational opportunity to all children with visual impairments, aged birth through twenty-one. The district will review data annually to guide decisions with regard to adjustments in its programs to ensure appropriate services to all students with disabilities.

It is the goal of the South Dakota School for the Blind and Visually Impaired to provide a full educational opportunity to all children with vision loss (SDCL 13-61 specifies the students to be served), age birth through twenty-one, consistent with the timetable established in the South Dakota Eligibility Document or Part B of the Individuals with Disabilities Act.

The school's procedures for determining the additional number and kind of facilities, personnel and services needed in order to meet its full program services goal are as follows:

1. The South Dakota School for the Blind and Visually Impaired will review current statistical information from the district's special education program reflecting: a) number of referrals being submitted; and b) number resulting in the identification of additional students requiring special education services.
2. The South Dakota School for the Blind and Visually Impaired will review the current census information projecting the number of new special education students to be served based on previous population percentages experienced by the district.
3. The South Dakota School for the Blind and Visually Impaired will review the annual federal child count statistics reflecting the current number of special students being served, their primary disability condition, kinds of related services required, amount of time in special and regular education, and any other information to assist in program development.
4. The South Dakota School for the Blind and Visually Impaired will review students referred and receiving services from SDSBVI to determine sufficiency of resources to meet identified need.

SECTION III: Child Find 34 C.F.R. § 300.111; Child Identification ARSD 24:05:22

The district/cooperative and all member schools/districts must have in effect policies and procedures for ensuring that all children with disabilities who reside within the boundaries of the district/cooperative member districts, including those who are homeless children or are wards of the state, and children with disabilities who attend private schools, regardless of the severity of their disabilities, who are in need of special education and related services are identified, located, and evaluated and a practical method is developed and implemented to determine which children with disabilities are currently receiving needed special education and related services. Specific reference in the narrative to include:

- Use of the term developmental delay; ARSD 24:05:24.01:09
- Children who may be suspected of having a disability, and in need of special education, even though they are advancing from grade to grade, 300.111(c)(1); ARSD 24:05:22:01
- Children who are highly mobile, including migrant children, 300.111(c)(2); ARSD 24:05:22:01

District Narrative:

The South Dakota School for the Blind and Visually Impaired, has in effect policies and procedures to ensure that all children with visual impairments who reside within the boundaries of the state of South Dakota and who may be in need of special education and related services are located, identified, and evaluated according to all relevant regulations. This includes those students who may be homeless or wards of the state, as well as children with visual impairments who may attend private schools or be homeschooled. Child find includes our ongoing efforts to identify pre-school and school age students with vision loss through our referral and evaluation procedures

The primary responsibility for identification of students who are visually impaired rests with the local public schools. The SDSBVI bears an obligation to inform the local school districts and general public of the programs and services available. In addition, the SDSBVI has a responsibility to enhance public awareness of blindness and the abilities of persons who are blind.

The Superintendent is responsible for the coordination, implementation and documentation of public information activities. The Liaison for Services is the primary contact person for local school districts and parents and is the one who maintains the register of students requesting and receiving services.

The public information campaign is an ongoing process and is broad in an attempt to reach all potential consumer groups statewide. The following have been used as a part of the SDSBVI public awareness campaign.

- a) Development of brochures which have been distributed to local school districts, cooperatives, optometrists, ophthalmologists, and public health entities.
- b) Preparation of a booth to display at educational conferences, health fairs and other related group events.
- c) Development of an on campus tour for educational and civic groups including Northern State University and Presentation College students and public school children. A Braille card with information about the school was printed for distribution during tours.
- d) Presentations on topics related to vision loss and the education of visually impaired children to educational and health professionals, public school students, civic organizations and teacher preparation programs.
- e) Utilization of radio, television, and newspaper press releases and inclusion of articles in publications which reach parents and professionals.
- f) Distribution of the school newspaper, The Pioneer, to parents, local schools, libraries, legislators and others.
- g) Participation by SDSBVI administration, faculty and staff in local and statewide educational conferences, meetings and taskforce groups, i.e. school administrators, special education, early childhood, speech/language pathologists, school counselors, librarians and interagency groups.
- h) Participation in conferences of blind consumer groups in the state.

- i) Collaboration with the South Dakota Birth to Three Programs, South Dakota State Library, Vocational Rehabilitation, and Local Public Schools.
- j) Creation and maintenance of website, Facebook account, and Pinterest account.
- k) Collaboration with local and state civic and organizations such as the Chamber of Commerce and Lions.

The Liaison for Services maintains a record of public information activities. The Liaison works with the Administrative Assistant to maintain a masterlist of students receiving services from the SDSBVI; this list is updated quarterly. The Superintendent is responsible for the maintenance of daily attendance records and reporting the child count to the Special Education Programs.

The Superintendent is responsible for maintaining the American Printing House for the Blind registration of eligible students receiving services through the SDSBVI, and serves as Ex Officio Trustee.

Child Identification is included as an area of mutual effort in the BOR/BOE Cooperative Plan.

The SDSBVI maintains a Master Database of all students B-21 who have been referred to the school because of vision loss.

1. **Collecting:** The information on all students who have been referred to the outreach program is collected and maintained by the Outreach Vision Consultants and remains a part of the student file. For new on campus students, the information is collected by the Liaison for Services; the information for enrolled students is updated annually by the Principal following the IEP meeting.
2. **Maintaining:** Outreach files and Masterlist are maintained by the Outreach Vision Consultants. The files for on campus students are maintained by the Principal/designee.
3. **Reporting:** All students receiving services on campus have been determined to meet eligibility requirements. Only the students served on campus are included in the federal child count report.

All students served by the SDSBVI have been referred by the Local School District. Student files, including information on placement, are maintained for each student served on campus and are available for review by the DOE. All master files for students served through outreach are maintained in the LEA.

- Use of the term developmental delay; ARSD 24:05:24.01:09

NA

- Children who may be suspected of having a disability, and in need of special education, even though they are advancing from grade to grade, 300.111(c)(1); ARSD 24:05:22:01

NA

- Children who are highly mobile, including migrant children, 300.111(c)(2).

NA

SECTION IV: Individualized Education Program (IEP) 34 C.F.R. 300.112; ARSD 24:05:27

The district/cooperative and all member schools/districts will ensure that an individualized education plan (IEP), or an individual family service plan (IFSP) that meets the requirements of section 636(d) of the Act, is developed, reviewed, and revised for each child with a disability in accordance with 34 C.F.R. §§ 300.320 – 300.324, except as provided in 300.300(b)(3)(ii). Specific reference must include:

- Content of the IEP; 300.320(a)(1-7); ARSD 24:05:27:01.03
- Transition services; 300.320(b); ARSD 24:05:27:13.02
- Transfer of rights at the age of majority; 300.320(c); ARSD 24:05:27:01.03
- The IEP team; 300.321; ARSD 24:05:27:01.01
- Parent participation in the IEP; 300.322; ARSD 24:05:25:16
- When the IEP must be in effect; 300.323; ARSD 24:05:25:22
- Development of the IEP; 300.324; ARSD 24:05:27:01.02
- Routine checking of hearing aids and external components of surgically implanted medical devices, 300.113; ARSD 24:05:27:05

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures that each identified student with a vision loss has a current IEP in place that meets the requirements of Section 636(d) of the IDEA, and that has been developed in accordance with the requirements at 34 CFR sections 300.320 through 324. All identified students served at SDSBVI will have a current IEP in place at the beginning of the school year, and for eligible preschool students, by their third birthday. Each eligible student's IEP will be reviewed periodically, but not less than annually, to review progress and determine whether annual goals are being met.

- Content of the IEP; 300.320(a)(1-7); ARSD 24:05:27:01.03

The SDSBVI superintendent/designee will be responsible to ensure that the proper procedures are followed in the development, review, and revision of each IEP.

The joint IEP team will ensure that all appropriate special education issues are addressed and documented on the IEP. The district's Comprehensive Plan along with the IEP Technical Assistance Guide, available from Special Education Programs, will be used as references in the development, review, and revision of each IEP.

The SDSBVI has adopted a format for the IEP which is very similar to the state IEP form. All sections of the IEP must be completed during the meeting. Upon adjournment, the parents, LEA and SDSBVI all receive copies of the new IEP. The following information must be included:

1. A statement of the student's present levels of academic achievement and functional performance, including how the student's disability affects the student's involvement and progress in the general curriculum (i.e., the same curriculum as for nondisabled students).

For preschool student, as appropriate, how the disability affects the student's participation in appropriate activities.

Eye condition and implications of vision loss on the child's education and recommended educational modifications.

2. A statement of measurable annual goals, including academic and functional goals, designed to:

(a) Meet the student's needs that result from the student's disability to enable the student to be involved in and progress in the general education curriculum; and

(b) Meet each of the student's other educational needs that result from the student's disability.

For students with disabilities who take alternate assessments aligned to alternate achievement standards, each student's IEP shall provide a description of benchmarks or short-term objectives.

3. A statement of the special education and related services and supplementary aids and services, based on peer-reviewed research to the extent practicable, to be provided to the student, or on behalf of the student, and a statement of the program modifications or supports for school personnel that will be provided to enable the student:
 - (a) To advance appropriately toward attaining the annual goals;
 - (b) To be involved and make progress in the general education curriculum in accordance with this section and to participate in extracurricular and other nonacademic activities; and
 - (c) To be educated and participate with other students with disabilities and nondisabled students in the activities described in this section.
4. An explanation of the extent, if any, to which the student will not participate with nondisabled students in the regular class and in activities described in this section.
5. A statement of any individual appropriate accommodations that are necessary to measure the academic achievement and functional performance of the student on state and district-wide assessments consistent with § 24:05:14:14. If the IEP team determines that the student shall take an alternate assessment instead of a particular regular state or district-wide assessment of student achievement, a statement of why:
 - (a) The student cannot participate in the regular assessment; and
 - (b) The particular alternate assessment selected is appropriate for the student.
6. The projected date for the beginning of the services and modification described in this section and the anticipated frequency, location, and duration of those services and modifications.
7. A description of how the student's progress toward the annual goals described in this section will be measured and when periodic reports on the progress the student is making toward meeting the annual goals (such as through the use of quarterly or other periodic reports, concurrent with the issuance of report cards) will be provided.
8. Beginning not later than the first IEP to be in effect when the student turns 16, or younger if determined appropriate by the IEP team, and updated annually thereafter, the IEP shall include:
 - (a) Appropriate measurable postsecondary goals based upon age-appropriate transition assessments related to training, education, employment, and, if appropriate, independent living skills; and
 - (b) The transition services (including courses of study) needed to assist the student in reaching those goals.
9. Beginning not later than one year before a student reaches the age of majority under state law, the student's individualized education program must include a statement that the student has been informed of his or her rights under Part B of the Individuals with Disabilities Education Act, if any, that will transfer to the student on reaching the age of majority consistent with § 24:05:30:16.01.
10. Lists of individuals participating in the development of the IEP and identification of persons responsible for its implementation.
11. Determination of need for Extended School Year (ESY) and specific services to be provided.
12. Determination of person responsible for checking hearing aids and external components of surgically implanted medical devices and condition of prescribed eyewear.
 - **Transition services; 300.320(b); ARSD 24:05:27:13.02**

Beginning not later than one year before a student reaches the age of majority under state law, the student's individualized education program must include a statement that the student has been informed of his or her rights under Part B of the Individuals with Disabilities Education Act, if any, that will transfer to the student on reaching the age of majority consistent with § 24:05:30:16.01.

- Transfer of rights at the age of majority; 300.320(c); ARSD 24:05:27:01.03

Beginning not later than one year before a student reaches the age of majority under state law, the student's individualized education program must include a statement that the student has been informed of his or her rights under Part B of the Individuals with Disabilities Education Act, if any, that will transfer to the student on reaching the age of majority consistent with § 24:05:30:16.01.

- The IEP team; 300.321; ARSD 24:05:27:01.01

The following individuals serve as members of the IEP team:

1. Student (required age 16 and older/as appropriate under age 16)
Student participation in the development of the IEP is strongly encouraged whenever appropriate. For students age 16 and older, participation in the IEP/ITP (Individual Transition Plan) is expected. It is important that students be fully prepared prior to the meeting. It is the responsibility of the Case Teacher to assist with this preparation. The Student Services Director may serve as a resource in working with the student.
2. Parents/Guardians
3. LEA Representative (co-chair)
4. Principal/Superintendent (co-chair)
5. Case Teacher/Special Education Teacher
6. Case Manager (if student is in residential program)
7. Evaluator(s)
8. Others who may be involved:
 - A. Student Services Director
 - B. Transition Specialist (age 16 and up)
 - C. Faculty and Staff with instructional responsibilities
 - D. Speech Pathologist
 - E. Occupational Therapist
 - F. Physical Therapist
 - G. Registered Nurse
 - H. Outreach Vision Consultant
 - I. Outside Consultants
 - J. Others as requested by parents or LEA

A member of the IEP team is not required to attend an IEP team meeting, in whole or in part, if the parent of a student with a disability and the school district agree in writing that the attendance of the member is not necessary because the member's area of the curriculum or related services is not being modified or discussed in the meeting. A member of the IEP team may be excused from attending, in whole or in part, an IEP team meeting that involves a modification to or discussion of the member's area of the curriculum or related services, if:

- (1) The parent and school district consent in writing to the excusal; and
- (2) The member submits, in writing to the parent and the IEP team, input into the development of the IEP before the meeting.

- Parent participation in the IEP; 300.322; ARSD 24:05:25:16

All decisions of the IEP team will be made jointly by the parents, school district and SDSBVI personnel through the IEP process and specified on the child's IEP. The IEP will be in effect before special education and related services are provided to a child and will be implemented as soon as possible following an IEP meeting.

Parents will have an opportunity to evaluate the continuum of educational options for their child.

The SDSBVI will ensure that the parent receives a copy of the completed IEP and that the IEP is made available to all service providers.

- When the IEP must be in effect; 300.323; ARSD 24:05:25:22

The Individual Education Plan is developed annually for each student. The IEP details the strengths and needs of the child, the goals established for the year, any special adaptations to be made, related services to be provided, and other details of the child's special education program.

- Development of the IEP; 300.324; ARSD 24:05:27:01.02

IEPs will be written annually (within 365 days of the previous plan) by the IEP team. For students enrolled on campus, Case Teachers and Case Managers play an important role in the development and implementation of the IEP for each student assigned to them.

The exact dates for the IEPs will fluctuate each year. A current IEP must be on file at the beginning of the school year. IEPs must not extend beyond 365 days in duration. Each student must have a comprehensive evaluation completed every three years or more frequently when requested by a parent or teachers. Comprehensive evaluations must be completed within twenty five (25) school days (upon receipt of consent for evaluation) and an IEP developed within thirty (30) calendar days from the end of the 25 school days evaluation timeline.

PROCESS:

1. Scheduling of IEPs will be done by the Educational Secretary who will contact parents and LEA to set up a mutually agreeable date and time, determine who will be present, and decide whether the meeting will be held person-to-person or by teleconference. A Contact Report will be maintained as an official record of legal notification. All arrangements made by telephone will be followed with a Parental Prior Notice Form to parents, LEA, SDSBVI staff, and others as identified. As the meeting arrangements are finalized, SDSBVI staff will be notified and also receive a copy of the Parental Prior Notice Form.
2. In preparation for the IEP meeting, Case Teachers will schedule and conduct a prestaffing to do the following:
 - a. Review the child's progress since the last IEP meeting and current strengths and needs.
 - b. Review all evaluation data.
 - c. Discuss placement options and generate ideas for a program which would address the child's individual needs.
 - d. Discuss potential for related service needs and options for implementation.
 - e. Identify components which should be considered for the Individual Education Plan (IEP) and Individual Transition Plan (ITP) [for students 16 and older], including the specific goals of participation in other programs.
 - f. Determine which SDSBVI staff should attend the IEP meeting. Prestaffings should be held at least 5 days prior to the IEP so that parents can be notified as to who will be in attendance.
 - g. It is the responsibility of each teacher, case manager, and therapist to share relevant information with the Case Teacher.
3. Information brought to the IEP meeting should be in rough draft form for discussion by the team.
4. IEP meetings will be co-chaired by the SDSBVI Principal or designee and the school district representative who are jointly responsible for completion of the IEP document and are authorized to commit to expenditures.

5. There is a single format for all IEPs. The IEP must reflect the skill areas impacted by the disability (as opposed to assigned classes). Therefore, the goals which are identified by the team will be implemented across domains. It is significant that the IEP reflect those special adaptations which address the student's vision loss and compensatory skills.
6. The IEP meeting may take place in person or by teleconference, but all provision of prior notice, participation, and content must be met.
7. All areas on the IEP form must be completed or marked as not applicable/not required.
8. Copies of the completed IEP will be provided to the parent and LEA with one copy retained for the student's cumulative file at the SDSBVI. Additional copies of the IEP will be made upon the request of parent or LEA for other individuals or agencies who will be working with the child. Copies will be provided to the service providers who work with the student.

CHANGES IN THE IEP

Any changes in the IEP, including changes in short-term objectives or related services, must be made by the IEP team. The Principal must notify the parents and LEA of the proposed changes and initiate an IEP meeting. An Addendum must be written and attached to the original IEP. This process may take place in person or by teleconference, but all provision of prior notice must be met.

TRANSFER

If an eligible student transfers to a new public agency in the same State, and enrolls in a new school within the same school year, the new public agency (in consultation with the parents) must provide a free appropriate public education (FAPE) to the child (including services comparable to those described in the child's IEP from the previous public agency), until the new public agency either:

- Adopts the child's IEP from the previous public agency; or
- Develops, adopts, and implements a new IEP that meets the applicable requirements.
- Routine checking of hearing aids and external components of surgically implanted medical devices, 300.113; ARSD 24:05:27:05

Determination of person responsible for checking hearing aids and external components of surgically implanted medical devices and condition of prescribed eyewear is included in each SDSBVI IEP.

SECTION V: Least Restrictive Environment (LRE), 34 C.F.R. §§ 300.114 – 300.120; ARSD 24:05:28

The district/cooperative and all member schools/districts will ensure that, to the maximum extent appropriate, children with disabilities, including those in public or private institutions or other care facilities, are educated with children who are not disabled, and special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature and severity of the disability of a child is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily. Specific reference must include:

- A continuum of alternative placements; 300-115; ARSD 24:05:28:02
- Placements; 300.116; ARSD 24:05:28:03
- Non-academic settings, 300.117; ARSD 24:05:28:06
- Children in public or private institutions; 300.118; ARSD 24:05:28:07
- Teachers and administrators are provided with technical assistance and training; 300.119; ARSD 24:05:28:11
- Monitors placements, 300.120; ARSD 24:05:28:12

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures the availability of a continuum of alternative placements to provide each student with a disability the opportunity for education in the Least Restrictive Environment. Any removal of a student with a disability from the regular education environment may occur only when the nature and severity of the child's needs dictate that education in regular classes, with the use of supplementary aids and services cannot be achieved satisfactorily.

- A continuum of alternative placements; 300-115; ARSD 24:05:28:02

Students who have a visual impairment which impacts their education are eligible for services from the SDSBVI. These educational programs and services may be offered in a variety of ways to ensure that the child receives an appropriate education in the least restrictive environment. In all cases the programming and services to be provided are specified in the IEP.

Special education programs and services necessary to meet individual needs will be coordinated with the regular education program whenever appropriate. Removal from a regular classroom will occur only when the nature and severity of the child's needs is such that education in regular classes with the use of supplementary aids cannot be satisfactorily achieved. Provisions will be made for appropriate classroom settings or alternative settings necessary to implement the IEP. Out of district placement will be utilized only when necessary to implement the IEP and will be as close to home as possible.

Placement in the least restrictive environment will not produce a harmful effect on the child or reduce the quality of services the child needs.

Parents will have an opportunity to evaluate the continuum of educational options for their child.

The following factors in determining placements will be used by the SDSBVI.

- a) Each child's educational placement must be individually determined at least annually and must be based on the child's individual education program;
- b) Provisions are made for appropriate classroom or alternative settings necessary to implement a child's individual education program;
- c) Discussion of the ways the child's visual impairment impacts their educational achievement;
- d) Except where a child's individual education plan requires some other arrangement, the child shall be educated in the school which that child would normally attend if not disabled. Other placement shall be as close as possible to the child's home;
- e) Placement in the least restrictive environment will not produce a harmful effect on the child or reduce the quality of services which that child needs; and
- f) A child with a disability is not removed from education in age appropriate regular classrooms solely because of needed modifications in the general curriculum.

- **Placements; 300.116; ARSD 24:05:28:03**

The SDSBVI provides an array of educational programs and services on the campus in Aberdeen and in local school districts across the state of South Dakota. Thus the SDSBVI endorses and assists local school districts to provide a continuum of placements for students who are blind, visually impaired, or deaf blind. Alternative placements could include regular education programs with modification, resource rooms, self-contained programs, day school programs, residential school programs, and home and hospital programs. The SDSBVI can implement these alternatives in the following ways:

- a) **EVALUATION SERVICES:** The SDSBVI provides comprehensive educational evaluations and interpretation of results for parents and public school teachers and recommendations for appropriate educational programming and placement. Vocational testing is also available.
- b) **CONSULTATION SERVICES:** The SDSBVI provides consultative services for local school districts, cooperatives and parents to assist them in developing child identification procedures and appropriate educational programs. Consultation services range from early intervention to transition.
- c) **DAY SCHOOL PROGRAMS:** The SDSBVI provides direct educational programs and services to visually impaired students, including those who are multihandicapped and deaf blind. For some students this may be a full day program at the SDSBVI or a combined program with public or private preschools, public or parochial schools at the elementary or high school level, Aspire, etc.
- d) **RESIDENTIAL SCHOOL PROGRAM:** The SDSBVI provides residential services for those students who are better served in such an environment and who need the continuity of an extended and intensive program. Residential services are available to students who live too far away to make daily travel feasible.
- e) **HOME AND HOSPITAL PROGRAMS:** The SDSBVI will provide limited direct service and/or consultation in home or hospital environments when it best meets the needs of the student. Home or hospital programs through the SDSBVI are temporary in nature and of limited duration.
- f) **OTHER SETTINGS:** The SDSBVI will provide consultation and/or training for students with visual impairments in vocational programs, work settings, and other locations upon request.

- **Non-academic settings, 300.117; ARSD 24:05:28:06**

Nonacademic and extracurricular activities will be provided for students at the SDSBVI to afford them equal opportunities for participation. Students may take part in extracurricular and/or nonacademic courses offered in the Aberdeen public or parochial schools, preschools, A-TEC, NSU, or other community programs. These activities may include counseling, athletics, transportation, health services, recreational activities, special interest groups or clubs, referrals to agencies (such as Service to the Blind and Visually Impaired and Opportunities in Independent Living) who provide services to persons with handicaps and opportunities for obtaining on the job training and outside employment.

In providing for or arranging for provision of academic, nonacademic and extracurricular services, each child will have opportunities to participate to the maximum extent possible and appropriate with non-handicapped peers. It will be the responsibility of SDSBVI personnel to work with others in the integrated setting (teachers, students, and others) to provide consultation and support as may be necessary.

- Children in public or private institutions; 300.118; ARSD 24:05:28:07

Teaching our students to live and work successfully in the community is a part of our role and mission. Although students benefit from classroom instruction and role playing within the school environment, they also need opportunities to practice skills they have acquired in every day settings.

Blind and visually impaired children need to work harder to become familiar with "how things work," having limited opportunities to observe and imitate others or raise questions about the events taking place around them. In addition, some students experience difficulty in transferring experiences and skills from one situation to another.

Making the community a part of the learning experience has been a part of the SDSBVI curriculum for a long time through public school classes, mobility lessons, recreational opportunities as well as classroom activities.

To ensure that students are getting the necessary opportunities to interact within the community, options including academic, nonacademic, recreational, and vocational will be discussed during the IEP meetings and included on the student's IEP.

Each student who receives educational services has an annual review of his/her program by his/her placement committee. During that review consideration is given to reintegration into the local school district or provision of some program components within the Aberdeen public or private schools. "Guidelines for Decision Making" have been developed to assist SDSBVI personnel in this process. While the SDSBVI educational team will make recommendations, such decisions rest with the IEP team.

When it is determined that a student will benefit from another program, SDSBVI faculty and staff will work with the local school district to develop an appropriate plan for reintegration or transfer. The SDSBVI personnel will be available to meet with teachers and other service providers, travel to the local school district, provide in services for students or staff, assist with getting needed books and materials, and otherwise assist with the process.

A student remains eligible for SDSBVI programs and services until they receive a signed high school diploma or becomes 21 years of age during the fiscal year shall have free school privileges during the school year.

A student who returns to his/her local school district or other setting may receive educational diagnostic or consultative services as needed. In the event a student needs an on campus program at a later date, the normal placement process will apply.

- Teachers and administrators are provided with technical assistance and training; 300.119; ARSD 24:05:28:11

Ongoing technical assistance and training are available to SDSBVI administrators and teachers through the DOE.

- Monitors placements, 300.120; ARSD 24:05:28:12

The DOE monitors SDSBVI placement decisions at the local district and at SDSBVI through Special Education compliance monitoring and reporting.

SECTION VI: Procedural Safeguards, 34 C.F.R. § 300.121; ARSD 24:05:30

The district/cooperative and all member schools/districts will ensure that all children with disabilities and their parents are afforded procedural safeguards required by 34 C.F.R. §§300.500 through 300.536, and consistent with South Dakota Administrative Rule. Specific reference must include:

- Opportunity to examine records; parent participation in meetings; 300.501(a)(b)(c); ARSD 24:05:30:02
- Independent educational evaluations; 300.502; ARSD 24:05:30:03
- Prior written notice; content of notice; 300.503; ARSD 24:05:30:04
- Procedural safeguards notice; 300.504; ARSD 24:05:30:06.01, ARSD 24:05:30:06.02
- Use of electronic mail; 300.505; ARSD 24:05:30:06.03
- Availability of mediation; 300.506; ARSD 24:05:30:09
- Filing of due process complaints; 300.507; 300.508; 300.509; ARSD 24:05:30:07.01
- Resolution process; 300.510; ARSD 24:05:30:08.09-.12
- Impartial due process hearing; 300.511; ARSD 24:05:30:09.04
- Hearing rights; 300.512; ARSD 24:05:30:12
- Hearing decisions; 300.513; 300.514; 300.515; 300.516; 300.517; ARSD 24:05:30:11
- Status of child during due process proceedings; 300.518; 24:05:30:14 ARSD.
- Surrogate parents; children who are wards of the state; homeless youth; 300.519; ARSD 24:05:30:15
- Transfer of rights at age of majority; 300.520; ARSD 24:05:30:16.01
- Discipline procedures and manifestation determination; 300.530; ARSD 24:05:26:09.03
- Determination of setting; 300.531; ARSD 24:05:26:09.2
- Right of appeal of the determination of setting; 300.532; ARSD 24:05:26:09.05
- Placement during appeals; 300.533; ARSD 24:05:26:09.06
- Protections for children not determined eligible for special education and related services; 300.534; ARSD 24:05:26:14
- Referral to action by law enforcement and judicial authorities; 300.535; ARSD 24:05:26:15
- Change of placement due to disciplinary removals; 300.536; ARSD 24:05:26:02.01

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures that all children with disabilities and their parents are afforded the required procedural safeguards of 34 CFR 300.500 through 300.536 as outlined in the *South Dakota Parental Rights and Procedural Safeguards* document.

The district will provide a copy of the procedural safeguards document to the parents of an eligible child with a disability at least one time each year, in addition to the following:

- Upon initial referral or parent request for an evaluation;
- Upon request by the parent;
- In accordance with discipline procedures outline in the procedural safeguards document;
- Upon receipt of the first state complaint or first due process complaint in a given school year.

The LEA is responsible to post a copy of the procedural safeguards document on its website in both English and Spanish to afford access to the public.

- Opportunity to examine records; parent participation in meetings; 300.501(a)(b)(c); ARSD 24:05:30:02

Parents, legal guardians, or eligible students have the right to inspect and review any educational records collected and maintained by the SDSBVI. Access by parents is not recorded on the Records Access Monitor. The school shall comply with a written request without unnecessary delay and within forty-five (45) calendar days after a request is received. Parents, legal guardians or eligible students requesting records for use at an Individualized Educational Planning Committee meeting, a hearing, or a hearing appeal shall be given immediate access to the requested records.

All decisions of the IEP team will be made jointly by the parents, school district and SDSBVI personnel through the IEP process and specified on the child's IEP. The IEP will be in effect before special education and related services are provided to a child and will be implemented as soon as possible following an IEP meeting.

Parents will have an opportunity to evaluate the continuum of educational options for their child.

The SDSBVI will ensure that the parent receives a copy of the completed IEP and that the IEP is made available to all service providers.

- Independent educational evaluations; 300.502; ARSD 24:05:30:03

For students enrolled at the SDSBVI, requests for an independent educational evaluation (conducted by persons other than SDSBVI staff) will be referred back to the LEA.

Upon request of a LEA or parent, the SDSBVI will conduct an independent educational evaluation for a visually impaired child who is a South Dakota resident. Such evaluation, conducted by the SDSBVI personnel, will be provided at no charge to either the LEA or parent. Both parents and LEA representatives will be invited to take part in the post evaluation staffing. Copies of the evaluation report will be sent to both the parent and LEA.

Pursuant to SDCL § 13-37-1.3, the local school district has a non-delegable duty to provide a free appropriate public education for each resident child. Although the preferred placement for all children is in the school that they would ordinarily attend if they were not disabled, for some children, the least restrictive environment may involve an alternative placement in a special school. Placement in a special school does not transfer the school district's responsibility for FAPE to the special school providing an alternative placement. Rather, it necessitates a close cooperation between the school district and the special school to assure that the school district can provide necessary educational or related services that are ordinarily unavailable through the special school. This relationship is spelled out in the cooperative agreement between the Board of Regents and Board of Education.

The parties agree that the Individualized Educational Plan team provides the proper setting to assign responsibility for providing educational and related services that the IEP team has determined to be necessary to provide FAPE to a child. To that end, the parties agree that the local school district will have primary responsibility for the IEP. The special school will provide administrative support throughout the IEP process and will assign personnel who have the knowledge of special education and of the special school resources to assist the school district counterpart in guiding IEP team meetings convened at the special school. The parties agree further that where the IEP team identifies as necessary an educational or related service that the special school does not provide, the school district will be responsible for financing provision of such services.

- Prior written notice; content of notice; 300.503; ARSD 24:05:30:04

The SDSBVI will not make a change in a student's program without notifying the parents and local school district in writing at least five (5) days prior to initiating or refusing to initiate or changing the identification, evaluation or educational placement of a child or the provision of a free appropriate public education to the child.

Parental consent must be obtained in writing prior to a first time evaluation and before the initial placement of a child in a program providing special education or special education and related services. For subsequent evaluations which take place at the SDSBVI, parents will receive a prior consent form from the SDSBVI.

The notice to parents must include the following:

1. Describe the action that your school district proposes or refuses to take;
2. Explain why your school district is proposing or refusing to take the action;
3. Describe each evaluation procedure, assessment, record, or report your school district used in deciding to propose or refuse the action;
4. Include a statement that you have protections under the procedural safeguards provisions in Part B of the IDEA;
5. Tell you how you can obtain a description of the procedural safeguards if the action that your school district is proposing or refusing is not an initial referral for evaluation;
6. Include sources for you to contact for help in understanding Part B of the IDEA;
7. Describe any other options that your child's individualized education program (IEP) Team considered and the reasons why those options were rejected; and
8. Provide a description of other factors relevant to why your school district proposed or refused the action.
 - **Procedural safeguards notice; 300.504; ARSD 24:05:30:06.01; ARSD 24:05:30:06.02**

The notice must be:

1. Written in language understandable to the general public; and
2. Provided in your native language or other mode of communication you use, unless it is clearly not feasible to do so.

If your native language or other mode of communication is not a written language, your school district must take steps to ensure that:

1. The notice is translated for you orally or by other means in your native language or other mode of communication;
2. You understand the content of the notice; and
3. There is written evidence that 1 and 2 have been met.

You may elect to receive notices required in this document regarding prior written notice, procedural safeguards notice, and notices related to a due process complaint by an electronic mail communication if the district makes that option available. The district will document your request to receive these notices by electronic mail.)

RELEASE FORMS

In order to protect students, parents, and the SDSBVI, several release forms must be completed and signed by parents each school year. When students return to school, parents are required to fill out and sign all release forms before they depart. Included in these papers is a form to obtain parental consent to release information about their child through the media. In addition to giving approval for the release of identifying information, parents also may note any limitations they wish to be followed.

Consent means that the parent has been fully informed of all information relative to the activity for which consent is sought, in his or her native language or other mode of communication; the parents understand and agree in writing to the carrying out of the activity for which consent is sought, and the consent describes that activity and lists any records which will be released and to whom; and the granting of consent by parents is voluntary and may be revoked in writing at any time.

- **Use of electronic mail; 300.505; ARSD 24:05:30:06.03**

SDSBVI will provide notices to parents by electronic mail if they elect to do so.

- Availability of mediation; 300.506; ARSD 24:05:30:09

GRIEVANCE PROCEDURE

The school recognizes the need for students and/or parents to have appropriate ways to resolve conflict and disagreement with rules and/or procedures of the school, actions by any individual staff member of the school, or any discriminating policies, procedures or actions by the school or any of its employees. The following course of action should be used by the students and/or parents to try to change any policy or action taken by the school or one of its employees or any discrimination encountered by any student and/or his/her parent(s).

1. The student and/or parents should make all attempts to resolve any conflict or disagreement in an informal manner. The student and/or parents can talk to his/her teacher or case manager to try to change a policy or action.
2. If the student and/or parents are not satisfied, the grievance can be taken, informally to the Principal, Dorm Supervisor, or Student Services Director.
3. Dissatisfaction with the Step 2 decision can result in a formal written complaint to the Principal. The student and/or his/her parents shall receive a written response within ten (10) working days of the receipt of the appeal.
4. If a resolution is not achieved, the student and/or his/her parents shall formally file a grievance with the Superintendent. The Superintendent shall respond in writing within ten (10) working days.
5. If the student and/or his/her parents are not satisfied with the Step 4 decision, a formal written complaint can be made to the Executive Director of the South Dakota Board of Regents. The Executive Director of the Board will respond in writing as quickly as possible. Action of the Board will be final for administrative procedure.

- Filing of due process complaints; 300.507; 300.508; 300.509; ARSD 24:05:30:07.01

The BOR, the SDSD, the SDSBVI, and the DOE agree that the DOE has the responsibility under IDEA to monitor the special schools in order to ensure compliance with IDEA. As such, the DOE has the responsibility to oversee corrective actions as a result of compliance monitoring.

The BOR, the SDSD, the SDSBVI and the DOE agree that state and federal special education laws require that parents have access to due process procedures to resolve concerns about IEP plans or with the implementation of those plans. The parties agree that cooperation between the special schools and school districts will be essential to assure parents' recourse to effective decision-makers who have the financial resources to provide services found to be necessary.

To this end, the parties agree that each placement agreement should specify that the special school and the school district will encourage parents to address concerns about IEP plans or with the implementation of those plans to the special school superintendent for informal resolution. Such procedures shall not preclude the parents from filing due process complaints about such matters, as permitted under regulation, but such due process complaints should be directed to the school districts since they have primary responsibility to provide a free appropriate public education.

Each placement agreement should specify that the special school and the school district will encourage parents to address concerns about IEP plans or with the implementation of those plans to the special school superintendent for informal resolution. Such procedures shall not preclude the parents from requesting mediation or initiating due process complaints as permitted under rule.

In the event that a parent initiates a due process complaint, the special school shall cooperate fully with the school district in meetings with parents convened to attempt to resolve the concern, in mediation sessions, if any, and in preparing for and participating in any formal hearings.

- Resolution process; 300.510; ARSD 24:05:30:08.09-.12

GRIEVANCE PROCEDURE

The school recognizes the need for students and/or parents to have appropriate ways to resolve conflict and disagreement with rules and/or procedures of the school, actions by any individual staff member of the school, or any discriminating policies, procedures or actions by the school or any of its employees. The following course of action should be used by the students and/or parents to try to change any policy of or action taken by the school or one of its employees or any discrimination encountered by any student and/or his/her parent(s).

1. The student and/or parents should make all attempts to resolve any conflict or disagreement in an informal manner. The student and/or parents can talk to his/her teacher or case manager to try to change a policy or action.
2. If the student and/or parents are not satisfied, the grievance can be taken, informally to the Principal, Dorm Supervisor, or Student Services Director.
3. Dissatisfaction with the Step 2 decision can result in a formal written complaint to the Principal. The student and/or his/her parents shall receive a written response within ten (10) working days of the receipt of the appeal.
4. If a resolution is not achieved, the student and/or his/her parents shall formally file a grievance with the Superintendent. The Superintendent shall respond in writing within ten (10) working days.
5. If the student and/or his/her parents are not satisfied with the Step 4 decision, a formal written complaint can be made to the Executive Director of the South Dakota Board of Regents. The Executive Director of the Board will respond in writing as quickly as possible. Action of the Board will be final for administrative procedure.

- Impartial due process hearing; 300.511; ARSD 24:05:30:09.04

SDSBVI will ensure that procedures are established and implemented to allow parties to disputes involving any matter under this article, including matters arising before the filing of a due process complaint, to resolve disputes through a mediation process. Procedures for mediation are as follows:

- (1) SDSBVI shall ensure that mediation is viewed as voluntary and freely agreed to by both parties and is in no way used to deny or delay an aggrieved party's right to a hearing on a parent's due process complaint, or to deny any other rights afforded under this article; and
- (2) The mediation conference is an intervening, informal process conducted in a nonadversarial atmosphere that is scheduled in a timely manner and held in a location that is convenient to the parties in the dispute.

The state shall bear the cost of the mediation process, including the costs of meetings described in § 24:05:30:09.02.

- Hearing rights; 300.512; ARSD 24:05:30:12

Any party to a hearing, under this chapter or chapters 24:05:26 and 24:05:26.01, has the right to:

- (1) Be accompanied and advised by counsel and by individuals with special knowledge or training concerning the problems of children with disabilities, except that neither party has the right to be represented by a nonattorney at a hearing;
- (2) Present evidence and confront, cross-examine, and compel the attendance of witnesses;
- (3) Prohibit the introduction of any evidence at the hearing that has not been disclosed to that party at least five business days before the hearing;
- (4) Obtain a written or, at the option of the parents, electronic verbatim record of the hearing; and
- (5) Obtain written or, at the option of the parents, electronic findings of fact and decisions. The public agency shall transmit those findings and decisions, after deleting any personally identifiable information, to the state advisory counsel and shall make those findings and decisions available to the public.

- Hearing decisions; 300.513; 300.514; 300.515; 300.516; 300.517; ARSD 24:05:30:11

Any party aggrieved by the decision of the hearing officer under this chapter or chapters 24:05:26 and 24:05:26.01 may bring a civil action with respect to a due process complaint notice requesting a due process hearing under the Individuals with Disabilities Education Act, 20 U.S.C. § 1415(i)(2). A civil action may be filed in either state or federal court without regard to the amount in controversy. The party bringing the action has 90 days from the date of a hearing officer's decision to file a civil action. In any action brought under this section, the court:

- (1) Shall review the records of the administrative proceedings;
- (2) Shall hear additional evidence at the request of a party; and
- (3) Basing its decision on the preponderance of the evidence, shall grant the relief that the court determines to be appropriate.

Nothing in Part B of the Individuals with Disabilities Education Act restricts or limits the rights, procedures, and remedies available under the Constitution, the Americans with Disabilities Act of 1990 as amended to July 1, 2013, Title V of the Rehabilitation Act of 1973 as amended to July 1, 2013, or other federal laws protecting the rights of children with disabilities. However, before the filing of a civil action under these laws, seeking relief that is also available under section 615 of IDEA, the procedures under this chapter for filing a due process complaint must be exhausted to the same extent as would be required had the action been brought under section 615 of IDEA.

- Status of child during due process proceedings; 300.518; ARSD 24:05:30:14

As with interagency disputes, during the pendency of this dispute resolution process, the parties will ensure that services required to provide FAPE will continue. Disputed service(s) currently being provided will continue until the outcome of the dispute resolution process. The implementation of disputed service(s) not previously provided will be pursuant to a decision reached through the following resolution process.

- Surrogate parents; children who are wards of the state; homeless youth; 300.519; ARSD 24:05:30:15

The SDSBVI has established and implemented procedural safeguards, including the right to an independent educational evaluation, prior notice, and parental consent. Because students receive services from the SDSBVI through an IFSP or IEP process, responsibility for the appointment of a surrogate parent remains with the LEA.

- Transfer of rights at age of majority; 300.520; ARSD 24:05:30:16.01

All rights, including those related to student records, automatically are extended to the student at age 18, unless legal guardianship has been established. If the parents or legal guardians of an adult student deem this student mentally or emotionally incompetent to be responsible for the proper handling and disposition of his/her school record, these parents or guardians and not the school, must assume sole responsibility for having this incompetence legally established by the courts.

- Discipline procedures and manifestation determination; 300.530; ARSD 24:05:26:09.03

NA

- Determination of setting; 300.531; ARSD 24:05:26:09.2

NA

- Right of appeal of the determination of setting; 300.532; ARSD 24:05:26:09.05

NA

- Placement during appeals; 300.533; ARSD 24:05:26:09.06

NA

- Protections for children not determined eligible for special education and related services; 300.534; ARSD 24:05:26:14

NA

- Referral to action by law enforcement and judicial authorities; 300.535; ARSD 24:05:26:15

Nothing in Part B of the Individuals with Disabilities Education Act prohibits a school district or other public agency from reporting a crime committed by a student with a disability to appropriate authorities or to prevent state law enforcement and judicial authorities from exercising their responsibilities with regard to the application of federal and state law to crimes committed by a student with a disability.

A school district or other public agency reporting a crime committed by a student with a disability shall ensure that copies of the special education and disciplinary records of the student are transmitted for consideration by the appropriate authorities to whom it reports the crime. A school district reporting a crime under this chapter may transmit copies of the student's special education and disciplinary records only to the extent that the transmission is permitted by the Family Educational Rights and Privacy Act, as amended to January 8, 2009.

- Change of placement due to disciplinary removals; 300.536; ARSD 24:05:26:02.01

If a short-term suspension from a class, classes, or school is anticipated because of a pupil's violation of a policy, the procedure in § 24:07:02:01 applies.

Short-term suspension procedure: If a short-term suspension from a class, classes, or school is anticipated because of a pupil's violation of a policy, the principal or superintendent shall give oral or written notice to the pupil as soon as possible after discovery of the alleged violation, stating the facts that form the basis for the suspension. The pupil must be given the opportunity to answer the charges. If a pupil is suspended, the principal or superintendent shall give the parent oral notice, if possible, and shall send the parent or a pupil who is 18 years of age or older or an emancipated minor a written notice which provides information regarding the pupil's due process rights. A pupil who is an unemancipated minor may not be removed from the school premises before the end of the school day without contacting a parent unless the pupil's presence poses a continuing threat or danger, in which case the pupil may be immediately removed from the school and transferred into the custody of a parent or law enforcement.

SECTION VII: Evaluation 34 C.F.R. §300.122; ARSD 24:05:25

The district/cooperative and all member schools/districts will ensure that all children with disabilities are evaluated in accordance with 34 C.F.R. §§300.300 through 300.311. Specific references must include:

- Parental consent (for initial evaluation, services, and re-evaluations; 300.300; ARSD 24:05:25:02.01, ARSD 24:05:25:06.01
- Initial evaluations; 300.301; ARSD 24:05:25:03
- Screening for instructional purposes; 300.302; ARSD 24:05:25:03.03
- Re-evaluations; 300.303; ARSD 24:05:25:06
- Evaluation procedures; 300.304; 300.305; ARSD 24:05:25:04
- Determining eligibility; 300.306; ARSD 24:05:25:04.03
- Specific learning disabilities; 300.307 through 300.311; ARSD 24:05:25:07, ARSD 24:05:25:08, ARSD 24:05:25:11, ARSD 24:05:25:12

District Narrative:

The SDSBVI serves children who have been determined eligible by their LEA prior to being accepted for placement.

The LEA is responsible that all children with disabilities are evaluated in accordance with the following regulatory provisions:

- Parental consent (for initial evaluation, services, and re-evaluations; 300.300; ARSD 24:05:25:02.01, ARSD 24:05:25:06.01 ARSD.

SDSBVI requires parental consent for re-evaluations. We will review areas of concern and determine areas to be assessed. Parents of enrolled students are contacted by phone by the Student Services Director in advance of the evaluation to secure their input into the evaluation process.

- Initial evaluations; (Preplacement evaluations, ARSD 24:05:25:03)

NA

- Screening for instructional purposes; 300.302; ARSD 24:05:25:03.03

NA

- Re-evaluations; 300.303; ARSD 24:05:25:06

The Liaison for Services, Student Services Director, and Outreach Vision Consultants will monitor the schedule for comprehensive evaluations that must be completed every three years or more frequently if requested by parent/guardian or teacher. This team will establish schedules and ensure proper notification to parents. They review areas of concern and determine areas to be assessed. Parents of enrolled students are contacted by phone by the Student Services Director in advance of the evaluation to secure their input into the evaluation process. Comprehensive evaluations must be completed within twenty five (25) school days from receipt of consent for evaluation and an IEP developed within thirty (30) calendar days from the end of the 25 school days evaluation timeline. The Student Services Director ensures that parents receive written prior notice.

- Evaluation procedures; 300.304; 300.305; ARSD 24:05:25:04

NA

- Determining eligibility; 300.306; ARSD 24:05:25:04.03

NA

- Specific learning disabilities; 300.307 through 300.311; ARSD 24:05:25:07, ARSD 24:05:25:08, ARSD 24:05:25:11, ARSD 24:05:25:12

NA

SECTION VIII: Confidentiality 34 C.F.R. 300.123; ARSD 24:05:29, ARSD 24:05:21:05

The district/cooperative and all member schools/districts will ensure compliance with all regulations regarding the confidentiality of records and information, as noted in 34 C.F.R. §§300.610 through 300.626. Specific references must include:

- Notice requirements to parents; 300.612; ARSD 24:05:29:18
- Access rights; 300.613; ARSD 24:05:29:04
- Record of access; 300.614; ARSD 24:05:29:05
- Records on more than one child; 300.615; ARSD 24:05:29:06
- List of types and locations of information; 300.616; ARSD 24:05:29:07
- Fees for copies of records; 300.617; ARSD 24:05:29:08
- Amendments to records at parent's request; 300.618; ARSD 24:05:29:09
- Opportunity for a hearing; 300.619; ARSD 24:05:29:10
- Result of hearing and hearing procedures; 300.620-621; ARSD 24:05:29:12
- Parental consent for the release of records; 300.622; ARSD 24:05:29:13
- Safeguarding of records; 300.623; ARSD 24:05:29:14
- Destruction of information; 300.624; ARSD 24:05:29:15
- Children's rights; transfer at the age of majority; 300.625; ARSD 24:05:29:16
- Enforcement; policies and procedures; 300.626; ARSD 24:05:29:17
- Transfer of records for migratory children with disabilities; 300.213; ARSD 24:05:21:05

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures the compliance with all regulations regarding the confidentiality of personally identifiable information and all records according to 34 CFR 300.610 through 300.626.

- Notice requirements to parents; 300.612; ARSD 24:05:29:18

The parents of children enrolled at the SDSBVI and eligible students will be notified annually of their rights under this act. These rights are written in the Parent/Student Handbook distributed to all parents/students upon enrollment and again at the beginning of each school year. The SDSBVI will provide a copy of the procedural safeguards document ("South Dakota Parental Rights and Procedural Safeguards") at least one time each year in addition to the following:

- Upon request by the parent
- In accordance with discipline procedures in the procedural safeguards document
- Upon receipt of the first state complaint or first due process complaint in a given school year

The notice will include a statement that the parent/guardian has a right to inspect and review the child's records, request amendment, consent to disclosure, file a complaint, and obtain a copy of the SDSBVI policy. The notice will indicate the location where copies of the SDSBVI policy are located. The SDSBVI will provide this notice by any means that are likely to inform the parents and eligible students of their rights and that will effectively notify parents of students who have a primary or home language other than English.

- Access rights; 300.613; ARSD 24:05:29:04

CONFIDENTIALITY POLICY

The Confidentiality Policy of the South Dakota School for the Blind and Visually Impaired guarantees:

1. The complete privacy of school records of every enrolled student or former enrolled student from unwarranted inspection by or communication to any unauthorized individual or agency.
2. Upon request, the right of the parents or legal guardians of every student and the similar right of every eligible student to read or to have read, explained and interpreted to them each and every portion of the record in the primary language of the home.
3. All parents, even those not having custody of their children, have access to each record kept on a child, unless barred by the court.
4. Parents have rights under the Family Education Rights and Privacy Act (FERPA) and also under the Individuals with Disabilities Education Act (IDEA) and will receive annual notification of those rights in the Student/Parent Handbook.
5. Copies of SDSBVI policies on confidentiality and retention and destruction of records are available in the main office during regular business hours.

EMPLOYEE ACCESS Current confidentiality regulations limit access to student files to specific personnel, who have a legitimate educational interest in the individual child. Records may be reviewed by authorized individuals between 8:00 am and 4:30 pm, Monday through Friday and at other times and days as circumstances permit. Access by authorized SDSBVI employees is not recorded on the Records Access Monitor. If a student file is to be removed from the office area, a record consisting of the name of student, date, and name of person using file must be entered on the form provided.

PARENT/STUDENT ACCESS Parents, legal guardians, or eligible students have the right to inspect and review any educational records collected and maintained by the SDSBVI. Access by parents is not recorded on the Records Access Monitor. The school shall comply with a written request without unnecessary delay and within forty-five (45) calendar days after a request is received. Parents, legal guardians or eligible students requesting records for use at an Individualized Educational Planning Committee meeting, a hearing, or a hearing appeal shall be given immediate access to the requested records.

The SDSBVI presumes that both parents have authority to inspect and review records relating to his/her child unless notified in writing that a parent does not have the authority under applicable state law governing such matters as guardianship, separation, divorce or custody.

- Record of access; 300.614; ARSD 24:05:29:05

Parents have a right to know who has seen their child's educational records, the Records Access Monitor kept with each file must be signed by all individuals who have requested or obtained access to records. The record will show who accessed the file, when, and the purpose. Those who may view the educational file without prior parental consent include representatives of Federal or State Educational Agencies, Testing Organizations (if anonymous), accrediting organizations, parents of a dependent student (even if the student has reached the age of majority), or others to protect the health and safety of the student or others in an emergency.

Professional workers undertaking educational research may be provided access to educational records without written consent when personally identifiable information has been deleted.

- Records on more than one child; 300.615; ARSD 24:05:29:06

ACCESS RESTRICTIONS: Parents, legal guardians, and eligible students may at no time inspect the records of other students. If an educational record contains information on more than one child, the parents of those children may inspect only the information relating to their child or be informed of that specific information.

- List of types and locations of information; 300.616; ARSD 24:05:29:07

Student educational records are maintained and filed in the Staff Work Area. Confidentiality is the shared responsibility of every staff member who works with the students at the SDSBVI. Every student's rights to privacy must be protected at all times. Those individuals who have access to the file in the central office are listed on the file cabinet. They are: Administrative Assistant, Business Manager, Case Managers, Dorm Supervisor, Educational Secretary, Instructional Assistants, Instructors, Liaison for Services, Low Vision Specialist, Nurses, Principal, Student Services Director, Superintendent, Technology Specialist, and Transition Specialist.

Files kept in the dormitories are available to the Residential Supervisor, Dormitory Staff, Student Services Director, Risk Manager, Superintendent, and Principal. Files kept in the Student Services Director's Office and in the Infirmary are not available to any other staff other than the Superintendent and Principal. Requests for information should be made to the Student Services Director.

When parents, legal guardians, or eligible students, because of a visual impairment, cannot personally read the materials in the student record, a responsible adult may assist the requesting party to review the record in the presence of the administrator or administrator's representative.

The student's records may include:

1. Name, date of birth, sex and racial or ethnic group
2. Name, address and telephone number of parents
3. District of residence
4. Date of referral
5. Type of disability(s)
6. Services being provided
7. Curricular records and reports both academic and social
8. Academic assessment data
9. Health information and reports
10. Social history
11. Individual Educational Planning Committee Reports and Individual Educational Plans
12. Conduct and behavior evaluations
13. Communications

The working notes, professional observations, speculations and anecdotal experiences of teachers, administrators, case managers and student services director are private and the protected domain of the maker's work files and may not be shared with others. Once these working files are shared, they are no longer considered private files.

STUDENT DIRECTORY INFORMATION -- The SDSBVI will maintain a record of student's name, address, telephone number, grades and/or IEP, attendance record, classes attended, grade level completed and year completed.

- Fees for copies of records; 300.617; ARSD 24:05:29:08

The SDSBVI does not charge a copying fee for records provided to parents, legal guardians, or eligible students. A copying fee may be charged for copies provided to a third party. The School will not charge a fee to search for or retrieve information.

- Amendments to records at parent's request; 300.618; ARSD 24:05:29:09

Parents, legal guardians, or adult students retain the right to request that the educational records or portions thereof, be amended. Such requests may be made if the information is felt to be inaccurate, misleading or otherwise violates the privacy or the rights of the students. School officials shall decide within forty five (45) calendar days to amend the records as requested. If the request to amend the records is denied, the requesting party shall be advised of their right to a hearing.

- Opportunity for a hearing; 300.619; ARSD 24:05:29:10

Parents, legal guardians or adult students retain the right to challenge included record materials by a hearing process. The hearing process is as follows:

1. The school shall provide a hearing at the written request of parents, legal guardians, or eligible students to challenge records on grounds of their being inaccurate, misleading or otherwise in violation of the privacy or other right of the students.
2. The hearing shall be held within thirty (30) days after the request has been made.
3. Parents, legal guardians, or eligible students shall be given five (5) days advance notice of the date, place, and time of the hearing.
4. The hearing shall be conducted by a person chosen by the school (it can be a school official) who does not have direct interest in the hearing's outcome.
5. The parents, legal guardians, or eligible students shall be afforded a full and fair opportunity to present evidence related to the issues being challenged.
6. The parents, legal guardians, or eligible students may be assisted or represented by individuals of their own choice, including an attorney, at their own expense.
7. The hearing official shall make a decision based solely upon evidence presented at the hearing and include a summary of the evidence and the reasons for that decision.
8. The institutional decision must be issued within thirty (30) days following the conclusion of the hearing.

- Result of hearing and hearing procedures; 300.620-621; ARSD 24:05:29:12

1. If the hearing's decision is to amend the record as requested, the school shall amend the information accordingly and inform the parents, legal guardians, or eligible students of the change.
2. If the decision of the hearing is to deny the requested amendment, the parents, legal guardians, or eligible students shall be informed of their right to place a statement in the record commenting on the decision or indicating any reason for disagreement with the decision of the school.
3. The statement or explanation of the parent, legal guardians, or eligible student shall be maintained by the school for as long as the record is maintained.
4. If the contested portion of the record is ever disclosed by the school to any party, the statement must also be disclosed.

- **Parental consent for the release of records; 300.622; ARSD 24:05:29:13**

1. The SDSBVI will not release records to any other party or agency without the prior written consent of the parent, guardian, or eligible student. Consent from either parent is sufficient, unless a court order specifies both parents must sign. Parents and adult students have the right to revoke consent in writing at any time.
2. The SDSBVI may disclose information to officials of the local school district collecting or using the information. Information will not be released to participating agencies without parental consent except as follows:
 - a. The SDSBVI may disclose personally identifiable information from the educational records of a student without the written consent of the parent or eligible student if the disclosure is to other school officials, including teachers, within the educational institution or local educational agency who have been determined by the agency or institution to have legitimate educational interests or to the officials of another school or school system in which the student seeks or intends to enroll; subject to the requirements set forth in "b." of this section.
 - b. The SDSBVI shall make reasonable attempt to notify the parent or eligible student except when disclosure is initiated by the parent or eligible student. It is SDSBVI policy to forward educational records upon request to a school in which a student seeks enrollment.

The SDSBVI upon receiving personally identifiable information from another educational agency or institution may make further disclosure of the information on behalf of the agency without prior written consent if the conditions in "a." and "b." of this section are met and if the SDSBVI informs the party to whom disclosure is made of these requirements.

If a parent refuses consent for the release of information to a third party, the party may proceed with the due process hearing procedures.

- c. The SDSBVI may legally submit any designated portion of a student's record when authorized by judicial subpoena issued by the probate or other duly constituted court without consent, but with prior notification given to parents, legal guardians, and eligible students of the data transmitted.
3. When disclosure of records is made to a third party, it is on the condition that the records not be further disclosed without written parental consent.

- **Safeguarding of records; 300.623; ARSD 24:05:29:14**

It is the responsibility of the Superintendent to ensure the confidentiality of records at the SDSBVI and to provide appropriate training or instruction to persons collecting or maintaining personally identifiable data.

The Student Services Director is responsible for copying any documents, securing the appropriate releases, and maintaining a log of any such actions.

- **Destruction of information; 300.624; ARSD 24:05:29:15**

IEPs must be retained by the SDSBVI for five years. Student records which contain personally identifiable information at the parent's request when that information is no longer needed to provide educational services. This can be accomplished by removing personal identifiers from retained records. When records are no longer needed for educational purposes, a school may separate them from active files and retain them in a special file with limited access. IDEA requires that parents be informed when a school proposes to destroy student records. Parents must be informed of their right to request destruction of information whenever their child graduates or leaves school, and with certain exceptions, this information must be destroyed at the parent's request. The district may establish specific times, such as IEP meetings, school registration, or program completion to inform parents that personally identifiable information is no longer required and will be destroyed. A school district, however, may retain a permanent record of a student's name, address, phone number, grades, attendance record, classes attended, grade level completed, and year completed even over parental objections. Parents can request that their child's record be amended if they feel the contents are misleading or inaccurate. If the school disagrees, the parent can request a hearing. If the parent does not prevail at the hearing, they can ask that a written statement be included in the record that explains their position. Destruction of records will be in accordance with approved Records Retention and Destruction Schedule.

- Children's rights; transfer at the age of majority; 300.625; ARSD 24:05:29:16

All rights, including those related to student records, automatically are extended to the student at age 18, unless legal guardianship has been established. If the parents or legal guardians of an adult student deem this student mentally or emotionally incompetent to be responsible for the proper handling and disposition of his/her school record, these parents or guardians and not the school, must assume sole responsibility for having this incompetence legally established by the courts.

- Enforcement; policies and procedures; 300.626; ARSD 24:05:29:17

The SDSBVI has developed and implemented policies and procedures on the confidentiality of information consistent with Part B of the Individuals with Disabilities Education Act (IDEA) and the Family Education Rights and Privacy Act (FERPA).

The Superintendent of the SDSBVI assumes responsibility for ensuring the confidentiality of personally identifiable materials. It is the responsibility of the Superintendent to ensure that all persons collecting or using personally identifiable information receive training or instruction regarding the provisions of this section concerning personally identifiable information.

- Transfer of records for migratory children with disabilities; 300.213; ARSD 24:05:21:05

The SDSBVI will assist the LEA in transferring student records.

SECTION IX: Transition from Part C to Part 34 C.F.R. § 300.124; ARSD 24:05:27:21

The district/cooperative and all member schools/districts will ensure that children participating in early intervention programs assisted under Part C, and who will participate in preschool programs assisted under Part B, experience a smooth and effective transition to those preschool programs. By the third birthday of such a child, an individualized education program (IEP) or, if consistent with 34 C.F.R. § 300.323(b), in individualized family service plan (IFSP), has been developed and is being implemented for the child. The local education agency (LEA) will participate in transition planning conferences arranged by the designated lead agency.

District Narrative:

[This section does not apply to SDSBVI.](#)

SECTION X: Private School Placements; 34 C.F.R. §§ 300.129 – 300.148; 24:05:31, ARSD 24:05:32

The district/cooperative and all member schools/districts will ensure that all responsibilities to children placed in private schools within the jurisdiction of the LEA are met. Consistent with the number and location of children with disabilities within the jurisdiction of the district/cooperative, such students enrolled in private elementary and secondary schools will have provisions made for the participation in programs assisted or carried out under Part B for the purpose of providing special education and related services. Specific references must include:

- Definition of parentally-placed private school children; 300.130; ARSD 24:05:32:01
- Child find for parentally-placed private school children with disabilities; 300.131; ARSD 24:05:32:01.01
- Provision of services for parentally-placed private school children with disabilities; 300.132; ARSD 24:05:32:03.01, ARSD.
- Expenditures for parentally-placed private school children with disabilities; 300.133; ARSD 24:05:32:01:02
- Consultation process with private schools attended by children with disabilities; 300.134; ARSD 24:05:32:01:05
- Written affirmation by private school officials of meaningful consultation; 300.135; ARSD 24:05:32:01.06
- Compliance; rights of private school officials to submit a state complaint; 300.136; ARSD 24:05:32:01.07
- Determination of equitable services for parentally-placed private school students with disabilities; 300.137; ARSD 24:05:32:03.02,
- Provision of equitable services for parentally-placed private school students with disabilities; 300.138; ARSD 24:05:32:03.02
- Location of services and transportation; 300.139; ARSD 24:05:32:03.03
- Due process complaints and state level complaints; 300.140; ARSD 24:05:32:03.04
- Requirements that funds not benefit a private school; 300.141; ARSD 24:05:32:12
- Use of personnel for the provision of services to parentally-placed private school students with disabilities; 300.142; ARSD 24:05:32:13
- Prohibition on separate classes; 300.143; ARSD 24:05:32:11
- Property, equipment, and supplies used to provide special education and related services to parentally-placed private school students with disabilities; 300.144; ARSD 24:05:32:15, ARSD 24:05:32:16
- Children with disabilities in private schools placed or referred by public agencies; 300.145 – 300.147; ARSD 24:05:34:02
- Placement of children with disabilities by their parents in private schools when FAPE is an issue; 300.148; ARSD 24:05:31:01-07

District Narrative:

This section does not apply to SDSBVI.

- Definition of parentally-placed private school children; 300.130; ARSD 24:05:32:01

NA

- Child find for parentally-placed private school children with disabilities; 300.131; ARSD 24:05:32:01.01

NA

- Provision of services for parentally-placed private school children with disabilities; 300.132; ARSD 24:05:32:03.01

NA

- Expenditures for parentally-placed private school children with disabilities; 300.133; ARSD 24:05:32:01:02

NA

- Consultation process with private schools attended by children with disabilities; 300.134; ARSD 24:05:32:01:05

NA

- Written affirmation by private school officials of meaningful consultation; 300.135; ARSD 24:05:32:01.06

NA

- Compliance; rights of private school officials to submit a state complaint; 300.136; ARSD 24:05:32:01.07

NA

- Determination of equitable services for parentally-placed private school students with disabilities; 300.137; ARSD 24:05:32:03.02

NA

- Provision of equitable services for parentally-placed private school students with disabilities; 300.138; ARSD 24:05:32:03.02

NA

- Location of services and transportation; 300.139; ARSD 24:05:32:03.03

NA

- Due process complaints and state level complaints; 300.140; ARSD 24:05:32:03.04

NA

- Requirements that funds not benefit a private school; 300.141; ARSD 24:05:32:12

NA

- Use of personnel for the provision of services to parentally-placed private school students with disabilities; 300.142; ARSD 24:05:32:13

NA

- Prohibition on separate classes; 300.143; ARSD 24:05:32:11

NA

- Property, equipment, and supplies used to provide special education and related services to parentally-placed private school students with disabilities; 300.144; ARSD 24:05:32:15, ARSD 24:05:32:16

NA

- Children with disabilities in private schools placed or referred by public agencies; 300.145 – 300.147; ARSD 24:05:34:02

NA

- Placement of children with disabilities by their parents in private schools when FAPE is an issue; 300.148; ARSD 24:05:31:01-07

NA

SECTION XI: Compliance with SEA General Supervision Requirements and Implementation of Procedural Safeguards; 34 C.F.R. §§ 300.149 – 300.150; ARSD 24:05:30:01, ARSD 24:05:20:18; State Complaint Procedures; 34 C.F.R. §§ 300.151 – 300.153; ARSD 24:05:15

The district/cooperative and all member schools/districts will ensure compliance with all SEA procedures under general supervision and that programs meet the standards of the SEA. Specific references must include:

- Responsibility for general supervision and procedural safeguards; 300.149-150; ARSD 24:05:20:18; ARSD 24:05:30:01
- State complaint procedures; 300.151-153; ARSD 24:05:15

District Narrative:

The South Dakota School for the Blind and Visually Impaired will comply with any and all requests for information from the South Dakota Department of Education, Special Programs Office related to its obligation to provide general supervision over LEAs in the state. This includes any and all requests for information or data related to monitoring and compliance with regulations as established by the SEA.

Interagency Agreement 2015 among The Department of Education, Special Education Programs and The South Dakota Board of Regents (on Behalf of Itself and the South Dakota School for the Deaf and South Dakota School for the Blind and Visually Impaired)

- Responsibility for general supervision and procedural safeguards; 300.149-150; ARSD 24:05:30:01

PROCEDURAL SAFEGUARDS AND DUE PROCESS COMPLAINTS:

The parties agree that DOE has the responsibility under IDEA to monitor the special schools in order to ensure compliance with IDEA. As such, the DOE has the responsibility to oversee corrective actions as a result of compliance monitoring.

The parties agree that state and federal special education laws require that parents have access to due process procedures to resolve concerns about IEP plans or with the implementation of those plans. The parties agree that cooperation between the special schools and school districts will be essential to assure parents' recourse to effective decision-makers who have the financial resources to provide services found to be necessary.

Each placement agreement should specify that the applicable special school and the school district will encourage parents to address concerns about IEP plans or the implementation of those plans to the special school superintendent for informal resolution. Such procedures shall not preclude the parents from requesting or initiating due process complaints as permitted under administrative rule (cite). Due process complaints should be directed to the school district as they have the primary responsibility to provide a free appropriate public education.

- State complaint procedures; 300.151-153; ARSD 24:05:15

In the event that a parent initiates a due process complaint, the applicable special school shall cooperate fully with the school district in resolution sessions, or any meetings with parents to attempt to resolve the concern, in mediation sessions, if any, and in preparing for and participating in any formal hearings.

RESOLUTION OF DISPUTES BETWEEN SPECIAL SCHOOLS AND SCHOOL DISTRICTS

From time to time disputes may arise between a special school and a school district concerning the identification, evaluation or educational placement of a child with a disability, or the provision of FAPE to the child. When such disputes cannot be resolved through other procedures, such as those established pursuant to ARSD chapter 24:05:15 (Appeals) or 24:05:30 (Procedural Safeguards), the process described herein will be available to the special schools and to school districts where IEP meetings, additional evaluations, and other procedures have failed to resolve the disputes between them. As with interagency disputes, during the pendency of this dispute resolution process, the parties will ensure that services required to provide FAPE will continue. Disputed service(s) currently being provided will continue until the outcome of the dispute resolution process. The implementation of disputed service(s) not previously provided will be pursuant to a decision reached through the following resolution process.

1. All attempts must be made to resolve disputes at the lowest possible level. Resolution attempts could include but are not limited to: conferencing with the appropriate individuals involved or performing other fact finding activities.
2. Mediation between the special school and the school district will be conducted at a mutually agreed-upon time and location. The cost of the mediator will be covered by the D.O.E. Cost of attending the mediation and representation by legal assistance is the responsibility of the affected institution or school district.
3. When disputes cannot be resolved by mediation, a written explanation of the dispute will be sent to the Director of DOE, the superintendent of the special school, and the superintendent of the school district. These individuals, in consultation with each other, shall review the issues and make a determination as to how the dispute should be resolved. The decision will be shared in writing with each level involved within twenty (20) calendar days of receipt of request for the determination and will include reasons for the decision.
4. If a resolution is not obtained, the matter will be referred to the Secretary of the South Dakota Department of Education and the Executive Director of the BOR. These individuals will jointly make a final determination within thirty (30) calendar days.

INTERAGENCY DISPUTE RESOLUTIONS

When disputes arise between the parties that cannot be resolved through other means, the resolution process described herein will be available. During pendency of the dispute resolution process, the parties will ensure that services, including disputed services, required to provide FAPE will continue.

1. All attempts will be made to resolve disputes at the lowest possible level.
2. When disputes cannot be resolved by the designated department representatives, a written explanation of the dispute will be sent to the Director of DOE and the superintendent of the respective special school. These individuals, in consultation with each other, shall review the issues and make a determination as to how the dispute should be resolved. The decision will be shared in writing with each level involved within in twenty (20) calendar days of receipt of request for the determination and will include reasons for the decision.
3. If a resolution is not obtained through this process, then the matter will be referred to the Secretary of South Dakota Department of Education and the Executive Director of the BOR. These individuals will jointly make a final determination within thirty (30) calendar days.

SECTION XII: FAPE Methods of Ensuring Services 34 C.F.R. § 300.154; ARSD 24:05:14:01.03, ARSD 24:05:14:01.06

The district/cooperative and all member schools/districts will ensure that public and/or private benefits available to a student with a disability are used appropriately, and that parents incur no cost in the provision of those services necessary for FAPE. Specific references must include:

- Restrictions and requirements on accessing public benefits (Medicaid); 300.154(d); ARSD 24:05:14:01.03
- Restrictions and requirements on accessing private benefits; 300.154(e); ARSD 24:05:14:01.03
- Use of Part B funds for services when parent consent is unable to be obtained; 300.154(f); ARSD 24:05:14:01.06

District Narrative

The South Dakota School for the Blind and Visually Impaired ensures that public and private benefits available to a student with a disability will be used appropriately to support the provision of FAPE at no cost or harm to the parents.

The SDSBVI is funded by the state of South Dakota to carry out its statutory mission.

- Restrictions and requirements on accessing public benefits (Medicaid); 300.154(d); ARSD 24:05:14:01.03

NA

- Restrictions and requirements on accessing private benefits; 300.154(e); ARSD 24:05:14:01.03

NA

- Use of Part B funds for services when parent consent is unable to be obtained; 300.154(f); ARSD 24:05:14:01.06

NA

SECTION XIII: Hearings Related to LEA Eligibility 34C.F.R. § 300.155; ARSD 24:05:2023:01

The district/cooperative and all member schools/districts understand their right to a hearing regarding any final determination of the SEA on eligibility for funding under Part B.

District Narrative:

The South Dakota School for the Blind and Visually Impaired does not receive Part B funds.

SECTION XIV: Personnel Qualifications 34 C.F.R. § 300.156; ARSD 24:05:16:16 & ARSD 24:05:16:01

The district/cooperative and all member schools/districts will ensure that personnel necessary to carry out the provision of special education and related services are appropriately and adequately prepared and trained, including that those personnel have the content knowledge and skills to serve children with disabilities, including related service personnel and paraprofessionals. Each district/cooperative will take measurable steps to recruit, hire, train, and retain highly qualified personnel to provide special education and related services to children with disabilities (24:05:16:05, ARSD).

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures that only appropriately certified and/or licensed professionals will be employed to provide services to students with disabilities. In addition, the SDSBVI will provide ongoing training to all staff and paraprofessionals to assist all in the provision of services to students with disabilities. Further, the SDSBVI ensures that each special education teacher at the elementary, middle, and high school level is highly-qualified per the standards of the ESEA. The SDSBVI will take steps to recruit, hire, train and retain highly qualified personnel as specified under SD administrative rule.

- Personnel qualifications; ARSD 24:05:16:16

The South Dakota School for the Blind and Visually Impaired only hires appropriately certified and/or licensed professionals to provide services to students both on campus and through our outreach program. This applies to administration, faculty members, nursing personnel, counselor and test administrator, orientation and mobility (COMS®), low vision (CLVT®), and paraprofessionals.

- Paraprofessionals and assistants; ARSD 24:05:16:01

The South Dakota School for the Blind and Visually Impaired only hires appropriately certified paraprofessionals to provide services to students both on campus and through our outreach program.

SECTION XV: Performance Goals and Indicators 34 C.F.R. § 300.157; ARSD 24:05:14:13

The district/cooperative and all member schools/districts will ensure the implementation of state established performance goals and indicators for students with disabilities within their jurisdiction. Specific reference must include:

- Student information management system (SIMS)

District Narrative:

The South Dakota School for the Blind and Visually Impaired submits information to the Student Information Management System. All testing results are submitted to the LEA that authorized placement.

SECTION XVI: Participation in Assessments 34 C.F.R. § 300.160; ARSD 24:05:14:14, ARSD 24:05:14:14.01

The district/cooperative and all member schools/districts will ensure that all children with disabilities are included in all general State and districtwide assessment programs, including those assessments described under section 1111 of the Elementary and Secondary Education Act (ESEA), with appropriate accommodations and alternate assessments where necessary, and as indicated in their respective individual education programs (IEP).

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures that all students with disabilities will be included in state and district assessments, with appropriate accommodations and alternate assessments when necessary. Parents will be informed of their child's participation during the course of the IEP meeting, including any necessary accommodations or any assessment that will be based on alternate or modified achievement standards.

All student test results are submitted to the LEA that authorized placement.

SECTION XVII: Supplementation of State, local, and other Federal Funds 34 C.F.R. §§ 300.162-163; ARSD 24:05:19:0

The district/cooperative and all member schools/districts will ensure the appropriate use of funds under Part B, consistent with 34 C.F.R. § 300.202(a)(1)(2)(3), to pay for the excess costs of providing special education and related services to children with disabilities within their jurisdiction and that such funds will be used to supplement state, local, and Federal funds, not supplant those funds.

- Maintenance of effort; 300.163; ARSD 24:05:19:08.03

District Narrative:

The South Dakota School for the Blind and Visually Impaired is funded through general appropriations within the South Dakota Board of Regents' Budget. The SDSBVI does not assess any local school districts for educational services provided by SDSBVI personnel nor does it charge for room and board. Parents are not assessed for any SDSBVI services. Out-of-state students are assessed for tuition and room and board at a rate set annually by the South Dakota Board of Regents.

SECTION XVIII: Public Information 34 C.F.R. § 300.165; ARSD 24:05:20:02

The district/cooperative and all member schools/districts will ensure that prior to the adoption of any policies necessary to comply with the requirements under Part B, including any amendments to policies and procedures, there will be public hearings, adequate notice of the hearings, and an opportunity for comment available to the general public, including individuals with disabilities and parents of individuals with disabilities. The district/cooperative will make available to parents of children with disabilities and the general public all documents relating to the district/cooperative eligibility under Part B of the IDEA.

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures that prior to the adoption of any policies or procedures that are needed to comply with Part B regulations, that there will be an opportunity for public input at a hearing with adequate notice of the hearing and the opportunity to provide input.

SDSBVI does not qualify for Part B funding.

SECTION XIX: State Advisory Panel 34 C.F.R. § 300.167-169; ARSD 24:05:14:18-19

The district/cooperative and all member schools/districts support the work of the State Advisory Panel to provide policy guidance to the SEA with respect to special education and related services for children with disabilities.

District Narrative:

The South Dakota School for the Blind and Visually Impaired supports the work of the State Special Education Advisory Panel and will refer interested parents to the appropriate state contact if they are interested in serving on the panel.

SECTION XX: Other Required Provisions 34 C.F.R. § 300.170 through 300.174.

The district/cooperative and all member schools/districts will ensure the following specific provisions have consistent policies for implementation at the local level. Specific references must include:

- Suspension and expulsion rates; 300.170; ARSD 24:05:14:16
- Annual description of Part B funds; 300.171; ARSD 24:05:21:03
- Access to instructional materials (NIMAC); 300.172; ARSD 24:05:14:17
- Over-identification and disproportionality; 300.173; ARSD 24:05:17:10
- Prohibition on mandatory medication; 300.174; ARSD 24:05:14:21

District Narrative:

The South Dakota School for the Blind and Visually Impaired ensures that the specific provisions of 300.170 through 300.173 and 24:05:21:04, ARSD have been implemented at the district level, consistent with state policy.

SUSPENSION FROM SCHOOL

1. Policy Statement

The suspension of students from the SDSBVI includes the general due process procedures used for all students. No student will be suspended from school for more than ten (10) days for a violation of a rule, regulation, or policy without a proper hearing as defined in Article 24:07. In all cases when suspension is contemplated, the parents and LEA will be notified.

It is the policy of the SDSBVI that no student will be expelled. If the student is determined to be a danger to him/herself or to others, the SDSBVI Superintendent will notify the local school district so that a placement committee can be convened to evaluate the student's needs and determine the best way to provide for a free appropriate public education.

2. SDSBVI Procedures

If a short term suspension from a class, classes, or school is anticipated because of a student's violation of a rule, regulation, or policy, the Principal or Superintendent shall give oral or written notice to the student as soon as possible following the alleged violation, stating the basis for the suspension. The student will be given an opportunity to answer the charges. In all cases of short term suspension, the parents will be contacted by telephone, in person, or through written notice. In no cases will a student be suspended from school without prior notification of parents and provisions made for travel home or to an alternate site. The student may not be suspended for more than ten (10) days.

In cases where the safety or well-being of the student or others is jeopardized, the SDSBVI may elect to contact civil authorities, medical or mental health professionals for immediate intervention.

- Suspension and expulsion rates; 300.170; ARSD 24:05:14:16

NA

- Annual description of Part B funds; 300.171; ARSD 24:05:21:03

NA

- Access to instructional materials (NIMAC); 300.172; ARSD 24:05:14:17

The SDSBVI provides accessible materials to each student as documented in the student's IEP.

- Over-identification and disproportionality; 300.173; ARSD 24:05:17:10

NA

- Prohibition on mandatory medication; 300.174; ARSD 24:05:14:21

SDSBVI personnel may not require parents to obtain a prescription for substances identified under Schedules I, II, III, IV or IV in Section 202(c) of the Controlled Substances Act for a child as a condition of attending school, receiving an evaluation, or receiving services.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – D (1)

DATE: December 6-8, 2016

SUBJECT: New Program: DSU AS in Web Development

Dakota State University (DSU) requests authorization to offer an Associate of Science (AS) in Web Development. The program will prepare graduates to develop, modify and maintain general software applications or specialized software for use on computers, handheld and mobile devices based on analysis of user needs, design specifications, development, testing, deployment, management and maintenance. The degree can lead to a wide range of career opportunities in business and industry including but not limited to positions such as applications developer, IT consultant, information systems manager, systems analyst, database administrator, and network engineer. The program allows students who complete the 60 credits of coursework to seek immediate employment in the field or to use the degree towards completion of the baccalaureate degree in Computer Information Systems. All 60 credits stack into the baccalaureate degree, meaning AS graduates can complete the BS with an additional 60 credit hours.

The Executive Director waived the Intent to Plan due to the program consisting of existing courses and the relationship to an existing baccalaureate program offered by the institution.

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. 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.” Board Policy 1:10:5 authorizes DSU to provide associate degrees in “allied health care, business, general studies, and information technology.”

System Strategic Goals

The proposed program aligns with Board of Regents’ Strategic Plan 2014-2020 to grow the number of undergraduate degrees awarded, expand educational access, and design clear pathways for degree completion. In addition, the proposed program aligns with system initiatives to grow associate degree programs at the University Center-Sioux Falls.

(Continued)

DRAFT MOTION 20161206_6-D(1): I move to approve DSU’s AS in Web Development as described in Attachment I.

Workforce Need, Student Demand, Projected Graduates

DSU reports estimates from the US Bureau of Labor Statistics that employment of web developers will grow by 27% through 2024. DSU conservatively estimates graduating 5 students per year after full implementation.

Development

DSU developed the program in relationship to their existing Computer Information Systems baccalaureate program using existing approved 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 self-support tuition rate (\$333.35/hour) rather than the UC-SF self-support tuition rate (\$270/hour) for high cost programs. DSU is requesting the standard self-support tuition for the 100- and 200-level courses in the program that use the CSC and CIS prefixes. Approval of this exemption means program students receive 30 credits at the UC-SF self-support rate and 30 credit hours at the standard self-support rate.

Off Campus and Distance Delivery

DSU is requesting authorization to offer the program through online distance delivery and at the University Center-Sioux Falls. The University of South Dakota (USD) serves as the lead institution at the University Center-Sioux Falls and has recommended the addition of this program.

Budget and Resources

DSU is not requesting any new State resources to implement or maintain the proposed program.

**South Dakota Board of Regents
New Undergraduate Degree Program**

University:	Dakota State University
Major:	Web Development
Existing or New Major (s):	New
Degree:	Associate of Science (A.S.)
Existing or New Degree (s):	Existing
Intended Term of Implementation	Fall 2017
Proposed CIP code:	11.0801
University Department	Computer Information Systems
University Division	College of Business and Information Systems

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

September 7, 2016

 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 Web Development. Web Development is an academic discipline that teaches graduates to develop, modify and maintain general software applications or specialized software for use on computers, handheld and mobile devices based on analysis of user needs, design specifications, development, testing, deployment, management and maintenance. The Web Development degree will prepare students in a wide range of career opportunities in business and industry including applications developer, IT consultant, information systems manager, systems analyst, systems developer, database administrator, network engineer, and systems support to name a few.

DSU offers a Software & Web Specialization in the B.S. in Computer Information Systems degree. This A.S. degree will prepare graduates for entry-level work in a variety of fields as well as provide transfer options into the baccalaureate program. The curriculum for this degree has been designed to allow students who complete the 60 credits of coursework to seek immediate employment in the field or to use the degree towards completion of the baccalaureate degree in Computer Information Systems. All 60 credits of this A.S. degree stack into the baccalaureate degree in the following manner: general education requirements (24 credits), core requirements (30 credits), and courses within the Software & Web Specialization (6 credits).

The University does not request new state resources. All courses are currently being offered on-campus or online. All but four courses (CSC 245, CIS 332, CIS 484 & CSC 206-208) are offered at University Center-Sioux Falls. For UC-SF students, these four courses can be taken online. If enrollment substantiates adding another faculty or adjunct faculty to teach those courses, then DSU will consider adding additional faculty as needed.

Workforce Demand for Graduates

Web developers design and create websites. They are responsible for the look of the site as well as the site's technical aspects including performance and capacity, which are measures of a website's speed and how much traffic the site can handle. They also may create content for the site. About one in seven web developers were self-employed in 2014. Non-self-employed developers work primarily in the computer systems design and related services industry. The typical education needed to become a web developer is an associate degree in web development or related field. Web developers need knowledge of both programming and graphic design. The median annual wage for web developers was \$64,970 in 2015. Employment of web developers is projected to grow 27 percent from 2014 to 2024, faster than the average for all occupations.¹ Demand will be driven by the growing popularity of mobile devices and e-commerce.

The US Department of Labor also provides the following wage information for web developers:²

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
127,070	1.5 %	\$33.97	\$70,660	0.7 %

Percentile wage estimates for this occupation:

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$16.71	\$22.40	\$31.23	\$43.00	\$56.07
Annual Wage (2)	\$34,770	\$46,600	\$64,970	\$89,430	\$116,620

(1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.

(2) Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly wage published, the annual wage has been directly calculated from the reported survey data.

(3) The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate.

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

¹ <http://www.bls.gov/ooh/computer-and-information-technology/web-developers.htm>

² <http://www.bls.gov/oes/current/oes151134.htm>

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.

Baccalaureate programs: allied health care, business, education, information technology, mathematics, and sciences.

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.

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 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 Web Development for business and industry, in the public and/or private sector. Also, all courses/credits stack into the B.S. in Computer Information Systems degree offered by DSU.

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 are currently no national standards for Web Development, however, standard associate degrees in the discipline include basic and web programming, security fundamentals, and database.

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 Web Development</i>	Credit Hours	Credit Hours	Percent
System General Education Requirements	24		
Subtotal, Degree Requirements		24	40%
Required Support Courses (not included above)	6		
Major Requirements	30		
Major Electives			
Subtotal, Program Requirements		36	60%
Electives			
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)
ACCT	210	Principles of Accounting I	3	no
BADM	220	Business Statistics	3	no
		Subtotal	6	

Major Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
CIS	130	Visual Basic Programming	3	no
CIS	251	Business Applications Programming	3	no
CIS	275	Web Application Programming I	3	no
CIS	332	Structured Systems Analysis & Design	3	no
CIS	375	Web Application Programming II	3	no
CIS	484	Database Management Systems	3	no
CSC	105	Introduction to Computers	3	no
CSC	206/207/208	Advanced Applications:	3	no
CSC	245	Information Security Fundamentals	3	no
CSC	363	Hardware, Data Communication, & Networking	3	no
		Subtotal	30	

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)

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.*

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.³ **What will be the consequences for students who do not demonstrate mastery?**

³ 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?

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 may be required to retake course work and any student on academic probation will be required to attend a one-on-one probation counseling session. Additionally, tutoring will be made available to all students. Enrollment and retention in the program 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.*

All courses in this proposed degree are existing courses and are taught on the DSU campus as well as online. Four courses (12 of the 60 credits) are not taught at UC-Sioux Falls, but online options are available for those courses. Depending on enrollment numbers at UC-SF for the program, the courses not being offered may be added to the rotation when enrollment in the program warrants. The courses are supplemented with D2L courseware for virtual networking, submitting assignments, and class discussions. Class presentations may be recorded and videos posted to campus video servers to facilitate online delivery.

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-on, technology-based activities.

All of the courses in this degree program will apply towards the B.S. in Computer Information Systems, Software and Web Specialization as noted in the table below.

Course by Course Comparison and Delivery			
AS in Web Development	B.S. in Computer Information Systems	UC-SF	Online
CSC 105 Introduction to Computers	Core	X	X
CIS 130 Basic Programming	Core	X	X
CSC 206/207/208 Advanced Computer Applications	Elective	XX	X
ACCT 210 Principles of Accounting I	Core	X	X
BADM 220 Business Statistics	Core	X	X
CSC 245 Information Security Fundamentals	Core	XX	X
CIS 251 Business Application Programming	Core	X	X
CIS 275 Web Application Programming I	Software/Web Specialization	X	X
CIS 332 Structured Systems Analysis & Design	Core	XX	X
CSC 363 Hardware, Data Communication & Networking	Core	X	X
CIS 375 Web Application Programming II	Software/Web Specialization	X	X
CIS 484 Database Management Systems	Core	XX	X

X – on rotation schedule

XX – not currently on rotation at this location

5. Did the University engage any developmental consultants⁴ 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.

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 per year in the required or elective program courses. The same numbers are used in Appendix B – Budget.

The B.S. in Computer Information Systems major is offered at University Center-Sioux Falls, online and on-campus. The enrollment for that major in Fall 2015 was 55 students (67% online; 24% campus & 9% UC-SF). We see three potential scenarios that may occur with adding this AS degree. One, students will enroll and graduate with the AS degree; two, because all 60 credits of the AS degree stack into the BS, students may complete the AS degree and then decide to enroll in the BS in Computer Information Systems, thereby completing two degrees; and three, others may declare the bachelor's degree and then decide to finish with an associate degree because of extenuating circumstances.

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.

Accreditation does not exist for this program.

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."

⁴ 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.

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 caveat that the four courses presently not offered can be taken online until enrollment in the program warrants adding additional faculty. On August 12, 2016, this proposal was approved to move forward for delivery at UC-SF by the UC-SF Coordinating Group. At this meeting, DSU was also given approval to offer all 100- and 200-level CSC and CIS courses at the non-reduced tuition rate due to the cost of faculty 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, Fall 2017 – Distance Delivery

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 using as well as offering all but four courses at UC-SF by full-time and adjunct faculty. Twelve of the required 60 credits (20%) will need to be taken online or on the DSU campus. 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 of the courses in the program are already offered at UCSF or online through DSU, no additional faculty or resources are required and 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. 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.

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.*

Appendix A: Individual Student Outcomes and Program Courses

Individual Student Outcome	Program Courses that Address the Outcomes				
Demonstrate the ability to write code using sequence, selection and repetition.	CIS 130	CIS 251	CIS 275	CIS 375	CIS 361
Understand and effectively manage the process of developing designing, testing, and delivering a program or web page.	CIS 130	CIS 251	CIS 275	CIS 375	CIS 361
Manipulate data efficiently to make optimal use of computing resources.	CIS 251	CIS 375	CIS 363	CIS 484	CIS 383
Identify, analyze, and take user needs into account in the programming process.	CIS 332	CIS 130	CIS 251	CIS 275	CIS 375
Write, test, and maintain computer programs and/or web applications in at least three languages.	CIS 130	CIS 251	CIS 275	CIS 375	CIS 361

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – D (2)

DATE: December 6-8, 2016

SUBJECT: New Program: USD AS in Integrated Science

The University of South Dakota (USD) requests authorization to offer an Associate of Science (AS) in Integrated Science. The program will utilize the research capabilities of the university, government, and industry while blending instruction in the fields of chemistry, biology, and physics. Students will receive specialized understanding of regulatory affairs and biomedical technologies that will aid the growing biotech sector in Sioux Falls and the surrounding area. Graduates can expect to find entry-level work in variety of science-related fields; in addition, the degree will stack into USD's bachelor's degree in Biomedical Engineering and offer preparation for the bachelor's degree in Medical Laboratory Science and Biology.

The Board approved the Intent to Plan in [June of 2016](#) with the following conditions:

- 1. The university will research existing curricula, consult with experts concerning the curriculum, and provide assurance in the proposal that the program is consistent with current national standards and with the needs of employers.*
- 2. The proposal will define the specific knowledge, skills, and competencies to be acquired through the program, will outline how each will be obtained in the curriculum and will identify the specific measures to be used to determine whether individual students have attained the expected knowledge, skills, and competencies.*
- 3. The university will not request new state resources and the program proposal will identify the sources and amounts of all funds needed to operate the program and the impact of reallocations on existing programs.*

University Mission and Priorities

The proposed program is within the statutory mission of USD as provided in SDCL 13-57-1 and Board Policy 1:10:1, including providing undergraduate education in the liberal arts and sciences, including degrees at the associate level.

(Continued)

DRAFT MOTION 20161206_6-D(2): I move to approve USD's AS in Integrated Science as described in Attachment I.

System Strategic Goals

The proposed program supports the Board Strategic Plan 2014-2020 by growing the number of undergraduate degrees awarded, designing clearer pathways for degree completion, and increasing the number of undergraduate STEM majors. In addition, the program supports 2020 Vision: The South Dakota Science and Innovation Strategy by aligning STEM education with industry needs.

Workforce Need, Student Demand, Projected Graduates

USD cites Bureau of Labor Statistics projections indicating a growth of nine million STEM-related jobs nationally through 2022. In addition, USD provides evidence of nearly twenty large employers in the Sioux Falls region with need for graduates of the program. SDSU estimates 20 graduates per year from the program after full implementation.

Development

USD developed the program using Biomedical Engineering faculty and through consultation of ABET (the accrediting agency for engineering programs) standards.

Board Policy

USD is not requesting any exceptions to Board Policy.

Off Campus and Distance Delivery

USD is requesting authorization to offer the program at the University Center-Sioux Falls. USD serves as the lead institution at the University Center-Sioux Falls and recommends addition of this program.

Budget and Resources

USD does not request any new State resources to implement or maintain the proposed program and will fund the program through reallocation of existing resources.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Undergraduate Degree Program

UNIVERSITY:	University of South Dakota
MAJOR:	Integrated Science
EXISTING OR NEW MAJOR(S):	New
DEGREE:	Associate of Science
EXISTING OR NEW DEGREE(S):	Existing
INTENDED DATE OF IMPLEMENTATION:	Fall 2017
PROPOSED CIP CODE:	41.0301
SPECIALIZATIONS:¹	None
IS A SPECIALIZATION REQUIRED (Y/N):	No
DATE OF INTENT TO PLAN APPROVAL:	June 28-30, 2016
UNIVERSITY DEPARTMENT:	Biomedical Engineering
UNIVERSITY DIVISION:	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

Date

1. What is the nature/purpose of the proposed program?

The University of South Dakota requests approval for an Associate of Science in Integrated Science. The A.S. in Integrated Science will not merely integrate the sciences, but will draw on the research and development capabilities of the University of South Dakota, government, and industry (both regional and national). This program will leverage findings from a 2009 report from the National Research Council of the National Academies entitled “A New Biology for the 21st Century”² to prepare students to solve a wide range of problems. Among other items, the report found:

- “The New Biology Initiative provides an opportunity to attract students to science who want to solve real-world problems.”²
- “Development and implementation of genuinely interdisciplinary undergraduate courses and curricula will both prepare student for careers as New Biology researchers and educate a new generation of science teachers well versed in New Biology

¹ 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.

² NRC (2009), A New Biology for the 21st Century: Ensuring the United States Leads the Coming Biology Revolution, Washington, DC: National Academies Press. <http://www.nap.edu/catalog/12764/a-new-biology-for-the-21st-century> (accessed 2 September, 2015).

University of South Dakota
Associate of Science Degree- Integrated Science
approaches.”²

- “The New Biology depends on interdisciplinary collaborations among scientists and engineers who share sufficient common language and understanding to envision and embrace common goals. To expand the pool of such individuals, it will be important to educate students in new ways.”²

The A.S. in Integrated Science intends to capitalize on these findings and create a new curriculum that students will find exciting, energizing, and practical. Courses at the 100-level in the curriculum will blend chemistry, biology, and physics (particularly thermodynamics) and incorporate mathematics, as necessary. Associated laboratories will focus on integrated solutions to problems in biomedicine. At the 200-level, students will learn the fundamentals of current Good Manufacturing, Laboratory, Documentation, and Clinical Practices (individually cGMP, cGLP, cGDP, and cGCP; collectively cGXP) and apply them in an analytical chemistry and/or microbiology environment. At the 300- and 400-level (no more than 16 credit hours) students will gain specialized understanding in Regulatory Affairs, Biomedical Technologies, including the use of animal models in biomedical research, and Medical Device design. Courses from the A.S. degree will transfer into a B.S. degree in Biomedical Engineering. Additionally, this A.S. will prepare students for a B.S. in Medical Laboratory Science and Biology.

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?³

University of South Dakota’s Mission and Strategic Plan

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.S. in Integrated Science is an ideal fit for USD’s liberal arts mission. In order for STEM graduates to ascend their careers from the bench to the boardroom, graduates of this program will have a combination of strong technical education rooted in the essential skills that a liberal arts education at the University of South Dakota provides. Science and technology alone cannot solve all our food, environmental, health and energy problems. Social, economic and political factors play major roles in these settings. The liberal arts foundation provided at USD will enable Integrated Science students to address a broad range of scientific and societal problems because of the scope and expertise that comes along with a liberal arts education.

Board of Regents Strategic Plan 2014-2020

The proposed program supports the Board of Regents Strategic Plan 2014-2020 by growing the number of undergraduate degrees awarded, designing clearer pathways for degree completion, and increasing the number of undergraduate STEM majors.

³ 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/theboard/agenda/2014/October/16_BOR1014.pdf.

University of South Dakota
Associate of Science Degree- Integrated Science

In addition, the “2020 Vision: The South Dakota Science and Innovation Strategy”⁴ proposed eight initiatives to build a solid base of STEM knowledge and know-how needed in industry. The success of the 2020 Vision Strategy is founded in the belief that state colleges and universities play a pivotal role in the scientific knowledge, know-how, and innovation, as well as the talent of graduated students. The A.S. in Integrated Science curriculum provides a strong foundation of science and technology knowledge, and the liberal arts education at the University of South Dakota provides the essential know-how required by industry. The 2020 Vision Talent strategy area has an objective to increase the ability of the state to produce talent to fulfill needs in target sectors as a way to develop talent to continue to rebuild and reinvent the economy of South Dakota. The Integrated Science Program aims to enroll talented students who would not traditionally commit to a 4 year degree, and re-invigorate that talent to pursue good careers and/or continue to a bachelor’s and post-graduate programs.

Regarding workforce, the 2020 Vision identifies five industry sectors with the highest potential for economic development within the state:

- *Value Added Agriculture and Agribusiness:* Crop production and/or farm management with significant ties to each of the four other industry sectors.
- *Energy and Environment:* Renewable (solar, wind power, geothermal, biofuels) and non-renewable energy production (coal, and future oil and gas production).
- *Materials and Advanced Manufacturing:* Advanced material development in the area of healthcare and firearms, as well as manufacturing to leverage expansion in renewable and non-renewable energy.
- *Human Health and Nutrition:* Bioscience and biotech firms and the health care industry extending ties into pharmaceutical and medical device/instrument manufacturing.
- *Information Technology/Cyber-Security/Information Assurance:* Security needs of the banking industry and protection of electronic medical records within human health.

With a combination of traditional liberal-arts education and collaborative research, graduates of the Integrated Science Program will deliver a strong foundation for South Dakota’s workforce in all of the above mentioned sectors. The emphasis of the program will prepare students for the “*Materials and Advanced Manufacturing*,” and “*Human Health and Nutrition*” sectors. Data from the Bureau of Labor Statistics Occupational Outlook Handbook for Chemical Technicians and Biological Technicians predicts job growth at 9-10% (which is considered average) and an annual salary for individuals with an associate’s degree at \$42, 920.⁵

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.

Graduates of the Integrated Science Program will not only master scientific theory, but professional marketability and competency as well. The demand for talented graduates with scientific minds grounded in functional liberal arts is demonstrated by demand in South Dakota

⁴ REACH (2013), 2020 Vision: The South Dakota Science and Innovation Strategy, <http://sdeprior.org/sdepriorHome/wp-content/uploads/2015/07/2020-Vision.pdf> (accessed 2 September, 2015)

⁵ <http://www.bls.gov/ooh/life-physical-and-social-science/biological-technicians.htm>
<http://www.bls.gov/ooh/life-physical-and-social-science/chemical-technicians.htm>

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and nationally.

National Demand:

Data from the U.S. Bureau of Labor Statistics (BLS) supports that the future of the economy is in STEM. Employment in occupations related to STEM is anticipated to grow more than 9 million between 2012-2022.⁶ The table below describes the increasing national demand for potential jobs for graduates of the A.S. in Integrated Science.

National Workforce demand for graduates of the program⁷

Occupation	Education Level	On the job Training	Projected Number of New Jobs	Projected Growth Rate	2015 median Pay
Agricultural and food science technicians	Associate's degree	Moderate-term on-the-job training	1,000 to 4,999	0 to 9 percent	\$35,000 to \$54,999
Chemical technicians	Associate's degree	Moderate-term on-the-job training	1,000 to 4,999	0 to 9 percent	\$35,000 to \$54,999
Environmental engineering technicians	Associate's degree	None	1,000 to 4,999	10 to 19 percent	\$35,000 to \$54,999
Environmental science and protection technicians, including health	Associate's degree	None	1,000 to 4,999	0 to 9 percent	\$35,000 to \$54,999
Medical and clinical laboratory technicians	Associate's degree	None	10,000 to 49,999	10 to 19 percent	\$35,000 to \$54,999
Medical equipment repairers	Associate's degree	Moderate-term on-the-job training	1,000 to 4,999	0 to 9 percent	\$35,000 to \$54,999

Demand within South Dakota:

USD's Graduate Education and Applied Research (GEAR) Center and the USD Discovery District at the University Center site in Sioux Falls provide a unique environment in South Dakota for USD to interface with the rapidly expanding biomedical technology industry. This includes companies such as SAB Biotherapeutics, Alumend, Omegaquant, Nanoblood, Aquatech Bioenergy, Immutrix, and Antimicrobial Materials, Inc. All of these companies rely on the New Biology described in the NRC report and need a workforce that understands and can operate in a highly integrated science environment. All of these companies have aggressive growth plans that anticipate needing dozens of A.S. level employees each year.⁸

Firm Name	City/State	Firm Name	City/State
POET	Sioux Falls/SD	Immutrix	Rapid City/SD

⁶ BLS, STEM 101: Intro to tomorrow's jobs <http://www.bls.gov/careeroutlook/2014/spring/art01.pdf> (accessed 17Jul2016)

⁷ BLS, Occupational Outlook Handbook, <http://www.bls.gov/ooh/> (accessed 17Jul2016)

⁸ BLS (2015), Bureau of Labor Statistics, Occupational Outlook Handbook, Life, Physical, and Social Science Occupations, <http://www.bls.gov/ooh/life-physical-and-social-science/home.htm> (accessed 19 November, 2015)

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John Morrell Food Group (Smithfield Foods)	Sioux Falls/SD	SAB Biotherapeutics	Sioux Falls/SD
Avera	Sioux Falls/SD	Sanford	Sioux Falls/SD
Sanford Research	Sioux Falls/SD	OmegaQuant	Sioux Falls/SD
Monsanto	South Dakota	Nanoblood	Sioux Falls, SD
Alumend	Sioux Falls/SD	Aquatech Bioenergy	Sioux Falls/SD
Antimicrobial Materials	Sioux Falls/SD	Elanco Animal Health	Larchwood, IA
VanGuard Sciences	North Sioux City, SD	Rembrandt Foods	Thompson, Iowa
Novita Nutrition	Brookings, SD		

4. How will the proposed program benefit students?

The Integrated Science Program will provide students with an opportunity to pursue studies that go beyond the traditional major in a single field of science. Through the curriculum, students will explore the interrelationships among the sciences, the boundaries along which new fields are born, the discoveries made possible by cross-disciplinary research, and the excitement of such research enterprises. The classroom will create a collaborative culture providing students the chance to work together and become more aware of how pioneering technologies can be applied. Not only will students be invigorated by their studies, but employers will value their interdisciplinary approach and liberal arts background. By graduating with a science degree from the University of South Dakota, students of the Integrated Science Program will have a broad scope of knowledge and skills/techniques learned that will differentiate themselves from the pool of candidates. The curriculum will be aimed to re-invigorate talented students to motivate them to pursue good careers and/or continue to a bachelor's and post-graduate programs, such as Biomedical Engineering or Medical Laboratory Science.

5. Program Proposal Rationale:

A. If a new degree is proposed, what is the rationale?⁹

No new degree is proposed. The major will be offered within the existing Associate of Science program.

B. What is the rationale for the curriculum?

The curriculum was designed to provide the student with a broad-based science curriculum with interdisciplinary components. The motivation for the Integrated Science curriculum is to create courses that allow students to see that there are no boundaries and will give the students freedom and curiosity to explore outside of the traditional framework of science education. Students will see how different fields relate to one another and how they can use information and techniques from one field to study another one. Integrated Science will provide a more inquiry-based curriculum and the labs will provide industry applications and skills. The rationale is to make sure students are on track for success when they graduate from the University of South Dakota and will add value to the workplace.

⁹ 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?*

Integrated Science is a new academic program with an objective to bridge the biological and the physical sciences. There are no certification, licensure or national standards for the proposed curriculum. No other programs offer an A.S. in Integrated Science. As part of the curriculum development process, the following were reviewed to ensure high program standards:

- 1) **Virginia Tech's Academy of Integrated Science:** Virginia Tech has an Academy of Integrated Science, which is a two-year course sequence (no degree is offered). This sequence intimately blends chemistry, biology, physics, and math in order to prepare students to solve real world problems after graduating with a B.S. degree in a traditional science major.
- 2) **Princeton University:** The Integrated Science Sequence at Princeton is offered to undergraduates considering majoring in the sciences or engineering. The Integrated Science curriculum (no degree is offered) is founded on the expectation that the most important science in the future will lie in areas that span more than one classical discipline. Students in the Integrated Science Sequence develop a degree of rigor, crucial to scientific investigation.
- 3) **NRC Report "A New Biology for the 21st Century":** The New Biology Initiative provided examples to develop interdisciplinary undergraduate courses and curricula.
- 4) **ABET accreditation requirements for Applied Science Accreditation Commission (ASAC):** ABET accreditation requirements for ASAC were used to develop the curriculum in order to meet quality standards of the profession and to give the program the ability to be accredited.

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D. Summary of the degree program (complete the following tables):

A.S. in Integrated Science	Credit Hours	Credit Hours	Percent
System General Education Requirements*	24 (-6)		
Institutional Graduation Requirements	—	—	—
Subtotal, Degree Requirements		24 (-6)	38.3%
Required Support Courses (not included above)	3		
Major Requirements	27		
Major Electives	7-8		
Subtotal, Program Requirements		37-38	48.3-50%
Free Electives		4-5	11.7-13.3%
Degree Total ¹⁰		60	100%

*Integrated Science 1 & 2(New) will be proposed to fulfill System General Requirements 6, Natural Sciences

Required Support Courses Outside the Major (Not general education or institutional graduation requirements)

Prefix	Number	Course Title	Credit Hours	New (yes, no)
MATH	281	Introduction to Statistics	3	No
Subtotal			3	

Major Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ISCI	151/L	Integrated Science I/Laboratory	4	No
ISCI	153/L	Integrated Science II/Laboratory	4	Yes
ISCI	215/L	Good Laboratory Practices	4	No
CHEM	326/L	Organic Chemistry I	4	No
CHEM	330	Structure/Function Biomolecules	3	No
ISCI*	225/L	Integrated Science 3 (cell molecular)	4	Yes
MICR	231/L	General Microbiology	4	No
Subtotal			27	

*Integrated Science 1 & 2 will be proposed to fulfill System General Requirements 6, Natural Sciences

Major Electives: List courses available as electives in the program. Indicate any proposed new courses added specifically for the major.

Prefix	Number	Course Title	Credit Hours	New (yes, no)
ISCI	353	Regulatory Affairs	3	No
CHEM	332/L	Analytical Chemistry	4	No
CHEM	434	Instrumental Analysis	4	No
BIOL	245/L	Cell Culture Techniques	4	No
ISCI	335/L	Biomedical Technologies	4	No
Subtotal			7-8	

¹⁰ 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.

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.*

Appendix A defines the specific knowledge and competencies, including technology competencies that all students will demonstrate before graduation. Below is a list that graduates of this program will be able to demonstrate:

1. An ability to apply knowledge of mathematics, sciences, and other related disciplines
2. An ability to conduct experiments, as well as to analyze and interpret data
3. An ability to identify, formulate, and solve applied science problems
4. An ability to function on teams
5. An understanding of professional and ethical responsibility
6. An ability to communicate effectively
7. A recognition of the need for and an ability to engage in life-long learning
8. A knowledge of contemporary issues
9. An ability to use the techniques, skills, and modern applied science 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.

Yes. The American Chemical Society (ACS) exams are available to measure individual student achievement in this field. Below is a list of ACS exams that may be given at the end of each applicable course to measure student achievement.

- i. American Chemical Society exams:
 1. GC15F – General Chemistry First Term 2015 Exam for First Term General Chemistry
 2. GC17S – 2017 General Chemistry Second Term Test for second semester general chemistry
 3. OR17F – 2017 First Term Organic Exam Test for first-term
 4. IA17 – 2017 Instrumental Analysis Exam for a senior-level instrumental analysis course
 5. Analytical Exam – 2013- Designed for use after the sophomore level Analytical Chemistry course.

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C. How will individual students demonstrate mastery? Describe the specific examinations and/or processes used, including any external measures.¹¹ What are the consequences for students who do not demonstrate mastery?

Mastery will be demonstrated through completion of the student learning outcomes described in Appendix A. Completion of curriculum ensures that students will have demonstrated mastery.

Below lists how individuals will demonstrate mastery throughout each Integrated Science course:

- 1) Concept inventories will be used in the Integrated Science Courses for students to demonstrate mastery and evaluate their understanding of concepts. The objective of the concept inventory is to provide data to measure the student's learning over the duration of the courses. As the Integrated Science courses integrate the sciences (physics, biology and chemistry), a written exam will incorporate all three subjects and will be given at the start of the semester. The same written exam will be given at the end of semester. Students will be expected to improve their scores. After program approval, faculty will establish specific expectations for the concept inventories. American Chemical Society Exams will be taken after each applicable course.
- 2) Each Integrated Science Course will use oral presentations, written tests, written reports, laboratory exercises and/or case studies to assess mastery.

Students may not have an Integrated Science Course grade below a "C." Students will be required to repeat classes until this standard is reached. Students failing to reach that standard will not be allowed to continue in the program.

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.*

Instructional approaches will explore the inter-relationships of the sciences in ways that extend beyond current disciplinary course structures. Laboratory experiences and case studies will be closely integrated with lecture material, while data collection in the laboratory is paired with statistical and computational methods of data analysis and interpretation. Teamwork, written and oral presentation, and problem-solving are central components throughout the curriculum.

8. Did the University engage any developmental consultants to assist with the development of the curriculum?¹² Did the University consult any professional or accrediting associations during the development of the curriculum? What were the contributions of the consultants and associations to the development of curriculum?

No developmental consultants assisted with the development of the curriculum. The curriculum was developed by Biomedical Engineering faculty with an academic background in chemistry, biology, biomedical engineering, and physics. The ABET accreditation resources available on the ABET website were used to aid in the development of the curriculum.

¹¹ 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?

¹² 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.

- 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.**

We plan to offer this degree at the University Center site in Sioux Falls, therefore, we anticipate that many of the students will be new to the university. Of course, it is likely that some will re-direct from other programs as well. During the first few years of the program we expect to enroll 25 students and that this enrollment will grow to 50 students per year as job opportunities emerge in the market. We expect 20 graduates initially and growth to 40. These estimates are based on conversations with several biomedical device and drug companies that are based in Sioux Falls including SAB Biotherapeutics, Alumend, Immutrix, and Nanoblood. All of these companies have products that are currently in FDA-approved clinical trials or will have products in clinical trials within one year.

	Fiscal Years*			
	1 st	2 nd	3 rd	4 th
<i>Estimates</i>	FY 17	FY 18	FY 19	FY 20
Students new to the university**	5	15	20	25
Students from other university programs		5	5	5
Off campus students (Sioux Falls)	**	**	**	**
Continuing students				
=Total students in the program (fall)	5	20	25	30
Program credit hours (major courses)***	50	200	250	300
Graduates			5	20

*Do not include current fiscal year.

** Students new to the university will also be off-campus students

***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.**

Program accreditation is available and optional through ABET. The Integrated Science program’s goal would be to be accredited through the ABET Applied Science Accreditation Commission (ASAC). As a new program, the ASAC accreditation would ensure confidence that the Integrated Science Program meets quality standards and that graduates are prepared to enter a global workforce. Additional resources (that have not been included in the curriculum/budget) required for ABET accreditation are related to institutional support and leadership, which must be adequate to ensure the quality and continuity of the program.

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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)?¹³

	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		No		

13. Cost, Budget, and Resources: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed major. Address off-campus or distance delivery separately. Complete Appendix B – Budget and briefly summarize to support Board staff analysis.

The University of South Dakota will not request new state resources. The sources and amounts of all funds needed to operate the Integrated Science Program and the impact of reallocations on existing programs has been identified. The Biomedical Engineering Program at USD is based in Sioux Falls at the University Center site. Faculty members from Biomedical Engineering will be assigned to teach the science and engineering courses that will be a part of the A.S. in Integrated Science. All other general education courses are already offered at the University Center site.

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.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
Yes	No

Explanation (if applicable): Not Applicable.

¹³ The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

15. New Course Approval: New courses required to implement the new undergraduate degree program may receive approval in conjunction with program approval or receive approval separately. Please check the appropriate statement:

☒ YES,

the university is seeking approval of new courses related to the proposed program in conjunction with program approval. All New Course Request forms are included as Appendix C and match those described in section 5D.

☐ NO,

the university is not seeking approval of all new courses related to the proposed program in conjunction with program approval; the institution will submit new course approval requests separately or at a later date in accordance with Academic Affairs Guidelines.

16. Additional Information: 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.

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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							
	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number
An ability to apply knowledge of mathematics, sciences, and other related disciplines	*MATH 102	*ISCI 151/L	*ISCI 153/L	*ISCI 215/L	*ISCI 225/L	*ISCI 335/L	*CHEM 326/L	*CHEM 330
An ability to conduct experiments, as well as to analyze and interpret data	*CHEM 332	*ISCI 151/L	*ISCI 153/L	*ISCI 215/L	*ISCI 225/L	*ISCI 335/L	*CHEM 326/L	*CHEM 330
An ability to identify, formulate, and solve applied science problems	*CHEM 326	*CHEM 330	*MICR 231/L	*ISCI 151/L	*ISCI 153/L	*ISCI 215/L	*ISCI 225/L	x ISCI 335/L
An ability to function on teams	x ISCI 353	*ISCI 215/L	*MICR 231/L	*ISCI 151/L	*ISCI 153/L	*ISCI 225/L	*CHEM 326/L	
An understanding of professional and ethical responsibility	x ISCI 353	*ISCI 215/L	*PHIL 101	*POLS 102	x CHEM 434			
An ability to communicate effectively	*ENGL 101	*SPCM 101	*POLS 102	*PHIL 101	*ISCI 215/L	x ISCI 353		
A recognition of the need for and an ability to engage in life-long learning	*POLS 102	x ISCI 353	x BIOL 245	*ISCI 151/L	*ISCI 153/L			
A knowledge of contemporary issues	*POLS 102	*PHIL 101	x ISCI 353/L	*ISCI 215/L	x ISCI 335/L	x CHEM 434		
An ability to use the techniques, skills, and modern applied science tools necessary for professional practice	*ISCI 215/L	x ISCI 353	x BIOL 245	x CHEM 434	*PHIL 101	*CHEM 326/L	*ISCI 215/L	*ISCI 225/L

Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.

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Appendix B
Budget & Resources

University of South Dakota, Associate of Science in Integrated Science

1. Assumptions		1st FY17	2nd FY18	3rd FY19	4th FY20
<i>Headcount & hours from proposal</i>					
Fall headcount (see table in proposal)		5	20	25	30
Program FY cr hrs, State-Support		0	0	0	0
Program FY cr hrs, Self-Support		50	200	250	300
Faculty, Regular FTE	See p. 2	0.75	0.75	0.75	0.75
Faculty Salary & Benefits, average	See p. 2	\$94,115	\$94,115	\$94,115	\$94,115
Faculty, Adjunct - number of courses	See p. 2	0	0	0	0
Faculty, Adjunct - per course	See p. 2	\$1,000	\$1,000	\$1,000	\$1,000
Other FTE (see next page)	See p. 2	0.00	0.00	0.00	0.00
Other Salary & Benefits, average	See p. 2	\$0	\$0	\$0	\$0
2. Budget					
<i>Salary & Benefits</i>					
Faculty, Regular		\$70,586	\$70,586	\$70,586	\$70,586
Faculty, Adjunct (rate x number of courses)		\$0	\$0	\$0	\$0
Other FTE		\$0	\$0	\$0	\$0
S&B Subtotal		\$70,586	\$70,586	\$70,586	\$70,586
<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
Total		\$70,586	\$70,586	\$70,586	\$70,586
3. Program Resources					
SELF-support tuition/hr, net of HEF	GR	\$297.45	\$297.45	\$297.45	\$297.45
Self-support tuition revenue	hrs x amt	\$14,873	\$59,490	\$74,363	\$89,235
STATE-support tuition/hr, net of HEFF	GR	\$175.48	\$175.48	\$175.48	\$175.48
State-support 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		\$14,873	\$59,490	\$74,363	\$89,235

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – E (1)

DATE: December 6-8, 2016

SUBJECT: General Education – Assessment Guidelines

Revisions to Board [Policy 2:11 Assessment](#) during the [August 2016](#) meeting created a framework for the evaluation of individual student works as a new model for the assessment of system General Education goals and learning outcomes. Specifically, section 4 of the BOR Policy 2:11 outlined the following requirements for how General Education assessment would function beginning with the Fall 2017 semester:

The processes and methods used for assessment of general education will be included in the Academic Council Guidelines following approval by the Council and approval by the Committee on Academic and Student Affairs.

- A. System General Education course syllabi and student work shall be reviewed on a scheduled approved by the Academic Affairs Council*
- B. Evaluators shall be members of the System General Education Committee and additional faculty members drawn from all SDBOR universities as needed*
- C. Evaluators shall use rubrics or measures for assessment approved by the Academic Affairs Council*
- D. The System Assessment and Testing Committee shall support the System General Education Committee and its processes and identify a minimum of two members to serve on the General Education Committee*
- E. Results from the assessments shall be presented annually to the SDBOR in a format that serves the continuous quality improvement needs of the campuses and the Regental System*

During the [August 2016](#) AAC retreat, the council discussed the need to develop formal guidelines that would further delineate the processes and procedures that would be employed to allow for consistency across institutions for meeting the requirements outlined in Policy 2:11. Members of the System Assessment Committee discussed underlying features of the guidelines during their September conference call, and a subcommittee including one representative from each campus was formed to begin developing the initial draft. The subcommittee reviewed and discussed the draft guidelines (see Attachment I) on October 17, and a number of refinements/modifications were made. AAC discussed the current draft of the guidelines during


(Continued)

INFORMATIONAL ITEM

their [November 2016](#) meeting and a number of additional minor revisions were made to address the council's concerns. While still in draft form, the schedule noted below will be used to continue moving the system forward with formalizing the final set of guidelines, and collecting student works during the Fall 2017 and Spring 2018 terms.

- Spring 2017 – Finalize guidelines and request Math and English discipline councils to evaluate/refine existing learning outcomes and develop assessment rubrics.
- Summer 2017 – Evaluate the Fall 2017 sections and randomly select those courses from the first two goals that would be asked to collect and then upload student works.
- Fall 2017 – Collect student works and also identify Spring 2018 courses that will be assessed.
- Spring 2018 – Faculty in goal #3 and #6 asked to evaluate/refine existing learning outcomes and develop assessment rubrics.
- Summer 2018 – Faculty in Math and English gather to review student works collected during the Fall 2017 and Spring 2018 terms.
- Cycle would continue forward for proceeding years.

Neither AAC nor COPS raised concerns regarding the approach currently being proposed, and request that the draft guidelines move forward to the Board of Regents as an informational item during the December 2016 meeting. Additionally, the councils supported the request that Board Policy [2:28 Proficiency Examination](#) be repealed and that CAAP testing conclude following the Fall 2016 term.



ACADEMIC AFFAIRS GUIDELINES

Section 8:	General Education		
Title:	General Education Assessment Guidelines		
Number (Current Format)	Number (Prior Format)	Date Last Revised	
8.6	XIV	10/2016	
Reference:	BOR Policy 2:11 – Assessment BOR Policy 2:7 – Baccalaureate General Education Curriculum BOR Policy 2:26 – Associate Degree General Education Requirements AAC Guidelines – Baccalaureate General Education Curriculum Requirements AAC Guidelines – Associate Degree General Education Curriculum Requirements		
Related Form(s):			

1. Guidelines Overview & Background

Board of Regents Policy 2:11 Assessment defers the responsibility of assessing student learning outcomes for General Education curriculum approved in Board of Regents Policy 2:7 and 2:26. As General Education is an approved program that constitutes shared goals and student learning outcomes, a systematic approach must be taken in order for each institution to uncover meaningful and actionable feedback for their respective institution. Beginning with students entering the Regental system in Fall 2017, the processes outlined in these guidelines will serve as the primary mechanism for validating the approved learning outcomes for the six General Education goals for Associate and Bachelor degree programs.

Consistent with the ideal practices by both regionally and programmatic accrediting bodies, feedback from this assessment process shall be used to refine courses in an effort to ensure optimal course experiences for students that align with approved student learning outcomes. If at any point the System General Education Committee feels that the processes in Policy 2:11 do not conform to that purpose, they must work with the SDBOR Vice President of Academic Affairs Office to update policy and procedure. The purpose of Policy 2:11 is to detail the General Education Assessment process, under the auspices of the System General Education Committee and the System Assessment and Testing Committee, detailed in Policies 2:7 and 2:26.

2. Goal Assessment Selection

The System General Education Assessment process is structured in such a way that all six goals will be assessed over a three-year period. Initially, Goals will rotate as such:

Year 1:

Goal #1: Students will write effectively and responsibly and will understand and interpret the written expression of others.

Goal #5: Students will understand and apply fundamental mathematical processes and reasoning.

Year 2:

Goal #3: Students will understand the organization, potential, and diversity of the human community through study of the social sciences.

Goal #6: Students will understand the fundamental principles of the natural sciences and apply scientific methods to investigate the natural world.

Year 3:

Goal #2: Students will communicate effectively and responsibly through listening and speaking.

Goal #4: Students will understand the diversity and complexity of the human experiences through study of the arts and humanities.

3. Student Learning Outcome Specification and Rubric Development Process

The System General Education Committee will designate or constitute a system-level group (for example, a discipline council) to review the student learning outcomes listed for each of the system general education goals. This review of the student learning outcomes should occur at least one year prior to goal assessment but ideally would occur long before assessment is to occur so that faculty are able to align their course-level learning outcomes to those specified by the system-level goal. The student learning outcomes developed for each of the six approved General Education goals shall define in clear and precise terms the specific outcomes of the goal and do so in a way that facilitates the development and application of measures and renders manageable the assessment and evaluation of the outcomes.

At least one-year prior to the assessment of the system general education goal, a system-level group will select or design rubrics or other appropriate measures aligned to the student learning outcomes of the goals to be assessed. This group will also identify potential artifacts that could be collected for the assessment of each student learning outcome.

The student learning outcomes and rubrics or measures will be shared with faculty, especially those whose courses are selected to provide the student artifacts for evaluation, the semester before artifact selection begins.

4. Course Selection Process

During the spring semester prior to the academic year during which a goal will be assessed, the Academic Affairs Office will generate a list of general education courses from the fall and spring semesters that could be included in the selection. This list will be reviewed by the System General Education Council and courses for inclusion in the assessment cycle will be identified through a random sampling method. The objective is to select widely representative courses for this assessment process from those included among the courses satisfying the general education requirement. This course selection shall take place the spring semester prior to goal assessment so that faculty whose courses have been selected have time to select and/or design assignments that align with the goal's student learning outcomes.

5. Student Works to be Assessed

a. Range of Artifacts

The system-level group (for example, discipline council) aligned with the goal under assessment shall determine which types of assignments shall be collected in order to assess each of the student learning outcomes listed under the system general education goal. For example, course papers, exams, daily work, speeches, artwork, and lab notebooks might be collected for assessment purposes so long as they align with the student learning outcomes.

b. Artifact Submission Process

Course instructors teaching the courses identified for inclusion in a cycle of assessment will upload the entire class set of artifacts to the D2L ePortfolio location maintained by the institution's Academic Affairs Office for the collection of assessment materials. Each institution's Academic Affairs Office shall ensure a randomly selected sample of artifacts from each course set is submitted. The Academic Affairs Office shall ensure that all identifying information tied to individual students and faculty from the selected samples is removed and a tracking code that specifies the institution and course is assigned.

For each General Education Goal assessed in a given year, each institution will submit approximately 150 artifacts for assessment. These numbers may change depending on the specific artifacts required to adequately assess the student learning outcomes specified for that System General Education Goal. A single artifact may be used to evaluate every student learning outcome or may only align with a single student learning outcome. Subsets of the 150 artifacts may be used to assess individual student learning outcomes. Artifacts should be collected so that there are large enough subsamples to adequately assess each student learning outcome.

6. Faculty Review Process

a. Selection

Each institution will provide three faculty members per general education goal (six faculty members per year) to participate in the general education assessment workshops held within the first four weeks following the end of the spring semester. Faculty eligible for participation in the general education workshops include:

- tenure-track or term contract faculty from disciplines with courses included among those satisfying the system general education goal requirements.
- faculty from closely related fields.
- faculty who have direct experience related to the Goal under assessment.

Faculty who teach the courses included in the sample set can participate in the statewide assessment workshops. If an institution is unable to field three faculty members to participate in this assessment, then other institutions may be asked to recruit additional faculty to make up the deficit.

b. Method for reviewing student work

The general education assessment workshops will be held at the six university campuses on a rotating basis.

BHSU	Summer 2018	Goals 1 and 5
DSU	Summer 2019	Goals 3 and 6
NSU	Summer 2020	Goals 2 and 4
SDSM&T	Summer 2021	Goals 1 and 5
SDSU	Summer 2022	Goals 3 and 6
USD	Summer 2023	Goals 2 and 4

The assessment workshops will be scheduled within four weeks of the end of final exams of the spring semester and will take place over a three day period.

Day 1: Morning for introductions and rubric calibration. Afternoon 25 artifacts/team
Day 2: Morning and afternoon artifact review – 50 artifacts/team
Day 3: Morning 25 artifacts/team. Afternoon debriefing and initial reactions (qualitative) to preliminary results.

For each general education goal there will be nine teams which will review approximately 900 artifacts in three days. Reviewers will be assigned to a two-person team in order to obtain two independent evaluations for each artifact and allow for measures of intercoder agreement. Reviewers will be instructed to evaluate the artifact solely according to the rubric or measures designated and not according to some external criteria.

7. Report Generation

After the Faculty Review process, data will be shared with each campus and their respective General Education Council representatives. The campus will then begin to discuss the curricular or pedagogical changes (if any) it plans to make in response to those data. Campuses will be free to disseminate the results as deemed appropriate but will be required to submit a summary for the General Education Council. This report will include the institution-specific data from the collection and scoring of the current year, specifically an aggregation of student performance on each of the student learning outcomes, as well as a description of the actions the campus plans to take to respond to these results. This document also needs to provide an annual update of specific campus action taken in response to the results of prior years' assessments of the general education goals. The General Education Council will then forward this to the AAC (Academic Affairs Council) for review with the goal of having this ready for review in October.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – E (2)

DATE: December 6-8, 2016

SUBJECT: BOR Policy 2:28 – Proficiency Examination (First Reading)

Beginning with the [August 2014](#) retreat, the system has been engaged in an extensive process to refine the existing System General Education Requirements outlined in Policy 2:7 and 2:26. The Board reviewed an informational item during the March/April 2016 meeting that outlined a number of action items that would be emerging through BOR Policy revisions leading into the Fall 2017 term. During the August 2016 retreat, the Board approved the second reading of policies [2:7](#) and [2:26](#) which resulted in the elimination of Institutional Graduation Requirements and outlined the formation of a System General Education Council. Additionally, at this same meeting the Board approved revisions to BOR [Policy 2:11 Assessment](#) that created a framework for assessment of individual student works from approved system General Education coursework. An initial draft of the proposed guidelines are included on the Board December 2016 agenda for review. In the list of eight action items presented to the Board during the [March/April 2016](#) meeting, #7 recommended “Replace the CAAP with an objective assessment structure,” noting that the new approach would create alignment between student learning outcomes and evolving assessment strategies. Furthermore, the new model would better align with HLC accreditation requirements and the system’s growing distance student population.

In line with the above recommendation (and with an initial draft of the General Education Assessment Guidelines under review), the Board is asked to consider repealing BOR [Policy 2:28 Proficiency Examination](#) (see Attachment I), and end system-wide testing using CAAP following the Fall 2016 semester. Specifically, the request to repeal would not take full effect until the March/April 2017 meeting due to the Board’s two reading requirement for policy revisions. As a result, continuing to test during the Spring 2017 term will present the following issues for students/campus:

1. Institutions continue to expend resources (time, energy, financial) on CAAP testing for a group of students that would need to be tested prior to the scheduled March/April meeting;
2. Students who have been monitoring BOR action related to repealing the CAAP may opt to not sit for the examination or request deferment for the Spring 2017 term as the consequences for not testing are removed prior to the end of the term;

(Continued)

DRAFT MOTION 20161206_6-E(2): I move to approve the first reading to repeal BOR Policy 2:28 Proficiency Examination as presented, with the intent of placing system CAAP testing on hold for the Spring 2017 semester.

3. Students ineligible to register for courses due to failed attempts or failure to meet CAAP requirements must sit out an additional semester; and
4. Students who have meet all graduation requirements except CAAP will continue to have their degree withheld until the end of the Spring 2017 term;

If the Board is supportive of the first reading to repeal BOR Policy 2:28, authority is also being sought to place Spring 2017 testing on hold pending final approval during the March/April 2017 meeting. If the second reading to repeal is not approved then those students who would have been flagged for testing next term will be required to sit for the examination in Fall 2017.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Proficiency Examinations

NUMBER: 2:28

1. Requirement

Satisfactory performance on the proficiency examination is required for all students seeking an associate or a baccalaureate degree from the South Dakota Unified System of Higher Education. To be eligible to receive an associate or baccalaureate degree from a Regental university, students must fulfill the proficiency examination requirement as specified within this policy.

Enrolled students who have already earned a baccalaureate degree are exempt from this requirement if the following conditions are met: 1) the institution awarding the degree is accredited by a United States Department of Education recognized accrediting organization; and 2) the degree required the completion of a minimum of 18 credit hours of general education requirements including the requirements specified in Board Policy 2:7.3 (Lower Division Credit Hour and Course Requirements/Student Proficiencies).

2. Criteria for Test Eligibility

A. Baccalaureate

- 1) Degree seeking students registered for credit.
- 2) Completion of 48 passed credit hours at or above the 100 level. Students will sit for the examination during the first semester in which they become eligible in terms of passed credit hours.

B. Associate

- 1) Degree seeking students registered for credit.
- 2) Completion of 32 passed credit hours at or above the 100 level. Students will sit for the examination during the first semester in which they become eligible in terms of passed credit hours.

3. Waivers

A. Baccalaureate and Associate degree seeking students may be exempted from the proficiency examination requirement by meeting the following conditions.

- 1) Earn a Composite score of 24 or higher on the ACT; OR
- 2) Earn a verbal-mathematics score of 1250 or higher on the SAT; OR

- 3) ~~Meet the ACT College Readiness Benchmarks established for each of the equivalent sub-scores including; OR~~
 - a. ~~Reading 22~~
 - b. ~~English 18~~
 - c. ~~Mathematics 22~~
 - d. ~~Science Reasoning 23~~
 - 4) ~~Earn an Associates or Bachelor's degree from a regionally accredited postsecondary institution in the United States;~~
- B. ~~To be eligible for the exemption, student ACT/SAT scores must be obtained prior to their first semester of postsecondary enrollment, either within or external to the Regental system.~~
- C. ~~Students entering the Regental system for the first time prior to 1998, or who have stopped out for more than five years since the completion of required general education coursework shall be exempt from the proficiency examination requirements.~~

4. ~~Deferments~~

~~Students who meet the eligibility requirements but, due to extenuating circumstances are unable to sit for the examination may petition the Vice President for Academic Affairs for a deferment prior to the test date or no later than the final day of the semester in which the examination should have been taken. Students granted deferments will sit for the examination during the next administration following the end of the deferment.~~

5. ~~Consequences of Noncompliance~~

~~Failure to sit for the examination as scheduled, whether initially or following a deferment will result in denial of subsequent registration at all Regental institutions. Students who have been denied registration due to failure to take the proficiency examination may apply for readmission after two academic terms (fall, spring, or summer). If readmitted, they must sit for the examination during the next administration. Failure to do so will result in immediate administrative withdrawal.~~

6. ~~Retesting~~

~~Students are required to perform satisfactorily on all components of the examination. Students failing to achieve the minimum proficiency level on one or more of the components will be allowed the opportunity to retest. Students failing to test satisfactorily in the fall must retest no later than the following fall's administration, and students failing in the spring must retest no later than the following spring's administration. In the interim students may continue to enroll in courses.~~

~~When first sitting for the examination, students must take the examination as a whole. When retesting, however students will take only those components on which a satisfactory score was not achieved. Students who must retest on one or more components may retake each one up~~

~~to two times within the time frame allowed as outlined above. All retests must be taken during the regularly scheduled test administration periods in the fall and spring.~~

~~As preparation for retesting students are required to develop, in collaboration with an academic advisor, a development plan for remediation to be completed within one year.~~

7. ~~Unsatisfactory Performance on the Retest~~

~~Students who do not achieve the minimum satisfactory proficiency level on the retest will be denied subsequent registration at all Regental institutions. Application for readmission will be contingent upon satisfactory performance on the proficiency examination. Students may arrange for retesting during any subsequent administration of the examination. Students may apply to retest at any Regental institution. Students who perform satisfactorily on the retest will be allowed to register for the next term.~~

8. ~~Appeals for Certification of Proficiency by Alternate Methods~~

~~Students failing to achieve the minimum satisfactory proficiency level as provided in section 6 above may appeal to an institutional review panel for certification of proficiency using alternate methods. Such certifications must be confirmed by the system's Chief Academic Officer who may empanel a system-wide faculty review committee to review the appeal.~~

9. ~~Transfer Students~~

~~Transfer students are subject to and must meet the proficiency examination requirements.~~

~~Transfer students within the South Dakota Unified System of Higher Education are subject to the policy as outlined above. For students who have been denied registration due to failure to take the proficiency examination, applications for readmission will be filed with and resolved by the receiving institution.~~

10. ~~Proficiency Examination Fees~~

~~Each university is authorized to charge students fees to cover the cost of retesting.~~

11. ~~Reasonable Accommodations~~

~~Each institution shall give students prior notice that it will provide reasonable accommodations for test takers in keeping with institutional practices implementing the South Dakota Human Relations Act of 1972, the Rehabilitation Act of 1973, and the Americans with Disabilities Act. (Refer to Board Policy 1:19.)~~

12. ~~Classes Missed During Test Administration~~

~~Participation in the proficiency examination as scheduled constitutes a university excused absence. The university will supply each student with a notice to that effect. Students required~~

~~to participate in the proficiency examination process may not be penalized in either their courses or in official university activities. Students required to participate in the proficiency examination will be allowed to make up any class events, including quizzes and exams, given during their absence. Students must be assured equity by being given make up exams, quizzes/assignments of equivalent content and expectations and within a reasonable time of the excused absence.~~

~~SOURCE: BOR, December 1997; BOR, March 1998; BOR, August 1999; BOR, January 2000; BOR, October 2000; BOR, December 2007; BOR, December 2014; BOR, March-April 2016.~~

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – F

DATE: December 6-8, 2016

SUBJECT: BOR Policy 2:23 Revision – Program and Curriculum Approval

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.

DRAFT MOTION 20161206_6-F: I move to approve the first 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

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.

A. Intent to Plan

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.
2. An intent to plan is not required for associate degree programs provided:
 - a. The program is a two-year equivalent of an existing four-year bachelor's program currently approved for the university; or
 - b. 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
 - c. The program is stackable to two or more four-year bachelor's degree programs approved for the university; or
 - d. 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.
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.

B. Undergraduate and Graduate Degrees and Majors

1. The Board of Regents approves new academic degrees and majors.
2. New graduate degree program proposals must also follow the processes identified in Policy 2:1.

C. Academic Certificates, Specializations, and Minors

1. The Board of Regents approves new certificates, specializations, and minors.
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.
 - a. Academic certificate programs require admission to the university and result in an official academic transcript.
 - b. Completion of the academic certificate program shall be indicated on the student's academic transcript.
3. **Specializations:** An academic specialization is a designated plan of study within an existing degree program or major.
 - a. Specializations may attach to only one major.
 - b. Completion of the academic specialization shall be indicated on the student's academic transcript.
4. **Minors:** An academic minor enables a student to make broad but limited inquiry into a discipline or field of study beyond the major.
 - a. Minors are only awarded in conjunction with completion of a degree program and the awarding of a bachelor's degree.
 - b. 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.~~
22. **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.

- A. Certificates of recognition do not require Board approval.
- B. Certificates of recognition are not part of a degree program and do not require formal admission to the university.
- C. If credit bearing course work is involved and the participant registers for it, the course will appear on the transcript.
- D. Non-credit experiences may be recognized but do not result in a transcript.

3. Curriculum Approval

- A. The South Dakota Regental system maintains a common course catalog designed to facilitate ease of student transfer and collaborative programing across institutions.
- B. The university Vice President for Academic Affairs approves minor course and program modifications as defined by Academic Affairs Council.
- C. 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.
- D. 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.

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 – G

DATE: December 6-8, 2016

SUBJECT: BOR Policy 2:5 Revision – Transfer of Credit (Second Reading)

AAC has discussed the need for minor revisions to Board Policy 2:5 throughout the past year and during the April 2016 COPS meeting, the presidents requested that the necessary General Education revisions also be integrated into the draft language. AAC subsequently discussed these new proposed revisions at the [May 2016](#), [June 2016](#), and [August 2016](#) meetings.

During the discussion of general education transfer the council supported a number of underlying principles that would work best for the system, and Board of Regents staff agreed to modify the proposed language to align with the desired outcomes that included:

1. Allowing for the ease of transfer for students within the Regental system after successfully completing the general education requirements at the initial home institution; and
2. Establishing the framework for accepting general education transfer for transfer students when non-Regental institutions have goals and learning outcomes that align with Policy 2.7 and 2.26.

The policy language frames issues discussed by AAC during the [October 2015](#) and [November 2016](#) meetings. Analyses were conducted on the GE requirements at the institutions with the highest transfer frequencies and Table 1 depicts the areas for the top institutions where current GE goals are not required. In addition to this table, [Transcript Analyses](#) were performed for a number of transfer students from each of these institutions. In addition, a number of [Functional Group Questions/Considerations](#) emerged prior to the November 2015 AAC meeting. The current policy language address a number of the issues/concerns.

(Continued)

DRAFT MOTION 20161206_6-G: I move to approve the second and final reading of the revisions to BOR Policy 2:5 – Transfer of Credit as presented.

<i>Table 1: General Education Course Requirements for Top Transfer Institutions in the Regental System</i>								
	<i>Written Communication</i>	<i>Oral Communication</i>	<i>Social Sciences</i>	<i>Arts & Humanities</i>	<i>Quantitative Reasoning</i>	<i>Science Reasoning</i>	<i>Other</i>	<i>Total</i>
<i>Regental System</i>	6	3	6	6	3	6	0	30
<i>Minnesota West Community and</i>	6	3	13	9	3*	6	5	42
<i>Iowa Lakes Community College</i>	7/7	3/3	9/6	9/3	5*/10**	8/10**	3/3	44/42
<i>Western Iowa Tech Community College</i>	6		6		4		9	
<i>Ridgewater College</i>	9		9	9	3*	8	12	40
<i>Colorado Technical University - Sioux Fa</i>	9		13.5	9	9*	12	8.5	61
<i>Gillette College</i>	6	3	9/6		3*/6	4	5	30
<i>Northwest College</i>	6		9		3*	4	11	33
<i>Casper College</i>	6		9		3*	4	10	32
<i>Northeast Community College</i>	3	3	9/3-6***	6/3-6***	3*/3-10***	4/8-15***	3	31/36
<i>Northwest Iowa Community College</i>	9/8		9/4	9/4	9/20		10/4	46/40
<i>Sheridan College</i>	6	3	9/6		3*/6	4	5	30
*Denotes Math Course(s) Less Than College Algebra are Accepted to meet Gen Ed Requirements.								
**Students must take 20 credits between Math & Science, but can split those credits as they choose.								
***Students must take 9 credits between Social Sciences & Humanities/18 credits between Math & Sciences								

In response to the feedback from AAC members during the May 2016 meeting, a new section 3 has been integrated into Policy 2.5 that proposes a framework for transfer of general education coursework specifically.

3. Transfer of General Education Coursework

A. Student Transfer Within the Regental System

- 1) A student who has completed the general education requirements outlined in Policy 2.7 and 2.26 at the sending Regental institution will have completed the equivalent degree level requirements at the receiving institution regardless of the course distributions or approved course lists.
- 2) A student who has not completed all general education requirements at the sending institution will be required to complete additional coursework consistent with the course requirements at the receiving South Dakota Regental institution.

B. Student Transfer From Accredited Non-Regental Institutions with an Associate's Degree (AA and AS)

- 1) A student who has completed General Education requirements that are consistent with the six goals and credit hour requirements outlined in Policy 2.7 and 2.26 will enter the Regental system having fulfilled the General Education program requirements. Students will be expected to meet all degree program requirements including course prerequisites.
- 2) When considering whether undergraduate transfer of academic courses received from non-Regental accredited institutions shall qualify to meet the System General Education credit hour requirements outlined in Policy 2.7 and 2.26, a Regental institution shall:

- a. Evaluate the general education goals and student learning outcomes rather than specific course equivalencies;
 - b. Ensure that a minimum of three (3) credit hours of coursework is required for each of the six general education goals; and
 - c. Request a general education transfer agreement be approved for students entering from the institution.
- 3) When it is determined that the goals and credit hour requirements from a non-Regental accredited institution do not align with Policy 2.7 and 2.26, a Regental institution may request a partial general education transfer agreement be approved where goal consistency does exist.

In addition to the policy changes impacted by the General Education Redesign work, a committee of campus representatives discussed potential policy changes recommended by AAC. General agreement was reached by campus representatives on a number of these topics during the April discussion as represented in the revisions described below:

1. **Validated military credit for graduate programs:** A new statement added to Section 12(A) reading: "Credits may be earned through established procedures for prior learning assessment, including but not limited to assessment of military training and education; each campus may determine appropriate course equivalencies as warranted." Additionally, section 12(A)(2) now notes that "University discretion is permitted in acceptance of validated military credit for graduate programs, limited to a maximum of 12 credit hours."
2. **Credit for high school courses and NACEP accreditation:** Revisions made to Section 4(F)(1) reflect current dual credit guidelines by stating institutions must meet accreditation standards of the National Alliance of Concurrent Enrollment Partnerships (NACEP) rather than have NACEP accreditation.
3. **Transfer credit caps from junior/community/two-year colleges:** New language to Section 13 proposed as follows: Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution unless an approved program-specific waiver exists. The System Vice President for Academic Affairs may approve program-specific waivers of up to 75 total transfer credit hours at the accepting institution; Board of Regents approval is required for program-specific waivers of 76 total transfer credit hours up to a maximum of 90 total transfer credit hours at the accepting institution. Students who have completed more than the acceptable semester hours of junior, community or technical college work may apply completed, transferable courses to specific course requirements and thereby may not be required to repeat the courses. The semester hours of credit for those additional courses may not be applied toward the minimum credit hours required for the degree.

4. **Prefix(es) used to transcript courses for which a university does not have the academic discipline** as in sections 3(C), 6(B)(2)(b), 8(B)(2)(b), and 10(B)(2)(b). Revision made to policy to add to prefixes currently used by Regental institutions.
5. **Recognition of regional and national accrediting bodies in Section 2:** The majority of representatives favored returning the policy to requiring regional accreditation rather than regional or national accreditation recognized by the US Department of Education. The following revision has been made to address this issue:

For the purposes of this policy, an accredited institution is **an institution holding accreditation from one of the following regional accrediting bodies unless otherwise specified: Middle States Commission on Higher Education, New England Association of Schools and Colleges, Higher Learning Commission, Northwest Accreditation Commission, Southern Association of Colleges and Schools, Western Association of Schools and Colleges** ~~a United States institution holding accreditation from a regional or national institutional accrediting agency recognized by the US Department of Education.~~

These revisions were brought before the Board for the first reading during the October 2016 BOR meeting; there have been no additional revisions since the approval of the first reading.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Transfer of Credit

NUMBER: 2:5

1. Academic courses will be transferred as meeting graduation requirements if the courses parallel the scope and depth requirements for the degree or if the courses meet electives required for the degree. Credit will not be given for duplication of courses.
2. For the purposes of this policy, an accredited institution is an institution holding accreditation from one of the following regional accrediting bodies unless otherwise specified: Middle States Commission on Higher Education, New England Association of Schools and Colleges, Higher Learning Commission, Northwest Accreditation Commission, Southern Association of Colleges and Schools, Western Association of Schools and Colleges. United States institution holding accreditation from a regional or national institutional accrediting agency recognized by the US Department of Education.

3. Transfer of General Education Coursework

A. Student Transfer Within the Regental System

- 1) A student who has completed the general education requirements outlined in Policy 2.7 and 2.26 at the sending Regental institution will have completed the equivalent degree level requirements at the receiving institution regardless of the course distributions or approved course lists.
- 2) A student who has not completed all general education requirements at the sending institution will be required to complete additional coursework consistent with the course requirements at the receiving South Dakota Regental institution.

B. Student Transfer From Accredited Non-Regental Institutions with an Associate's Degree (AA and AS)

- 1) A student who has completed General Education requirements that are consistent with the six goals and credit hour requirements outlined in Policy 2.7 and 2.26 will enter the Regental system having fulfilled the General Education program requirements. Students will be expected to meet all degree program requirements including course prerequisites.
- 2) When considering whether undergraduate transfer of academic courses received from non-Regental accredited institutions shall qualify to meet the System General Education credit hour requirements outlined in Policy 2.7 and 2.26, a Regental institution shall:

- a. Evaluate the general education goals and student learning outcomes rather than specific course equivalencies;
- b. Ensure that a minimum of three (3) credit hours of coursework is required for each of the six general education goals; and
- c. Request a general education transfer agreement be approved for students entering from the institution.

3) When it is determined that the goals and credit hour requirements from a non-Regental accredited institution do not align with Policy 2.7 and 2.26, a Regental institution may request a partial general education transfer agreement be approved where goal consistency does exist.

4.3. Undergraduate courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution. When a university evaluates and accepts the transfer of undergraduate credit under the provisions of this policy, these courses will be recorded and equivalencies granted using the following guidelines:

- A. If there are specific undergraduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.
- B. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (100 for Freshman level, 200 for Sophomore level, 300 for Junior level, and 400 for Senior level).
- C. If the academic discipline is not available at the university evaluating the credit, use the GEN, ELEC, or UNSP prefix and the appropriate course level (100 for Freshman level, 200 for Sophomore level, 300 for Junior level, and 400 for Senior level).

5.4. Undergraduate transfer of academic courses received from accredited United States colleges and universities.

- A. All undergraduate transfer courses and all transfer grades (whether the grades are passing or not passing) must be recorded and an equivalency specified by the Regental university, calculated into grade point averages according to the Regental grade scheme, and recorded on the student's academic transcript.
- B. Remedial courses (as identified on the sending institution's transcript) received in transfer are recorded, transcribed, and assigned an equivalency at the receiving university but do not calculate into grade point averages.

- C. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system. (Refer to BOR 2:10, Use of Grade Point Averages).
- D. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed. In subsequent evaluations, grades previously recorded cannot be changed.
- E. The university-specific degree requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.
- F. Orientation, Life Experience, General Educational Development Tests, and high school level courses are not recorded in Colleague as transfer credit nor are they granted equivalent credit.
 - 1) High school courses for which students received college credit will not be entered as transfer credit, or given equivalent credit, unless validated by an Advanced Placement or CLEP score that meets Board of Regents guidelines for acceptance of credit, the college credit is granted by a university with which the Board has a dual credit agreement, or the college credit is granted by an institution [meeting the accreditation standards of the ~~accredited by the~~ National Alliance of Concurrent Enrollment Partnerships \(NACEP\)](#).

~~5.6.5.~~ Undergraduate transfer of technical courses received from accredited United States colleges and universities.

- A. University discretion is permitted in acceptance of courses. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.
- B. When the courses are accepted for transfer, equivalent courses are recorded on the transcript but the grade earned at the technical institute is not recorded or calculated into the grade point averages.
- C. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
- D. The university-specific degree requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.

~~6.7.6.~~ Graduate transfer courses received from accredited United States colleges and universities.

- A. All graduate transfer courses and transfer grades judged to be acceptable by the evaluating university, are recorded and evaluated by the Regental university, calculated into grade point averages according to the Regental grade scheme, and recorded on the student's academic transcript.
- B. If transfer credits are judged acceptable; these courses will be recorded, and equivalencies granted, using the following guidelines:
 - 1) If there are specific equivalent graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.
 - 2) If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:
 - a. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
 - b. If the academic discipline is not available at the university evaluating the credit, use the GEN ELEC, or UNSP prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
- C. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system.
- D. In subsequent evaluation, all equivalencies may be re-evaluated, inactivated, or changed. Additional equivalencies may be added and evaluated. In subsequent evaluations, grades previously recorded cannot be changed.
- E. The university-specific plan of study requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.

~~7.8.7.~~ Transfer courses received from accredited postsecondary technical institutes.

- A. An academic course is defined as a course that is equivalent to a Regental general education requirement at the 100 or 200 level.
- B. A technical course is defined as a non-academic course that meets the technical program requirements for a diploma, certificate, or Associate of Applied Science degree.
- C. South Dakota Technical Institutes
 - 1) Transfer of academic courses from South Dakota postsecondary technical institutes is governed by BOR policies 2:25, 2:26, 2:27, 2:28, and 2:31.

- a. Transfer grades not existing in the Regental grading scheme will be equated to the Regental grading system.
 - b. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed.
- 2) Academic courses taken under articulation agreements in effect between July 1, 1999 and June 30, 2005 will be transferred according to those agreements.
- 3) Effective Fall 2005, transfer of technical course credit hours from South Dakota postsecondary technical institutes only occurs as part of a program to program articulation agreement approved by the Board of Regents and South Dakota Board of Education.
 - a. The transfer of technical course credit hours occurs as a block of credit hours upon completion of requirements for the university articulated program.
 - b. The CR grade is used for the block of technical course credit hours.

D. Other Technical Institutes

- 1) University discretion is permitted in acceptance of academic courses. Academic courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.
 - a. When the academic courses are accepted for transfer, equivalent courses are recorded on the transcript.
 - b. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
 - c. The university-specific degree requirements determine if the academic courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.
- 2) Transfer of technical course credit hours from non South Dakota postsecondary technical institutes only occurs as part of a program to program articulation agreement approved by the Board of Regents.
 - a. The transfer of technical course credit hours occurs as a block of credit hours upon completion of requirements for the university articulated program.
 - b. The CR grade is used for the block of technical course credit hours.

~~8.9.8.~~ Undergraduate and graduate credits received from United States colleges or universities that are not accredited.

- A. University discretion is permitted in acceptance of courses. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.
- B. When the courses are accepted for transfer, equivalent courses are recorded on the transcript but the grade earned at the non-accredited institution is not recorded or calculated into the grade point averages using the following guidelines:
 - 1) If there are specific equivalent graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.
 - 2) If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:
 - a. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
 - b. If the academic discipline is not available at the university evaluating the credit, use the GEN-, ELEC, or UNSP prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
- C. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
- D. The university-specific degree requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.

9.10. 9.—Courses submitted in transfer from postsecondary technical institutes that are not accredited will not be accepted.

10.11. 10.—Undergraduate and Graduate Courses from Postsecondary Institutions outside the United States.

- A. Courses considered for transfer are subject to all BOR policies and any conditions for validation that may be prescribed by the accepting institution.
- B. When the courses are accepted for transfer, equivalent courses are recorded on the transcript. Most commonly, the grade earned at the sending institution is not recorded or calculated into the grade point averages. However, at the discretion of the institution's chief academic officer, grades may be recorded and used to determine the transfer and cumulative GPA's. The following guidelines will be used:

- 1) If there are specific equivalent undergraduate or graduate courses at the university evaluating the credit, these specific courses should be used when granting equivalencies.
- 2) If there are no equivalent graduate courses at the university evaluating the credit, these courses will be recorded, and equivalencies granted, using the following guidelines:
 - a. If the academic discipline is available at the university evaluating the credit, but there is no discipline equivalent course, use the discipline prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
 - b. If the academic discipline is not available at the university evaluating the credit, use the GEN, [ELEC](#), or [UNSP](#) prefix and the appropriate course level (500/600 for master's programs and 700/800 for doctoral programs).
 - i. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
 - ii. The university-specific degree requirements determine if the courses transferred are applicable to the student's degree program at that university and if they meet the minimum grade criteria.

~~11.12.~~ [11. Credit Received Through Validation Methods & Prior Learning Assessment](#)

- A. Credit earned through validation methods other than nationally recognized examinations is limited to a maximum of 30 hours of credit for baccalaureate degrees and 15 hours of credit for associate degrees. [Credits may be earned through established procedures for prior learning assessment, including but not limited to assessment of military training and education; each campus may determine appropriate course equivalencies as warranted.](#)

1) Validation of military credit is limited to an additional 30 hours of credit for baccalaureate degrees and an additional 15 hours of credit for associate degrees.

[2\) University discretion is permitted in acceptance of validated military credit for graduate programs, limited to a maximum of 12 credit hours.](#)

- B. Credit for college level courses granted through nationally recognized examinations such as CLEP, AP, DANTES, etc., will be evaluated and accepted for transfer if equivalent to Regental courses and the scores are consistent with Regental policies. Such credits are only valid if transcribed by a university within five years of the student taking the examination. Regental institutions shall honor credits from nationally recognized examinations transcribed to meet degree requirements at a non-

Regental institution.

- 1) If credit received through validation is applied as elective credit, it may only be applied at the 100 or 200 level.
 - 2) Credit received through validation may apply to System General Education Requirements and Institutional Graduation Requirements.
 - 3) Credit received through validation may not apply to writing intensive requirements.
- C. When validation credits are accepted, equivalent courses are recorded on the transcript but are not calculated into the grade point averages.
- D. In any subsequent evaluation, equivalencies for system common courses and system general education courses will not be changed. Equivalencies for unique courses may be changed, re-evaluated, or inactivated. Additional equivalencies may be added and evaluated.
- E. The university-specific degree requirements determine if the validation credits accepted also are applicable to the student's degree program at that university.

~~12.13.~~ 12. When a course has been repeated for credit, all attempts will be entered on the transcript but the last grade earned will be used in the calculation of the grade point averages.

~~14. 13.~~ 14. Total transfer credit for work at a two-year technical or community college may not exceed one-half of the hours required for completion of the baccalaureate degree at the accepting institution unless an approved program-specific waiver exists. The System Vice President for Academic Affairs may approve program-specific waivers of up to 75 total transfer credit hours at the accepting institution; Board of Regents approval is required for program-specific waivers of 76 total transfer credit hours up to a maximum of 90 total transfer credit hours at the accepting institution. Students who have completed more than the acceptable semester hours of junior, community or technical college work may apply completed, transferable courses to specific course requirements and thereby may not be required to repeat the courses. The semester hours of credit for those additional courses may not be applied toward the minimum credit hours required for the degree. Students who have completed more than the acceptable semester hours of junior, community or technical college work may apply completed, transferable courses to specific course requirements and thereby may not be required to repeat the courses. The semester hours of credit for those additional courses may not be applied toward the minimum credit hours required for the degree.

~~13.14.~~ 14. System general education requirements successfully completed at the sending

South Dakota Regental institution will be accepted towards meeting these requirements at the accepting South Dakota Regental institution. In any subsequent evaluation of any transfer or non-course work, equivalencies for system common courses and system general education courses will not be changed.

~~14.15.~~ ~~15.~~ Evaluations of courses will be made by the appropriate institutional officials at the time of admission by comparing descriptions, content, and level of courses completed with those at the accepting institution.

~~16.16.~~ Each institution will develop and maintain a procedure for the appeal of transfer credit decisions.

17. ~~17.~~ A Regental internal transfer process occurs when an undergraduate course is used on a converted credit basis to meet graduate plan of study requirements at Regental universities or when graduate credit is used on a converted or actual credit basis to meet undergraduate degree requirements for a Regental accelerated program. Refer to BOR policy 2:8.3.A and 2:8.3.B.

SOURCE: SDCL 13-49.1; BOR, April 1989; BOR, April 1992; BOR, June 1997; BOR, March 1998; BOR, August 1999, BOR, March 2001; BOR, May 2001; BOR, January 2002; BOR, March 2002; BOR, June 2002; BOR, August 2002; BOR, December 2002; BOR, May 2003; BOR, August 2003; BOR, December 2003; BOR, October 2004; BOR, June 2005; BOR, August 2005; BOR, March 2008; BOR, March-April 2010; BOR, October 2010; BOR, October 2011; BOR, December 2011; BOR, June 2015; BOR, December 2016.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – H

DATE: December 6-8, 2016

SUBJECT: BOR Policy 1:7:8 Revision – Discipline Councils (Second Reading)

The Board of Regents established BOR [Policy 1:7:8 Discipline Councils](#) in 1997 to provide a common framework for faculty across common discipline areas to be involved in system initiatives, monitor the common course catalog, and coordinate with colleagues across the Regental system. When initially developed, the Board placed oversight of the Discipline Councils with the Council of Presidents and Superintendents (COPS), and outlined processes that would be followed for coordinating their activities each year. However, over the past two decades much of the work for the Discipline Councils has been coordinated through the Academic Affairs Council as provosts routinely identify topics/issues that are referred to council chairs to mediate with the faculty representatives. Considering the changes in how the Discipline Councils are managed, Board central staff has undergone a review and edited Policy 1:7:8 to more accurately reflect the processes that are actually occurring to manage the system's Discipline Councils.

The changes to BOR Policy 1:7:8 can be found in Attachment I, which primarily shift oversight for the councils from COPS to AAC. Under current Board policy, COPS are responsible for selecting the members for each council and designating the chair and vice chair for each. Over time, leadership assignments have been designated among council members, or rotate among institutions using an established calendar. Finally, the changes also update the range of council activities, which have changed from initial inception.

Finally, a new set of AAC Discipline Council Guidelines (Attachment II) have also been developed to formally articulate council composition and leadership, support from the Board office by Council Liaisons, financial support for councils, the meeting expectations for each council, and the annual reporting process as required in the BOR Policy.

These revisions were brought before the Board for the first reading during the October 2016 BOR meeting; there have been no additional revisions since the approval of the first reading.

DRAFT MOTION 20161206_6-H: I move to approve the second and final reading of the revisions to BOR Policy 1:7:8 – Discipline Councils as presented.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Discipline Councils

NUMBER: 1:7:8

1. Mission Statement

Discipline Councils shall prepare information, analysis, and recommendations to help coordinate the use of available resources that enable appropriate access to high quality educational opportunities. This approach should include processes to facilitate inter-institutional cooperation.

2. System Assumptions

Discipline Councils shall carry out their functions with the following operational guidelines:

- A. The ~~R~~egental system shall continue to work as a Unified System of Public Higher Education.
- B. Collaborative approaches to the delivery of higher education curriculum and services are the expected pattern of institutional behavior.
- C. South Dakota citizens shall have increased access to university services.
- D. Through the more effective use of total system resources, each university shall be able to offer improved program and service quality.
- E. Institutional and system efficiencies shall be fostered through the sharing of available resources.

3. Definition of Discipline Councils

~~A.~~ Each Discipline Council shall represent one field of study or a group of fields commonly recognized as being related. All discipline areas where more than one institution participates in the system's delivery of a discipline's curriculum shall be included in a Discipline Council.

~~B. The Council of Presidents and Superintendents shall annually review and determine the number of Discipline Councils and the academic field(s) within the scope of each Council. The determination for each fiscal year shall be provided to the Board for information at its first meeting after June 1 of each year.~~

4. Composition of Discipline Councils

~~—Subject to the approval of the Board of Regents, the Council of Presidents and Superintendents shall determine annually the appropriate number of members and appoint two representatives from each institution annually for each Council. In rare circumstances, institutional representation may exceed two representatives when dictated by the Academic Affairs Council, and how the membership distribution should be allocated among the institutions. The Academic Affairs Council will also make their recommendations for the members of each discipline council from their institution prior to the start of the fall term.~~

5. Council Leadership

A. At the end of each academic year, the discipline councils shall annually designate a Chair and Vice Chair for their council for the upcoming year. The Council of Presidents and Superintendents shall annually designate a Chair for each Council. The process for determining Chairs is unique to each council. Each council shall be attentive to the balance of leadership assignments among the institutions.

B. The discipline council chair is responsible for reporting the annual activity of the council to the Academic Affairs Council, the Council of Presidents and Superintendents, and the Board.

~~B. The Council of Presidents and Superintendents shall be attentive to the balance of leadership assignments from among the institutions.~~

6. Responsibilities of the Discipline Councils

The Discipline Councils shall be responsible for conducting activities that carry out the mission as described in Section 1. Their activities shall include, but not be limited to, the following:


A. **Descriptive activities:** The Discipline Councils shall ~~develop and maintain~~ a system inventories for common curriculum and courses, faculty expertise, faculty scholarship, and efforts to acquire external resources and awards. The Council shall ~~develop recommendations for~~ manage the approaches for common course numbering, common course descriptions, and articulation within the system.

B. **Collaborative activities:** The Discipline Councils shall develop recommendations concerning the means for assessing and coordinating the available expertise within the system to meet individual institutions' needs in a discipline; develop collaborative approaches, where feasible, to meet institutional and system needs within the discipline; and provide a recommendation for reviewing system resources for a discipline. The Discipline Councils shall develop recommendations for meeting the state needs for the discipline.

C. **Reportage activities:** The Discipline Councils shall make recommendations and reports as appropriate, but, at a minimum, annually. Each Discipline Council shall report to the

Board of Regents through the Academic Affairs Council and the Council of Presidents and Superintendents and shall insure community participation at the institutional level.
Reports shall be filled out by each council's Chair.

SOURCE: BOR, March 1997; BOR, December 2016.

		ACADEMIC AFFAIRS GUIDELINES	
Section 6:		Faculty	
Title:		Discipline Councils	
Number (Current Format)	Number (Prior Format)	Date Last Revised	
6.4		08/2016	
Reference:	BOR Policy 1:7:8 Discipline Councils AAC Guideline 5.4 Instructional Method Guidelines AAC Guideline 1.11 Common Course Guidelines		
Related Form(s):			

1. Purpose

Discipline Councils are formed in accordance with Board of Regents [Policy 1:7:8 Discipline Councils](#) to facilitate faculty collaboration across the Regental System in common departments or colleges that require System-level continuity. Serving as sub-committees of the Academic Affairs Council, the established Discipline Councils shall facilitate discussion as directed by AAC and when necessary prepare information, analysis, and recommendations to help coordinate the use of available resources that enable appropriate access to high quality educational opportunities. This approach should include processes to facilitate inter-institutional cooperation.

2. Council Composition and Leadership

- 2.1. **Composition:** Each Discipline Council shall consist of two members from each campus as determined by the institutional lead on the Academic Affairs Council. Additional members to a discipline council is allowed when necessitated by the Academic Affairs Council.
- 2.2. **Leadership:** Each discipline council will elect a Chair and Vice Chair which must constitute membership from different Regental institutions. Prior to the end of the Spring semester, discipline councils shall elect new Chair and/or Vice Chairs to serve during the upcoming academic year. Leadership positions may be selected as the Council sees fit, but leadership positions shall be distributed among the campuses over time to ensure a balance in the councils.

3. Board Support

- 3.1. **Board Liaisons:** A member of the Board of Regents staff will be appointed to serve as a liaison to each discipline council. The liaison should be included in all meetings, discussions, and correspondence among council members. The liaison will serve as a resource for providing System perspective, and for gathering information to assist the

councils in decision making. Liaisons serve in an ex officio capacity, and therefore are not voting members of the councils.

3.2. Financial Support

3.2.1. Each Regental institution is are expected to cover all cost (i.e., travel, per-diem, lodging) incurred by discipline council members for the work on the council. When system level projects require significant investment in time and resources the System Vice President for Academic Affairs may provide financial support necessary to facilitate more frequent meetings.

3.2.2. Council Chairs may request support for meeting space when the council convenes at a facility not owned or leased by the Board of Regents.

4. Meeting Expectations

4.1. Each council is expected to meet at least once each academic year. At least one meeting per year shall be face-to-face, while others can be facilitated by conference call or web conferencing. Beyond these expectations, discipline councils may convene any number of times to facilitate activities of the council as is deemed necessary.

5. Reporting

5.1. An annual reports shall be prepared by the Chair in consultation with the discipline council members. Council members are expected to report information specific to the following areas:

- Meeting Dates and Type
- Overview of Council Activities for the Academic Year
- Response to Initiatives for Council Consideration Suggested by the Executive Director
- Other Council Activities
- Recommendations for AAC Consideration
- Suggestions for Council Work Plan for Upcoming Year

5.2. The Discipline Council report template (see Appendix A) shall be used when reporting on the activities of the council each year. From time-to-time additional analyses or reporting may be requested by the Academic Affairs Council.

5.3. The report should be submitted to the Board office by the end of the Spring term in order to allow the Academic Affairs Council and the Council of Presidents and Superintendents to review the reports prior to the June Board meeting.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – I

DATE: December 6-8, 2016

SUBJECT: Board Policy 5:17 Revision – Instructional Funding (Second Reading)

Board of Regents [Policy 5:17 – Instructional Funding](#) stipulates the minimum number of students that must be enrolled in course sections offered at the state’s public universities. As stated in this policy, undergraduate and dual-listed sections must enroll at least ten students, entry-level graduate sections (i.e., 500-600 level) must enroll at least seven students, and upper-level graduate sections (i.e., 700-800 level) must enroll at least four students. This policy framework is often referenced as the “4-7-10 rule” and applies only to on-campus course sections delivered through “selected” instructional methods (e.g., lectures, seminars). Exceptions to the 4-7-10 rule are allowed for up to four percent of selected sections at BHSU, DSU, and NSU and up to three percent of selected sections at SDSMT, SDSU, and USD. These exception limits are based on cumulative data from the fall and spring terms

The modifications proposed below are clerical in nature, and do not create a substantive changes in policy. Changes are shown in context the attached document, and can be summarized are as follows:

- 1) Clarify that “dual-listed” sections should be defined to include any UG-GR cross-listing (including but not limited to 400-500 cross-lists, as was stated in the previous policy). This change will bring the policy language into agreement with the way section size calculations are performed already. (4, ¶1)
- 2) Update the list of selected and non-selected course sections to reflect the subdivision of the “Studio/Small Group Instruction/Small Ensemble” code into three separate codes: 1) Studio, 2) Small Group, 3) Small Group Ensemble. (4, ¶3)

These revisions were brought before the Board for the first reading during the October 2016 BOR meeting. Some additional minor revisions have been made since the approval of the first reading in October which have been highlighted in yellow in Attachment I.

DRAFT MOTION 20161206_6-I: I move to approve the second and final reading of the revisions to BOR Policy 5:17 – Instructional Funding as presented.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Instructional Funding

NUMBER: 5:17

Except for student internships, field experiences, and clinical experiences, the location of course delivery, not the location of course registration, determines the tuition rate status of the course.

1. **State Funded On-Campus Courses**

Except as provided in (2) below, courses offered on-campus shall be offered at the current **state support on-campus** tuition rate established by Board Policy Number 5:5.

2. **Self-Support Off-Campus Courses**

A. Off-Campus Courses: Courses offered off-campus shall be offered at the current **self support off-campus** tuition rate established by Board Policy Number 5:5 unless state funding has been specifically authorized by the Board. Board authorization for off-campus state-funded courses is addressed in Policy Number 5:18.

1) Correspondence Courses/Independent Study Through Correspondence

All correspondence courses are considered off-campus courses for instructional funding purposes. They are **self support off-campus** regardless of the location of the student or the student's enrollment in any other courses.

B. Remedial Courses: Remedial courses at all institutions shall be offered at the current **self support off-campus** tuition rates established by the Board.

C. Study Tours: Academic credit to be earned wholly or partially through participation in a foreign or domestic study tour shall be offered at the current **self support off-campus** tuition rates established by the Board.

D. Activity, Music, and Drama Camps: Academic credit to be awarded as a result of participation in an activity, music, or drama camp shall be offered at the current **self support off-campus** tuition rates established by the Board.

E. Special Courses, Workshops, and Institutes: From September 1, 1997 through August 31, 1998, academic credit to be awarded as a result of participation in special courses, workshops or institutes approved by the Executive Director may be offered at the current **self support off-campus** tuition rates as established by the Board of

Regents. These special offerings would include only those courses and activities not identified or offered as part of the regular institutional curriculum.

3. Exceptions

The Board may approve exceptions to the instructional funding policy as it deems appropriate. Requests for exceptions shall be presented to the Board at a regularly scheduled meeting in advance of the term for which the exception is sought.

A list of approved exceptions shall be maintained in the Regents' Office and provided to the Board annually.

4. Small Section Limitation

No selected instructional method undergraduate (100, 200, 300 or 400 level course) and dual listed undergraduate/graduate ~~(400-500 level courses)~~ section with fewer than 10 students, entry-level graduate (500 or 600 level courses) section with fewer than 7 students, and ~~graduate-only upper-level graduate~~ (700 or 800 level courses) sections with fewer than 4 students may be offered. Any exceptions to this policy must be authorized by the institutional President and justified to the Board each semester.

Under no circumstances shall the annual exception limit be more than three percent of all state support selected instructional method sections for South Dakota School of Mines and Technology, South Dakota State University and the University of South Dakota and more than four percent of all state support selected instructional method sections for Black Hills State University, Dakota State University and Northern State University. The exception limit is determined annually based on Fall and Spring term offerings.

Selected instructional methods include: Discussion/Recitation; Seminar; Large Ensemble; Laboratory and Alternate Laboratory; Physical Education Activity; and Lecture Courses. Collaborative courses with a selected instructional method code that result from a shared program agreement among Regental institutions shall be excluded. Unselected instructional methods include: ~~Studio/Small Group Instruction/Small Ensemble~~ ~~Studio; Small Group; Small Group Ensemble~~; Competency-based, Self-paced Study; Clinical Laboratory; Clinical Experience; Independent Study; Design/Research; Private Instruction; Restricted PE Activity; Tracking; Internship/Practicum; Thesis; Thesis/Research Sustaining and Workshop.

SOURCE: BOR April 1992; BOR December 1992; BOR December 1993; BOR August 1995; BOR December 1995; BOR March 1996; BOR August 1996; BOR June 1997; BOR October 1997; BOR June 1998; BOR August 2000; BOR December 2010; BOR October 2011; BOR May 2016; BOR, December 2016.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – J

DATE: December 6-8, 2016

SUBJECT: Board Policy 2:3 Revision – System Undergraduate Admissions (Second Reading)

Board Policy 2:3 – *System Undergraduate Admissions* spells out scoring thresholds for a variety of college entrance exams that are accepted by regental universities. Two of these exams – the GED and the SAT – have recently undergone recalibration by their respective publishers. Both of these redesign efforts have resulted in rescaled scoring systems and terminological modifications that necessitate corresponding changes to relevant policy language. Test changes are summarized below.

GED

The GED exam was recalibrated in 2014. As a result of these changes, GED Testing Service now recommends a passing score (i.e., one signifying high school equivalency) of 145 or higher for all exam scores earned after January 1, 2014. Previously, a score of 150 was considered a passing score. The newer score already is accepted by the South Dakota Department of Labor and Regulation.

SAT

A complete redesign and rescaling of the SAT exam was completed in 2016. Now branded as the “Redesigned SAT,” this exam now features two main sections (Mathematics, Evidence-Based Reading and Writing) rather than the original three (Mathematics, Critical Reading, Writing). Consequently, the total score scale now ranges from 400 to 1600, rather than the former 600 to 2400. In addition, the essay section of the exam is now considered optional.

Changes proposed to board policy are technical only; no substantive changes to underlying processes are suggested. In general, language mentioning “a concordance table approved by the Board of Regents” refers to materials published in SDBOR placement guidelines. These guidelines have also been updated to reflect these changes.

These revisions to Policy 2:3 were brought before the Board for the first reading during the October 2016 BOR meeting; there have been no additional revisions since the approval of the first reading.

DRAFT MOTION 20161206_6-J: I move to approve the second and final reading of the revisions to BOR Policy 2:3 – System Undergraduate Admissions as presented.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: System Undergraduate Admissions

NUMBER: 2:3

1. Authorization for Individual Institutional Policies

Each university may adopt specific admission regulations, consistent with law and the requirements set by the Board of Regents, as may be required for each school or program to assure acceptable student preparation and enrollment levels. A copy of such regulations and any subsequent amendments shall be filed with the Executive Director and shall be subject to review by the Board of Regents.

2. Undergraduate Admissions Requirements

A. Baccalaureate Degree Admissions for High School Graduates

For admission to baccalaureate degree programs, high school graduates must:

- Meet the minimum course requirements with an average grade of C (2.0 on a 4.0 scale);
- OR
- demonstrate appropriate competencies in discipline areas where course requirements have not been met;
- AND
- rank in the top 60 percent of their high school graduating class;
- OR
- obtain an ACT composite score of 18 (~~SAT I score of 870 or equivalent on the Redesigned SAT~~ Redesigned SAT score of 950, or concorded equivalent for older SAT scores) or above;
- OR
- obtain a high school GPA of at least 2.6 on a 4.0 scale.

1) Minimum Course Requirements

Effective the fall of 1996, all baccalaureate or general studies students under twenty four (24) years of age, including students

transferring with fewer than twenty-four (24) credit hours, must meet the following minimum high school course requirements.

- a. Four years of English - Courses with major emphasis upon grammar, composition, or literary analysis. One year of debate instruction may be included to meet this requirement.
- b. Three years of advanced mathematics - Algebra, geometry, trigonometry or other advanced mathematics including accelerated or honors mathematics (algebra) provided at the 8th grade level; not included are arithmetic, business, consumer or general mathematics or other similar courses.
- c. Three years of laboratory science - Courses in biology, chemistry, or physics in which at least one (1) regular laboratory period is scheduled each week. Accelerated or honors science (biology, physics or chemistry) provided in the 8th grade shall be accepted. Qualifying physical science or earth science courses (with lab) shall be decided on a case-by-case basis.
- d. Three years of social studies - History, economics, sociology, geography, government, including United States and South Dakota, American Problems, etc.
- e. One year of fine arts* effective Fall 2005 for students graduating from South Dakota high schools in 2005 – Art, theatre or music (appreciation, analysis, or performance). Documented evidence of high school level non-credit fine arts activity will be accepted for students graduating from high schools in states that do not require completion of courses in fine arts for graduation.

*One-half year of fine arts remains effective through Fall 2004.

2) Alternate Criteria for Minimum Course Requirements

- a. Students who do not successfully complete four years of English may meet minimum course requirements through one of the following:
 - i. An ACT English subtest score of 18 or above.

- ii. An Advanced Placement Language and Composition or Literature and Composition score of 3 or above.
- b. Students who do not successfully complete three years of advanced mathematics may meet minimum course requirements through one of the following:
 - i. An ACT mathematics subtest score of 20 or above.
 - ii. An Advanced Placement Calculus AB or Calculus BC score of 3 or above.
- c. Students who do not successfully complete three years of laboratory science may meet minimum course requirements through one of the following:
 - i. An ACT science reasoning subtest score of 17 or above.
 - ii. An Advanced Placement Biology, Chemistry, or Physics B score of 3 or above.
- d. Students who do not successfully complete three years of social studies may meet minimum course requirements through one of the following:
 - i. An ACT social studies/reading subtest score of 17 or above.
 - ii. An Advanced Placement Microeconomics, Macroeconomics, Comparative or United States Government and Policies, European or United States History, or Psychology score of 3 or above.
- e. Effective Fall 2005 students graduating from South Dakota high schools in 2005 who do not successfully complete one year of fine arts may demonstrate fine arts knowledge or competency through the following:
 - i. An Advanced Placement History of Art, Studio Art drawing or general portfolio or Music Theory score of 3 or above.

B. Associate Degree Admissions for High School Graduates

A student who seeks admission to an associate degree program may gain acceptance by meeting any one of the following criteria:

- Baccalaureate admissions requirements;
OR
- ranking in the top 60 percent of their graduating class;
OR
- a composite score of 18 or above on the enhanced ACT;
OR
- a cumulative GPA of 2.6 while in high school.

Individual degree programs may have additional admissions requirements.

Associate Degree students who did not meet the baccalaureate degree admission requirements and who want to enter a baccalaureate degree program must:

Complete at least 15 credit hours of the system general education requirement with a 2.0 GPA;

AND

- meet university minimum progression standards.

Exception Group: Each university may admit a group of students to associate programs, limited in size to 10 percent of the previous year's freshman class, at the discretion of the university.

C. Non-High School Graduates

An applicant for baccalaureate or associate admissions who is not a high school graduate must:

- 1) Be 18 years or older to meet the compulsory school attendance requirement in South Dakota;

AND

- 2) complete the General Educational Development (GED) ~~High School Equivalency Certificate test credential~~ with the following minimum test scores:

- a. Scores earned since January 1, 2014: Reach a score of at least 145 on each subject and a total score of 580 or higher across all four subjects
~~The total cumulative standard test scores for all five test items must total 2250 with no standard test score below 410;~~

a.b. Scores earned before January 1, 2014: Reach a score of at least 150 on each subject and a total score of 600 or higher across all four subjects;

OR

complete the High School Equivalency Test (HiSET) and obtain a minimum score of 15 on each of the five subsections

OR

complete the Test Assessing Secondary Completion (TASC) and obtained a minimum score of 500 on each of the five subtest categories;

D. Home Schooled or Non-Accredited High School Students

Students who are home-schooled or who attend a non-accredited high school must submit an official transcript (in a semester format) for review from either an accredited regional authority or home school provider in conjunction with state requirements:

1) Baccalaureate Degree Program

For admission to baccalaureate degree programs, home school graduates must:

- Meet the minimum course requirements established in 2.A section (1 of this policy with an average grade of C (2.0 on a 4.0 scale);

OR

- demonstrate appropriate competencies in discipline areas consistent with 2.A section 2) of this policy where course requirements have not been met;

AND

- obtain an ACT composite score of 18 (~~SAT I score of 870 or equivalent on the Redesigned SAT~~ Redesigned SAT score of 950, or concorded equivalent for older SAT scores) or above;

2) Associate Degree Program

For admission to associate degree programs, home school graduates must:

- Meet Baccalaureate admissions requirements depicted in 2.A section (1;

OR

- Complete at least 15 credit hours of the system general education requirement with a 2.0 GPA;

AND

- meet university minimum progression standards.

E. Non-Traditional Students

Applicants who are at least twenty-four (24) years of age or older and who have not previously attended college will be admitted in good standing if they have graduated from high school or have completed the GED with scores as indicated in C above.

F. Exception Group

Each university may admit a group of high school graduates to baccalaureate programs, limited in size to 3 percent of the previous year's freshman class, at the discretion of the university.

G. Regents Scholars

Effective Fall 2001 for students who graduated from high school in 2001, South Dakota high school graduates completing the following high school courses with no final grade below a "C" (2.0 on a 4.0 scale) and an average grade of "B" (3.0 on a 4.0 scale) shall be designated as Regents Scholars and shall be eligible to receive a Regents Scholar Diploma upon request by a high school administrator to the Department of Education and Cultural Affairs. High school graduates designated as Regents Scholars automatically are admitted to all six public universities.

- 1) 4 units of English: Courses with major emphasis upon grammar, composition, or literary analysis; one year of debate instruction may be included to meet this requirement.
- 2) 4 units of algebra or higher mathematics: Algebra, geometry, trigonometry or other advanced mathematics including accelerated or honors mathematics (algebra) provided at the 8th grade level; not included are arithmetic, business, consumer or general mathematics or other similar courses.
- 3) 4 units of science including 3 units of approved laboratory science: Courses in biology, chemistry, or physics in which at least one (1) regular laboratory period is scheduled each week. Accelerated or honors science (biology, physics or chemistry) provided in the 8th grade shall be accepted. Qualifying physical science or earth science courses (with lab) shall be decided on a case by case basis.
- 4) 3 units of social studies: History, economics, sociology, geography, government--including U.S. and South Dakota, American Problems, etc.
- 5) 2 units of a modern (including American Sign Language) or classical language: The two units must be in the same language.

- 6) *1 unit of fine arts**: Effective Fall 2005 for students graduating from South Dakota high schools in: Art, theatre or music--appreciation, analysis, or performance.

*One-half unit of fine arts remains effective through Fall 2004.

3. Transfer Students

A. Students who Transfer to Baccalaureate Programs

Students who are under the age of twenty four (24) at the start of the term and who are transferring into baccalaureate degree programs with fewer than 24 transfer credit hours must meet the baccalaureate degree admission requirements. Students with 24 or more transfer credit hours with a cumulative GPA of at least 2.0 may transfer into baccalaureate degree programs. Specific degree programs may include additional admissions requirements.

B. Students who Transfer to Associate Programs

Students who are under the age of twenty four (24) at the start of the term and who are transferring into associate degree programs with fewer than 12 transfer credit hours must meet the associate degree admission requirements. Students with 12 or more transfer credit hours with a cumulative GPA of at least 2.0 may transfer into associate degree programs. Specific degree programs may include additional admissions requirements.

C. Students from Non Regental Accredited Colleges or Universities

Students may be accepted by transfer from other non Regental universities outside of the SD system; preferential consideration shall be given to applicants from institutions which are accredited by their respective regional accrediting association. Advanced standing shall be allowed within the framework of existing rules in each college. (Refer to BOR policy 2:5, Transfer of Credit).

D. Students from Non-Accredited Colleges

A university is not required to accept credits from a non-accredited college or university. The university may admit the applicant on a provisional basis and provide a means for the evaluation of some or all of the credits. Credits from colleges or universities which are not accredited by a regional accrediting association may be considered for transfer, subject to all other provisions in BOR Policy 2:5 and any conditions for validation which may be prescribed by the accepting institution.

The validation period for credit from a non-accredited institution shall be

no less than one (1) semester and no longer than one (1) academic year.

E. Former Students

A student returning to the institution at the same academic level or a student who has attended another higher education institution in the Board of Regents system at the same academic level is not required to pay the application fee but he or she must submit an application for readmission and other required documents if he or she has interrupted attendance by one or more regular semesters (Fall or Spring). A former student shall be considered as a transfer student if he or she has attended a non-Regental university during the period of interruption of attendance.

F. Students Transferring Within the Regental System

Students transferring from a degree seeking program at one Regental university to a degree seeking program at another Regental university will be required to apply for admissions. (Refer to BOR policy 2:5, Transfer of Credit).

Students who have been admitted to a degree seeking or special program at one Regental university may register for courses at any Regental university without submitting another application.

G. Students on Probation/Suspension

A transfer student or former student is admitted on probation if they do not have a minimum cumulative GPA of 2.0.

If the last institution attended was outside the Regental system, and the transfer applicant left under academic suspension, the applicant shall not be considered for admission during the period of suspension or, if suspended for an indefinite period, until one (1) semester has passed since the last date of attendance at the previous school.

Students on academic suspension from a Regental university will not be allowed to register for any coursework at any Regental university except when an appeal has been approved by the Regental university from which the student is pursuing a degree. An approved appeal granted by one Regental university will be honored by all Regental universities. (Refer to BOR Policy 2:10).

H. Disciplined Students

A transfer applicant under disciplinary suspension shall not be considered for admission until a clearance and a statement of the reason for suspension is

filed from the previous institution. The university shall take into account the fact of the previous suspension in considering the application.

4. Non-degree Seeking

- A. Undergraduate students not admitted to a degree program are admitted with non-degree seeking student status.
- B. A degree-seeking undergraduate student admitted at one Regental institution may apply to take classes under non-degree seeking admission status at any other Regental institution.

5. Applications and Procedures

A. Application for Tuition and Fee Reductions and Scholarships Established by the Legislature

Students should contact the Admissions Office at each university for information on eligibility for tuition and fee reductions and scholarships established by the Legislature.

B. Application Submission

An applicant for admission must submit the required application for admission and the necessary official transcript or transcripts and other required documents to the Enrollment Services Center.

C. Records Required

Applicants who are 21 years of age or younger must submit ACT (or ~~SAT-I/Redesigned SAT~~) results, an official high school transcript (if a high school graduate), or proof of GED and an official transcript for all previous college work as part of their application. In those cases where an admission decision can be made based on the student's academic record, the requirement to submit ACT/SAT ~~I/Redesigned SAT~~ results may be waived. Applicants who are older than 21 years of age and who have valid ACT/SAT ~~I/Redesigned SAT~~ exam results (taken within the last 5 years) must submit those scores, along with an official high school transcript or proof of GED/HiSet/TASC and an official transcript for all previous college work. Applicants who are older than 21 years of age and who do not have valid ACT/SAT ~~I/Redesigned SAT~~ exam results or who have not taken the exams are not expected to take the exam. However, they are required to submit an official high school transcript, if a high school graduate, and an official transcript for all previous college work. Applicants should also submit any other records, data or letters required to support eligibility for admission, including competency test scores. SAT ~~I/Redesigned SAT~~ scores will be converted to ACT equivalences according

to a ~~conversion-concordance~~ table approved by the Board of Regents. In rare cases, the requirement to submit ACT/SAT/~~Redesigned-SAT~~ or GED/HiSet/TASC results may be waived for transfer students who have completed more than 24 credit hours of transfer work since these scores are not required in the admission decision process. The requirement to submit high school transcripts as well as ACT/SAT/~~Redesigned-SAT~~ or GED/HiSet/TASC results may be waived for transfer students who have earned a baccalaureate degree, regardless of the age of the student since these are not required in the admission decision process. NOTE: A paper official transcript must bear the original seal and signature of the official in charge of records at the institution and is transmitted directly between institutions. An electronic official transcript must be transmitted directly between institutions using the electronic transcript service authorized by the sending institution and acceptable to the receiving institution.

D. Preadmission Immunization Requirements

- 1) Terms in this Policy mean:
 - a. "Public or private postsecondary educational institution" or "institution," any entity permitted to offer postsecondary education credits or degrees in South Dakota under § 13-49-27.1.
 - b. "Student," any person born after 1956 who is registering for more than one class during an academic term, such as a quarter or a semester. The term includes any person who meets face-to-face at least once per week to receive instruction. The term does not include any person who receives non-credit-bearing or on-the-job training services.
- 2) Any student entering a public or private postsecondary education institution in this state for the first time after July 1, 2008, shall, within forty-five days after the start of classes, present to the appropriate institution certification from a licensed physician that the student has received or is in the process of receiving the required two doses of immunization against measles, rubella, and mumps. As an alternative to the requirement for a physician's certification, the student may present:

Certification from a licensed physician stating the physical condition of the student would be such that immunization would endanger the student's life or health;

- a. certification from a licensed physician stating the student has experienced the natural disease against which the immunization protects;
 - b. confirmation from a laboratory of the presence of adequate immunity; or
 - c. a written statement signed by the student that the student is an adherent to a religious doctrine whose teachings are opposed to such immunizations. If the student is under the age of eighteen, the written statement shall be signed by one parent or guardian.
- 3) The institution shall require that the documentation from the student, provided for by subsection 5 (D) (2) of this section, be submitted within forty-five days after the start of classes.
- 4) A student allowed to register while completing the round of required vaccinations who fails to provide satisfactory documentation of his or her immune status or of a medical excuse under subsection 5 (D) (2) of this section shall not be permitted to attend classes after the forty-fifth day or, in the case of classes delivered in less than forty-five days, to register for or to attend classes beginning in a subsequent term. Every attempt should be made to collect this information at the time of admission.
 - a. Students who are unable to ascertain their immunization status may obtain, at their own expense, the necessary tests and vaccination from the Student Health Service of their university.
- 5) In the event the South Dakota State Department of Health declares an epidemic of measles, mumps or rubella, the institution involved shall provide to the State Department of Health a list of students who have not submitted immunization documentation. Subsequent campus actions shall consider the advice and authority of the South Dakota State Department of Health. Students who have no vaccination or immunity against the required preventable infectious diseases may be dismissed from the campus.
- 6) Vaccination for hepatitis B is required for students before they can be admitted to certain health profession programs. Each institution will compile information about current program-related vaccination requirements and make this information available to students along with other curricular and registration materials. It will be the

responsibility of the department of the specific health profession program to ensure that the vaccination requirement has been met.

- 7) Immunization for tetanus, diphtheria, poliomyelitis, varicella and meningitis is recommended, as is a tuberculin test. Vaccination for hepatitis B is also recommended, and an annual influenza vaccination is recommended for students living in residence halls to minimize disruption of routine activities during influenza outbreaks.

SOURCE: BOR, April 1987; BOR, October 1991; BOR, June 1991; BOR, August 1992; BOR, December 1992; BOR, June 1994; BOR, March 1995; BOR, March 1996; BOR, May 1996; BOR, October 1996; BOR, December 1996; BOR, March 1998; BOR, December 1998; BOR, January 1999; BOR, March 1999; BOR, August 1999; BOR, December 1999; BOR, March 2000; BOR, January 2001; BOR, March 2001; BOR, June 2001; BOR, October 2001, BOR, March 2002; BOR, May 2002; BOR, June 2002; BOR, March 2003; BOR, October 2003; BOR, August 2004; BOR, May 2005; BOR, August 2006; BOR, October 2006; BOR, May 2008; BOR, June 2008; BOR, December 2011; BOR, December 2013; BOR, August 2015; BOR, December 2016.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – K

DATE: December 6-8, 2016

SUBJECT: Federal Regulatory Compliance Issues

Over the past few months, the U.S. Department of Education has continued to advance new and refined federal compliance requirements impacting both Distance and Teacher Education programs. For the four sets of regulations referenced below, AAC representatives discussed system level strategies during their [November 2016](#) meeting for ensured compliance with these new regulations once formally introduced prior to the departure of the current administration.

First, the U.S. DOE released new regulations the week of October 10 indicating that each state must establish a rating system for Teacher Education programs with direct impact on student eligibility for Federal TEACH Grants. Language specifies that teacher education candidate impact on student performance must be included in the rating system, and the SD DOE was required to identify a state level lead responsible for bringing the state into compliance. The SD DOE has indicated a willingness to allow system representation as they begin to undertake this work in the coming months. Review of the 600 pages of the proposed [Regulations](#) resulted in the following brief summary from the National Governors Association:

- States must develop teacher preparation reporting and accountability systems that are outcomes-based.
- States must incorporate K-12 outcomes associated with individual teacher preparation programs — including:
 - K-12 employment outcomes (i.e. candidate placement and retention);
 - K-12 student learning outcomes on the state's Every Student Succeeds Act (ESSA) accountability system (i.e. how the students of teacher preparation program graduates perform on tests); and
 - Customer satisfaction outcomes (i.e. survey results from program graduates and school employers).
- States must issue annual ratings for each teacher preparation program in operation.
- Teacher preparation programs with low performance in this rating system will lose access to federal TEACH grants for students attending these programs (up to \$4,000 per student)

(Continued)

INFORMATIONAL ITEM

- States must pilot teacher preparation accountability systems in the 2017-2018 school year, but the first year a program could lose access to TEACH grants would be 2021-2022.
- Approximately 30,000 students receive TEACH grants each year, compared with more than 400,000 enrolled in traditional and alternative certification programs.

Second, during the [August 2016](#) AAC meeting the council discussed new regulations for both distance and face-to-face programs requiring licensure that specify institutions must provide students with the necessary licensure requirements for the student's home state. Institutional representatives who attended WCET the week of October 17, noted that DOE representatives were likely to release the rules in the coming weeks with little change to the original set that were released in August. EUC has been discussing this issue during the past few meetings, and Ronald Brownie from NSU has been serving on a national subcommittee of distance/continuing education coordinators working to develop strategies that may allow institutions to be in compliance. Attachment I provides a sample webpage with information for students to comply with the new requirements.

Third, the U.S. DOE has continued to draw attention to [Distance Education Rules](#) that requires institutions to ensure student authentication for online learners. The Regental system has been engaged in a pilot with Respondus Monitor during the past two years, which was further extended during the 2016-17 academic year. The Monitor product does serve as more than a mechanism that validates students are entering the appropriate passwords/PINs to determine their authentication. The tool is designed to build upon the Respondus Lock Down Browser to record students while they take the exam. There is also an option for students to take a picture of their university-/government-issued IDs before they take the exam. Additionally, following the pilot if the system decides to continue with Monitor, it has the ability to compare this with their on-file student ID as further integration becomes available in order to connect with the campus ID systems. As viable solutions were being reviewed, there were a number that went beyond the functionality associated with Monitor (including biographic/credit information consistent with background checks) at additional cost to the institutions. There was difficulty in getting the first Monitor off the ground when it was free. TAC/BAC required firm numbers, and even though the first year cost of Monitor was \$4,000, the pilot would determine cost based on actual usage, so an exact cost for year two was not possible without a more aggressive pilot. Based on current usage a system contract is expected to be below \$10,000. This is rather inexpensive when evaluating other vendors in the market which may approach \$60,000 a year for just one institution. The current direction is to continue with the Monitor pilot until our contract ends. At that point we will be able to survey instructors and students, as well as get an estimate of second-year costs.

Finally, the Americans with Disabilities Act (ADA) was a significant topic of discussion at the WCET conference, followed by the release of the following statement by EDUCAUSE during the week of October 25 regarding Department of Justice's advance notice of proposed rulemaking:

<http://er.educause.edu/blogs/2016/10/educause-comments-ada-web-regulations-supplemental-advance-notice>

It appears that the proposed rule-making will specify that university websites (including the LMS, SIS, etc.) be accessible by design, not demand (our current practice). This will include providing captions for everything consistent with [Web Content Accessibility Guidelines](#) (WCAG) 2.0. EDUCAUSE is proposing a five-year window for compliance with the proposed rule-making, but it will be a rather significant undertaking, especially given the increasing popularity of media in our courses. As just an example, the system may want to reopen its review of the video management solutions (e.g. Kaltura/ShareStream/etc.) in order to have a common platform to make video and audio accessible. It will also require a substantial emphasis during our training and QA processes, to ensure that instructors actively take ownership of making their content accessible.

New Disclosure Statement Web Page

Disclosure Statements

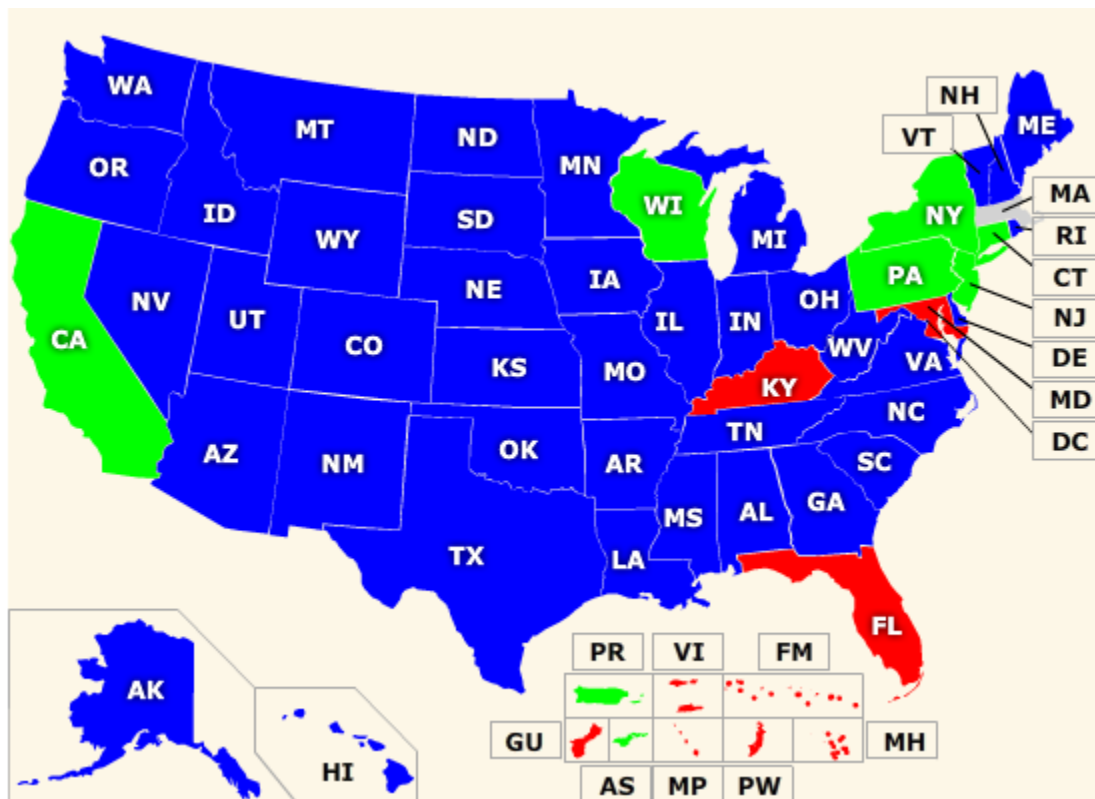
Federal Register July 25, 2016, Vol. 81 No. 142 34 CFR Parts 600 and 668 Program Integrity and Improvement; Proposed Rules outlines new rules requiring Educational Institutions to disclose specific information related to Distance Education and Correspondence programs.

§668.50 Institutional Disclosures for Distance or Correspondence Programs (DE) requires institutions provide ten (10) disclosures; seven (7) general disclosures for the public and three (3) individualized disclosures to prospective and enrolled students.

Public Disclosures

§668.50(b)(1) State Authorization

Northern State University is committed to complying with other states' authorization regulations. The interactive map below identifies NSU authorization status for each individual state or US Territory. Updated September 30, 2016



Color Code Key:

Blue – State is a member of the [National Council for State Authorization Reciprocity Agreements](#) (NC-SARA). As an institutional member of [NC-SARA](#), Northern is authorized to deliver online programs in other NC-SARA member states.

Green – Northern has received specific authorization from applicable State Agency or NSU is exempt from seeking specific authorization.

California – Exempt per California 94858, confirmed 09282016

Connecticut – Online registration completed 09282016

Massachusetts -

New York – Out of State institutions with not physical location in New York State are not subject to New York State Education Department regulation.

New Jersey

Pennsylvania – Online registration completed 09282016

Wisconsin -

Puerto Rico

America Samoa

Red – Northern does not have authorization or has chosen not to seek authorization to offer online degree programs in the specified states or US Territories:

Kentucky

Florida

Maryland

US Virgin Islands

Federated States of Micronesia

Republic of the Marshall Islands

Republic of Palau

Commonwealth of the Northern Mariana Islands

Guam

§668.50(b)(2) Complaint Processes

Northern provides an opportunity for enrolled students and the public in general to submit Non-Academic complaints. The policy, process, and procedures for submitting complaints is outlined in the [Non-Academic Complaint policy](#). Individual complaints can be submitted electronically using the [Non-Academic Complaint form](#).

The policy and procedures for complaints/grievances related to Academics are outlined in the [NSU Student Handbook](#).

§668.50(b)(3) State Complaint Processes and Contacts

Individual may also submit complaints to the South Dakota Board of Regents the NC-SARA portal agency at 306 East Capitol Ave, Suite 200, Pierre, SD 57501; phone 605-773-3455; email info@sdbor.edu or the appropriate state agency for the individual resident state. The interactive map above provides specific contact information for each state. The contact information for each state is subject to change.

§668.50(b)(4) & §668.50(b)(5) Adverse Actions

As of September 30, 2016, Northern State University distance education programs have not previous, current, or pending adverse actions taken by state or accrediting agencies.

§668.50(b)(6) Refund Policies

Northern State University follows the refund policy published by the South Dakota Board of Regents

§668.50(b)(7) Professional Licensure/Certification (PLC) education requirements

Individualized Disclosures

§668.50(c) NSU DE Programs that do not meet other State PLC requirements

§668.50(c)(1)(i) Adverse Actions – 30 day notification

§668.50(c)(1)(ii) NSU DE Program no longer meets other State PLC requirements

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

**REVISED
AGENDA ITEM: 6 – L**

DATE: December 6-8, 2016

SUBJECT: Enrollment Trends in the University System

This report offers an in-depth analysis of university system fall enrollment data from 2007 to 2016. While annual fall enrollment reports already provide summary-level information about student enrollment in the Regental system, this report draws special attention to several key trends observed in system enrollment data in recent years. Findings suggest that enrollment transitions that currently are underway in the university system already have begun to reshape the basic composition of the Regental student body, and consequently may have a significant impact on university programming and resource allocation.

INFORMATIONAL ITEM



*** Special Data Analysis ***

Enrollment Trends in the University System

System-wide fall enrollment totals have remained relatively stable over the last five years. This overall stability, however, has masked significant changes in the type and location of students that make up those totals. This report provides an in-depth look at those enrollments, showing how the system has undergone a series of crucial transitions. These transitions have significant implications from program delivery to system finance.

Analysis

Overall Enrollment

Headcount enrollment and full-time equivalent (FTE) enrollment are the university system's two primary measures of student enrollment.¹ Table 1 displays the university system's official headcount and FTE figures, as reported in SDBOR Fact Book publications, as well as unduplicated headcount. In general, all three enrollment measures appear to reflect considerable stability since 2010.²

Table 1
University System Enrollment

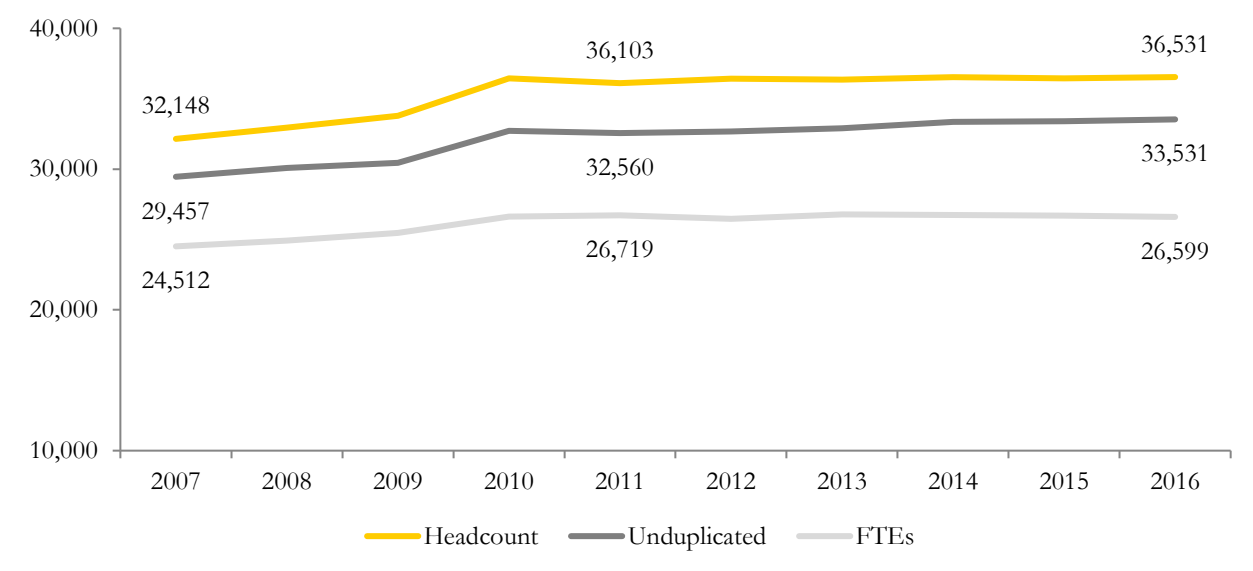
	Headcount	Unduplicated	FTEs
Fall 2007	32,148	29,457	24,512
Fall 2008	32,943	30,071	24,926
Fall 2009	33,779	30,449	25,468
Fall 2010	36,440	32,717	26,625
Fall 2011	36,103	32,560	26,719
Fall 2012	36,430	32,681	26,468
Fall 2013	36,365	32,892	26,782
Fall 2014	36,532	33,363	26,736
Fall 2015	36,439	33,390	26,684
Fall 2016	36,531	33,531	26,599
Δ Since 2010 (Percent)	+0.2	+3.7	-.1
Δ Since 2010 (Number)	+91	+814	-26

¹ All data for this analysis are sourced from census date enrollment extracts provided by Regents Information Systems.

² The year 2010 is used for comparison due to its position at the beginning of the university system's recessionary enrollment surge.

All three enrollment measures displayed in Table 1 and Figure 1 show a similar pattern of moderate escalation during the economic recession followed by a prolonged plateau from 2010 to 2016.³ But while it appears from these figures that system enrollments have been relatively stable since 2010, this apparent stability owes not to an actual pattern of “holding steady,” but to the counterbalanced, contrary trending of several large student subgroups.

Figure 1
University System Enrollment



Enrollment by University

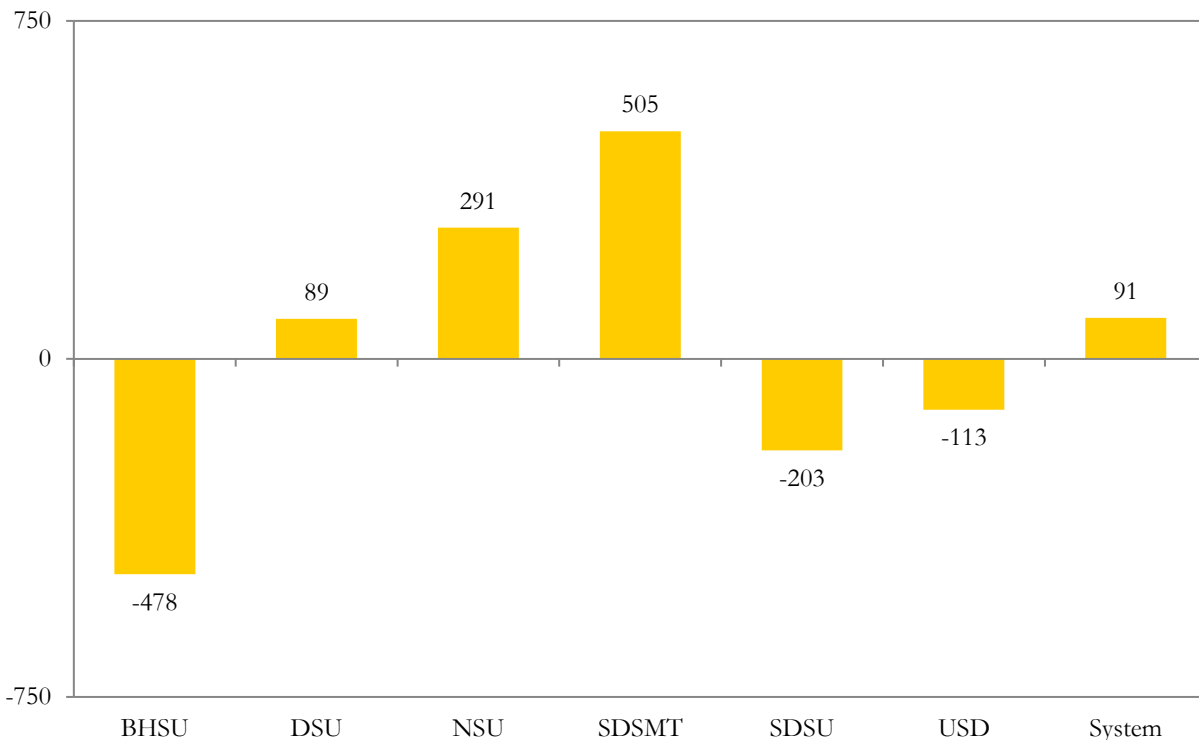
When system-wide totals are disaggregated by institution, significant differences in enrollment trends are evident. As shown in Table 2 (next page), enrollment patterns have indeed varied considerably by university in recent years. While DSU, NSU, and SDSMT have experienced net gains since 2010, BSHU, SDSU, and USD – the system’s three largest institutions – have lost enrollments over the same period. On the whole, however, system-level enrollments have remained virtually unchanged as a result of these offsetting institutional differences.

³ For the sake of readability, this report will focus mainly on headcount enrollment as a measure of student enrollment. Comparable full-time equivalent enrollment tables are presented in Appendix A.

Table 2
University Headcount

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	4,722	3,101	3,296	2,354	12,816	10,151	36,440
Fall 2011	4,415	3,102	3,580	2,311	12,725	9,970	36,103
Fall 2012	4,407	3,110	3,622	2,424	12,583	10,284	36,430
Fall 2013	4,464	3,129	3,343	2,640	12,554	10,235	36,365
Fall 2014	4,489	3,047	3,580	2,798	12,557	10,061	36,532
Fall 2015	4,395	3,145	3,496	2,843	12,589	9,971	36,439
Fall 2016	4,244	3,190	3,587	2,859	12,613	10,038	36,531
Δ Since 2010 (Percent)	-10.1	+2.9	+8.8	+21.5	-1.6	-1.1	+0.2
Δ Since 2010 (Number)	-478	+89	+291	+505	-203	-113	+91

Figure 2
Change in University Headcount, 2010-2016



These data illustrate one way in which system-level totals have appeared to remain stable despite considerable institutional fluctuation. The sections below will address several other forms of offsetting enrollments in the university system, some of which may rightly prompt deeper reflection about university system's broader enrollment trajectory.

Enrollment by Location

Another dimension of enrollment change shows the way students now avail themselves of university system offerings. Table 3 displays the same headcount figures shown in Table 2, but after disaggregation by enrollment type. In this approach, headcount enrollments are split into two separate categories: (1) on-campus at a given university, and (2) off-campus at a given university.⁴ The “on-campus” category includes all students taking at least one face-to-face course at a given main campus; the “off-campus” category includes all other enrolled students. With respect to growth since 2010, differences between these two categories are immediately evident.

Table 3a
University Headcount, On-Campus

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	2,673	1,267	2,014	2,320	10,137	6,112	24,523
Fall 2011	2,547	1,261	2,015	2,284	9,999	6,029	24,135
Fall 2012	2,445	1,277	1,894	2,365	9,777	6,116	23,874
Fall 2013	2,398	1,272	1,907	2,586	9,864	6,118	24,145
Fall 2014	2,206	1,241	1,719	2,738	9,896	6,111	23,911
Fall 2015	2,152	1,261	1,615	2,758	9,817	6,179	23,782
Fall 2016	2,073	1,303	1,557	2,745	9,836	6,148	23,662
Δ Since 2010 (Percent)	-22.4	+2.8	-22.7	+18.3	-3.0	+1.1	-3.5
Δ Since 2010 (Number)	-600	+36	-457	+425	-301	+36	-861

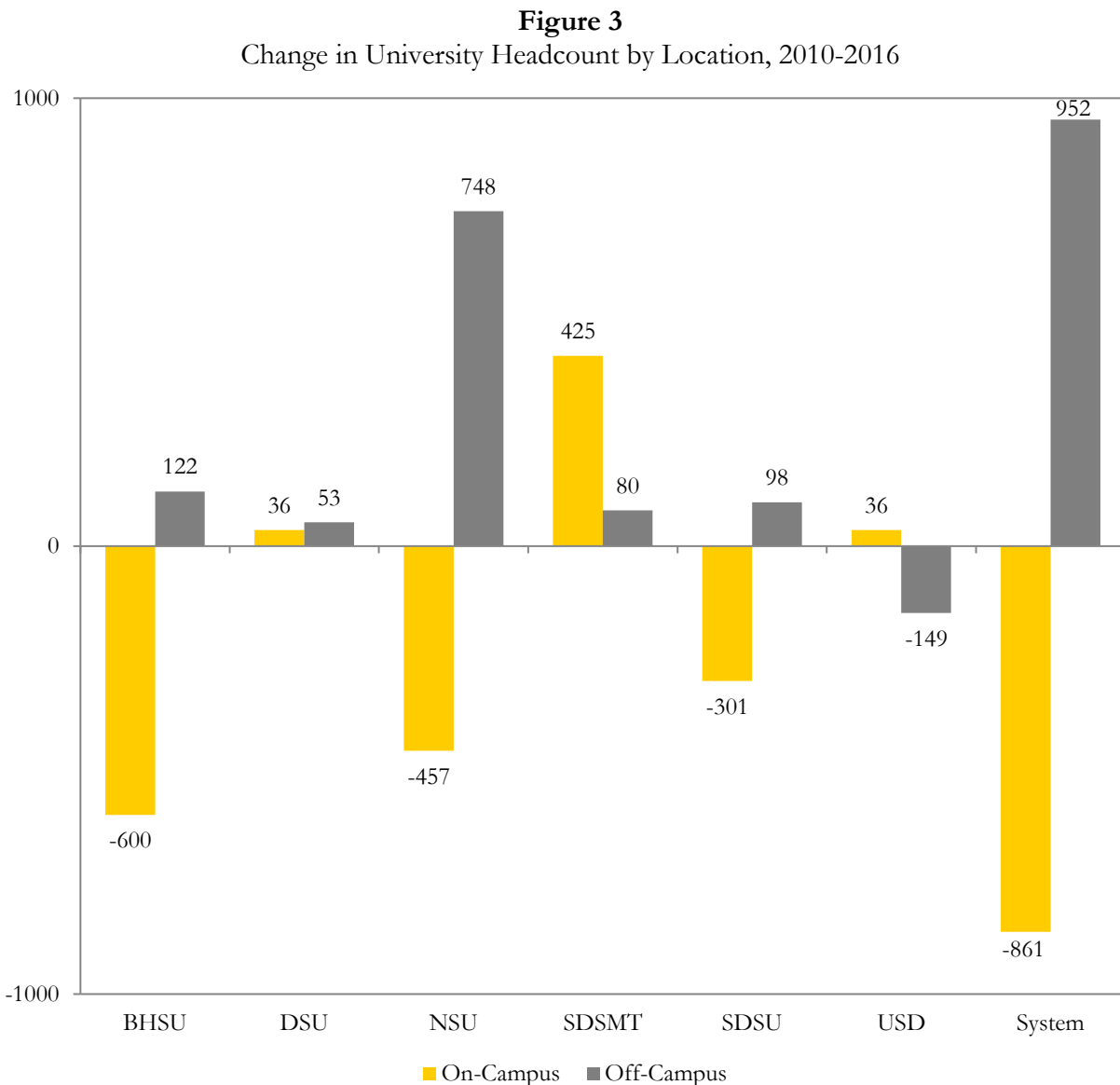
Table 3b
University Headcount, Off-Campus

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	2,049	1,834	1,282	34	2,679	4,039	11,917
Fall 2011	1,868	1,841	1,565	27	2,726	3,941	11,968
Fall 2012	1,962	1,833	1,728	59	2,806	4,168	12,556
Fall 2013	2,066	1,857	1,436	54	2,690	4,117	12,220
Fall 2014	2,283	1,806	1,861	60	2,661	3,950	12,621
Fall 2015	2,243	1,884	1,881	85	2,772	3,792	12,657
Fall 2016	2,171	1,887	2,030	114	2,777	3,890	12,869
Δ Since 2010 (Percent)	+6.0	+2.9	+58.3	+235.3	+3.7	-3.7	+8.0
Δ Since 2010 (Number)	+122	+53	+748	+80	+98	-149	+952

⁴ These categories are mutually exclusive and cumulative; added together, they sum to the same headcount figures presented in SDBOR Fact Book publications. Students are assigned to levels in ascending hierarchical fashion, meaning that a student taking courses both on-campus and off-campus will be counted as an on-campus student.

These figures underscore a growing gap between on-campus and off-campus enrollments in the university system, particularly at certain universities. Since 2010, the university system has sustained a net 3.0 percent loss in on-campus headcount while at the same time experiencing an offsetting 6.2 percent gain in off-campus headcount. Overall, these data indicate a slow but steady decline in on-campus students in the public university system. At BHSU and NSU in particular, on-campus headcount enrollments have fallen more than 20 percent since 2010. Indeed, as of Fall 2016, three universities enroll more off-campus students than on-campus students.

Figure 3 provides a visual representation of the numeric changes presented above. It is clear from these data that – despite maintaining roughly unchanged totals – system-level enrollment totals have shifted appreciably toward off-campus offerings. Compounded over time, these changes will profoundly transform the operational demands of the public universities.



Enrollment by Residency

Stemming in part from state budgetary constraints, a declining pool of high school graduates, new institutional and non-institutional competitors, and an improving economy, postsecondary institutions of all kinds currently face unprecedented pressure to explore and cultivate new student markets. These enrollment pressures have – in South Dakota and elsewhere – resulted in a new emphasis on recruiting students from other states. Consequently, university system enrollment counts have begun to reflect the ever-increasing presence of out-of-state students enrolling the state’s public universities.

In 2010, there were roughly 26,000 South Dakota residents and 11,000 non-residents enrolled in the university system (see Table 4). By 2016, the resident figure had fallen by 10.5 percent to roughly 23,000 while the non-resident figure had risen by 26.5 percent to about 13,000. In total, it appears that the university system has shed more than 2,700 South Dakota residents since 2010, a loss of over ten percent. This shift has been especially prominent at particular universities. Figure 4 (next page) shows these data graphically, and reinforces the pronounced expansion of out-of-state students in the university system.

Table 4a

University Headcount, Residents

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	3,742	2,429	2,425	1,374	8,537	7,333	25,840
Fall 2011	3,455	2,361	2,500	1,301	8,297	6,823	24,737
Fall 2012	3,405	2,317	2,706	1,282	7,923	6,884	24,517
Fall 2013	3,434	2,277	2,510	1,325	7,613	6,701	23,860
Fall 2014	3,404	2,128	2,786	1,384	7,449	6,609	23,760
Fall 2015	3,317	2,121	2,664	1,378	7,404	6,447	23,331
Fall 2016	3,190	2,107	2,767	1,353	7,141	6,562	23,120
Δ Since 2010 (Percent)	-14.8	-13.3	+14.1	-1.5	-16.4	-10.5	-10.5
Δ Since 2010 (Number)	-552	-322	+342	-21	-1,396	-771	-2,720

Table 4b

University Headcount, Non-Residents

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	980	672	871	980	4,279	2,818	10,600
Fall 2011	960	741	1,080	1,010	4,428	3,147	11,366
Fall 2012	1,002	793	916	1,142	4,660	3,400	11,913
Fall 2013	1,030	852	833	1,315	4,941	3,534	12,505
Fall 2014	1,085	919	794	1,414	5,108	3,452	12,772
Fall 2015	1,078	1,024	832	1,465	5,185	3,524	13,108
Fall 2016	1,054	1,083	820	1,506	5,472	3,476	13,411
Δ Since 2010 (Percent)	+7.6	+61.5	-5.9	+53.7	+27.9	+23.3	+26.5
Δ Since 2010 (Number)	+74	+411	-51	+526	+1,193	+658	+2,811

Figure 4

Change in University Headcount by Residency, 2010-2016

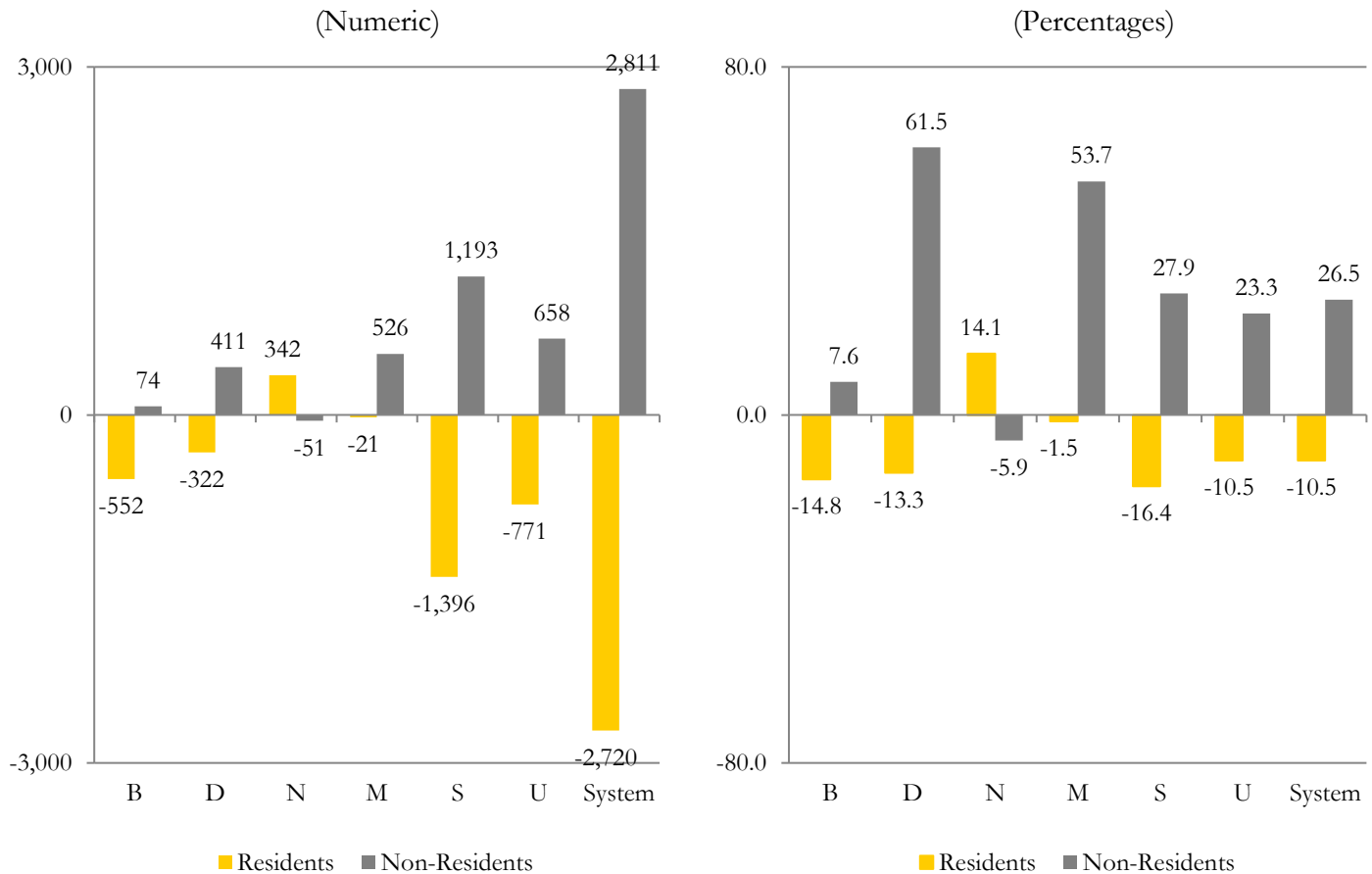


Table 5 shows a comparative summary of these two factors (location and residency) for 2010 and 2016. This cross-tabulation indicates that virtually all of the South Dakota residents lost since 2010 have been students taking at least one on-campus course. Despite this cavernous segmentation of the student population, system totals have remained essentially unmoved.

Table 5
University System Headcount by Location and Residency, 2010-2016

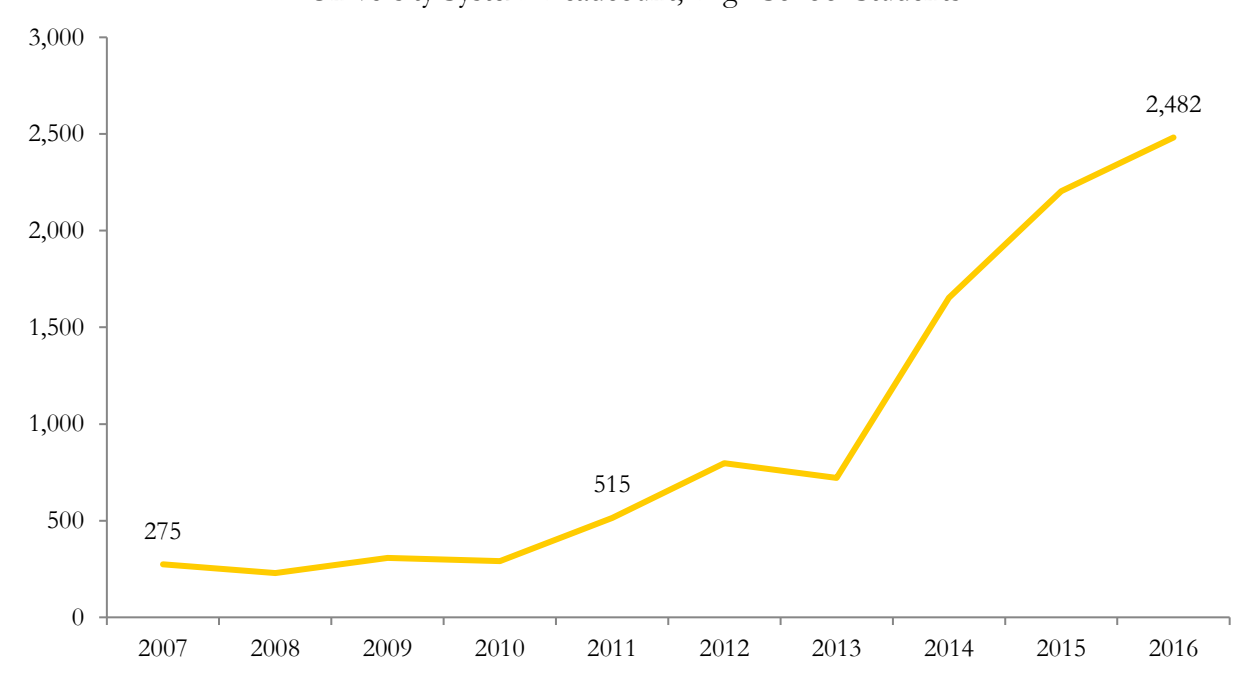
	2010	2016	Gain (n)	Gain (p)
Residents, On-Campus	15,972	13,131	-2,841	-17.8
Residents, Off-Campus	9,868	9,989	121	+1.2
Non-Residents, On-Campus	8,551	10,531	+1,980	+23.2
Non-Residents, Off-Campus	2,049	2,880	+831	+40.6
Total	36,440	36,531	+91	+0.2

Enrollments by High School Students

A final transition occurring in university enrollments relates to high school students. Whether through concurrent enrollment, dual credit enrollment, or by other means, high school students in South Dakota may enroll in credit-bearing university courses at any Regental university. Fueled mainly by new legislative funding for dual credit offerings beginning in 2014, the university system has experienced a meteoric rise in enrollments by high school students.

Figure 5 illustrates university system enrollments by high school students over the course of the last decade. Since 2010 alone, high school enrollments in the university system have grown by over 750 percent, a net gain of nearly 2,200 students.

Figure 5
University System Headcount, High School Students

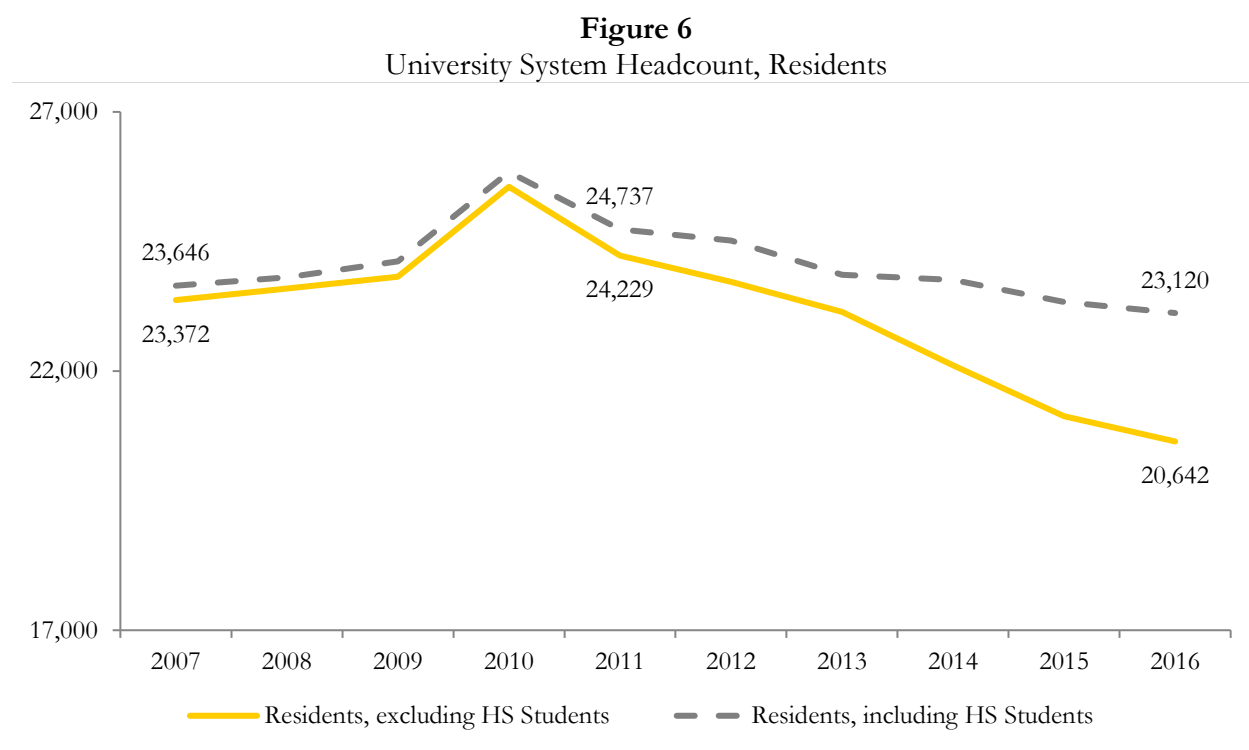


This rise in high school student enrollments has sustained university system headcounts that otherwise would have fallen significantly since 2010. Table 6 displays headcount trends for high school students, non-high school students, and all students. While high school enrollments rose by 752.9 percent over this period, all other enrollments fell by 5.8 percent. Again, in spite of this crucial shift, overall enrollment counts show essentially no change.

Table 6

University System Headcount, High School Students			
	High School Students	All Other Students	Total Students
Fall 2010	291	36,149	36,440
Fall 2011	515	35,588	36,103
Fall 2012	798	35,632	36,430
Fall 2013	721	35,644	36,365
Fall 2014	1,653	34,879	36,532
Fall 2015	2,204	34,235	36,439
Fall 2016	2,482	34,049	36,531
Δ Since 2010 (Percent)	+752.9	-5.8	+0.2
Δ Since 2010 (Number)	+2,191	-2,100	+91

One final graphic shows the combined effect of this rise in high school enrollments and the aforementioned decline in South Dakota resident enrollments. More specifically, Figure 6 displays historical trends for resident enrollments after excluding high school students. These data indicate that – sans high school students – university system resident headcounts have fallen by over 4,900 students in the last six years alone, a drop of 19.2 percent, or over 800 students per year. These trends imply a dramatic reconstitution of the Regental student body, and have clear implications for the university system’s capacity to affect macro-level change in the South Dakota labor force.



Appendix A

Supplementary FTE Tables

The above report focuses on headcount enrollment – which measures enrollment *coverage* – as its primary measure of interest. However, full-time equivalent enrollment – which measures enrollment *intensity* – is another important indicator of student participation in the university system. Accordingly, each table presented in the main report (except Table 1) is reproduced below with full-time equivalent enrollment data.

Table A1
University System Enrollment

(Not shown; same as main report)

Table A2
University FTE

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	3,241	1,708	2,097	1,997	10,512	7,069	26,625
Fall 2011	3,135	1,746	2,202	1,982	10,421	7,234	26,719
Fall 2012	3,036	1,728	2,157	2,070	10,153	7,325	26,468
Fall 2013	3,062	1,741	2,128	2,235	10,220	7,396	26,782
Fall 2014	2,920	1,740	2,144	2,391	10,180	7,362	26,736
Fall 2015	2,882	1,859	1,995	2,405	10,141	7,401	26,684
Fall 2016	2,825	1,897	1,953	2,394	10,130	7,400	26,599
Δ Since 2010 (Percent)	-12.8	+11.1	-6.9	+19.9	-3.6	+4.7	-.09
Δ Since 2010 (Number)	-416	+189	-144	+397	-382	+331	-26

Table A3a
University FTE, On-Campus

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	2,241	1,076	1,693	1,953	8,937	5,345	21,245
Fall 2011	2,101	1,037	1,733	1,945	8,641	5,331	20,787
Fall 2012	1,946	1,043	1,607	2,016	8,246	5,279	20,137
Fall 2013	1,893	1,017	1,583	2,183	8,275	5,277	20,229
Fall 2014	1,680	992	1,451	2,327	8,298	5,268	20,015
Fall 2015	1,643	994	1,358	2,329	8,110	5,312	19,746
Fall 2016	1,626	1,035	1,287	2,305	8,089	5,143	19,485
Δ Since 2010 (Percent)	-27.4	-3.8	-24.0	+18.0	-9.5	-3.8	-8.3
Δ Since 2010 (Number)	-615	-41	-406	+352	-848	-202	-1,760

Table A3b
University FTE, Off-Campus

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	1,000	632	404	44	1,576	1,725	5,380
Fall 2011	1,033	710	469	38	1,780	1,903	5,933
Fall 2012	1,090	685	550	55	1,907	2,046	6,332
Fall 2013	1,169	724	545	51	1,945	2,119	6,553
Fall 2014	1,240	748	693	64	1,882	2,095	6,721
Fall 2015	1,240	864	637	76	2,032	2,089	6,938
Fall 2016	1,199	861	666	89	2,040	2,257	7,112
Δ Since 2010 (Percent)	+19.9	+36.2	+64.9	+102.3	+29.4	+30.8	+32.2
Δ Since 2010 (Number)	+199	+229	+262	+45	+464	+532	+1,732

Table A4a
University FTE, Residents

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	2,477	1,295	1,425	1,104	6,809	4,870	17,980
Fall 2011	2,399	1,278	1,487	1,062	6,624	4,788	17,639
Fall 2012	2,266	1,227	1,470	1,045	6,155	4,716	16,879
Fall 2013	2,266	1,206	1,468	1,071	6,012	4,732	16,754
Fall 2014	2,114	1,159	1,505	1,135	5,835	4,706	16,455
Fall 2015	2,069	1,207	1,356	1,107	5,747	4,657	16,143
Fall 2016	2,010	1,223	1,354	1,083	5,488	4,700	15,859
Δ Since 2010 (Percent)	-18.9	-5.6	-5.0	-1.9	-19.4	-3.5	-11.8
Δ Since 2010 (Number)	-467	-72	-71	-21	-1,321	-170	-2,121

Table A4b
University FTE, Non-Residents

	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
Fall 2010	765	413	672	892	3,704	2,199	8,645
Fall 2011	736	468	715	920	3,797	2,445	9,081
Fall 2012	770	500	686	1,025	3,998	2,609	9,589
Fall 2013	796	535	661	1,164	4,209	2,664	10,028
Fall 2014	806	580	639	1,256	4,345	2,656	10,282
Fall 2015	814	652	639	1,298	4,394	2,744	10,541
Fall 2016	815	674	600	1,311	4,642	2,700	10,741
Δ Since 2010 (Percent)	+6.5	+63.2	-10.7	+47.0	+25.3	+22.8	+24.2
Δ Since 2010 (Number)	+50	+261	-72	+419	+938	+501	+2,096

Table A5
University System FTE by Location and Residency, 2010-2016

	2010	2016	Gain (n)	Gain (p)
Residents, On-Campus	13,708	10,760	-2,948	-21.5
Residents, Off-Campus	4,272	5,097	+825	+19.3
Non-Residents, On-Campus	7,537	8,725	+1,188	+15.8
Non-Residents, Off-Campus	1,108	2,015	+907	+81.9
Total	26,625	26,599	-26	-0.09

Table A6
University System FTE, High School Students

	High School Students	All Other Students	Total Students
Fall 2010	75	26,550	26,625
Fall 2011	140	26,579	26,719
Fall 2012	223	26,245	26,468
Fall 2013	207	26,575	26,782
Fall 2014	447	26,289	26,736
Fall 2015	595	26,089	26,684
Fall 2016	695	25,904	26,599
Δ Since 2010 (Percent)	+826.7	-2.4	-0.09
Δ Since 2010 (Number)	+620	-646	-66

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

**REVISED
AGENDA ITEM: 6 – M**

DATE: December 6-8, 2016

SUBJECT: Distance Education Report

The annual *Distance Education Report* provides a summary of performance data related to the university system's various distance delivery initiatives.

Readers may note that past editions of this report presented data on a full-year reporting basis. However, because such an approach can complicate comparisons with data shown in other regental enrollment summaries (i.e., the SDBOR Fact Book), the current edition focuses on an analysis of fall term data.

For additional information, visit the interactive SDBOR Distance Education Dashboard at <https://www.sdbor.edu/dashboards>

INFORMATIONAL ITEM

Distance Education Report

Background and Data Notes

The university system operates two major off-campus ventures. First, in 2000, the board initiated the Electronic University Consortium (EUC) for the purpose of coordinating a statewide system of distance course offerings. This system offers students the opportunity to pursue coursework through a variety of delivery mechanisms, including the internet, DDN, and personal correspondence. Second, the university system has continued to support its off-campus delivery sites in Sioux Falls, Rapid City, Pierre, and Huron. These facilities allow for the delivery of classroom-based instruction in cities not served by a residential campus. In addition, the board also has worked to develop a system-wide common course catalog to assist students seeking coursework from multiple institutions.

With this context in mind, this report provides a summary of distance course delivery in the university system. The goal of the report is to offer a means for evaluating changes – through analyses of enrollment histories, student characteristics, and course offerings – in this rapidly developing delivery network.¹ Altogether, data suggest that the human footprint of the university system's distance education offerings is large, and continues to grow.

Analysis

Headcount Trends

Table 1 shows that 14,604 students enrolled in at least one distance course in Fall 2016.² Overall, the number of students enrolling in distance courses has risen 51.9 percent since Fall 2010, compared with a growth rate of only 2.5 percent for system enrollments overall.

Table 1
Headcount Trends

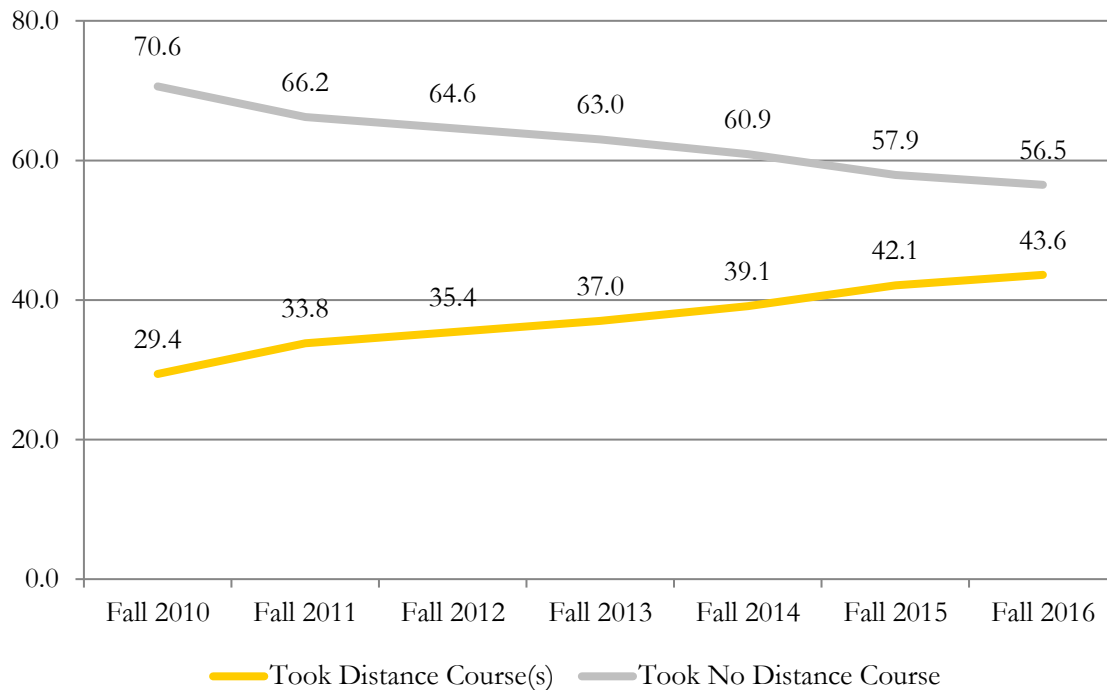
	Distance	Other	Total
Fall 2010	9,615	23,102	32,717
Fall 2011	11,004	21,556	32,560
Fall 2012	11,581	21,100	32,681
Fall 2013	12,158	20,734	32,892
Fall 2014	13,056	20,307	33,363
Fall 2015	14,050	19,340	33,390
Fall 2016	14,604	18,927	33,531
Δ Since 2010 (Percent)	+51.9%	- 18.1%	+2.5%
Δ Since 2010 (Number)	+4,989	- 4,175	+814

¹ Data used in this report come from census date extracts. Records were queried under the following definition of distance delivery: *Delivery method ≠ 001 (or) 028 (or) 050*. While this report focuses mainly on courses delivered by distance, it also makes occasional reference to courses offered at main campuses and at university centers. However, while distance, on-campus, and university center data are depicted in this report as representing separate delivery options, some data unavoidably overlap these categories. For example, a DDN course transmitted from the USD main campus can be defined as both a main campus course and a distance course.

² Headcount figures are unduplicated.

Students enrolling in at least one distance course represented 43.6 percent of all students enrolled in the public university system in Fall 2016 (see Figure 1); as recently as Fall 2010, this figure stood at only 29.4 percent. If this trend persists, the university system may soon see the day when a majority of its students participate in distance coursework offered by regental institutions.³

Figure 1
Students Taking a Distance Course
(Percentages)



The university system's proportion of students enrolling in distance courses appears somewhat higher than national rates reported in other publications. A recent report from WICHE indicates that, as of Fall 2013, approximately one quarter of all public university students in the United States enrolled in at least one distance education course.⁴ It seems plausible that the comparatively high participation rates seen in South Dakota may owe in part to the geographic distribution of the state's population, whereby many place-bound residents – living far from any classroom facility – may find distance education the only workable option for postsecondary study. The state's high participation rates in distance offerings also could be taken as positive evidence for the effectiveness of the university system's common course catalog.

³ It may already be the case that a majority of university system students enroll in at least one distance course in a given term when other (i.e., non-regental) course providers are considered.

⁴ WICHE (2015). *Higher Ed Sectors Vary Greatly in Distance Ed Enrollments*. See <https://wctblog.wordpress.com/2015/03/05/ipedssectors/>

With the above trend in mind, Figure 2 illustrates the marked uptick in distance course-taking seen across all six universities. Grouping students according to their “home” university classifications, these data show that nearly seventy percent (act. 67.4) of DSU students took at least one distance course in Fall 2016, up from only 44.7 percent in Fall 2010. With the exception of SDSMT – which historically has accounted for a low proportion of the distance student body – all other universities have seen comparable increases over this time period. Figure 3 further demonstrates the widespread nature of this expansion, showing that growth has occurred across a broad range of student groups.

Figure 2
Percent Taking a Distance Course, by Home Institution
(Percentages)

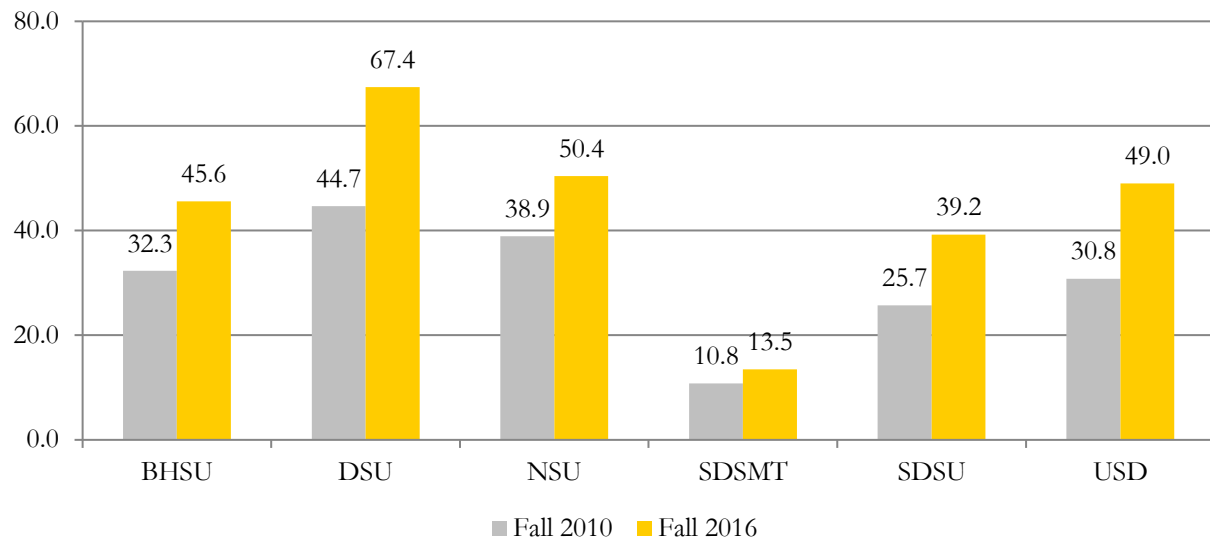
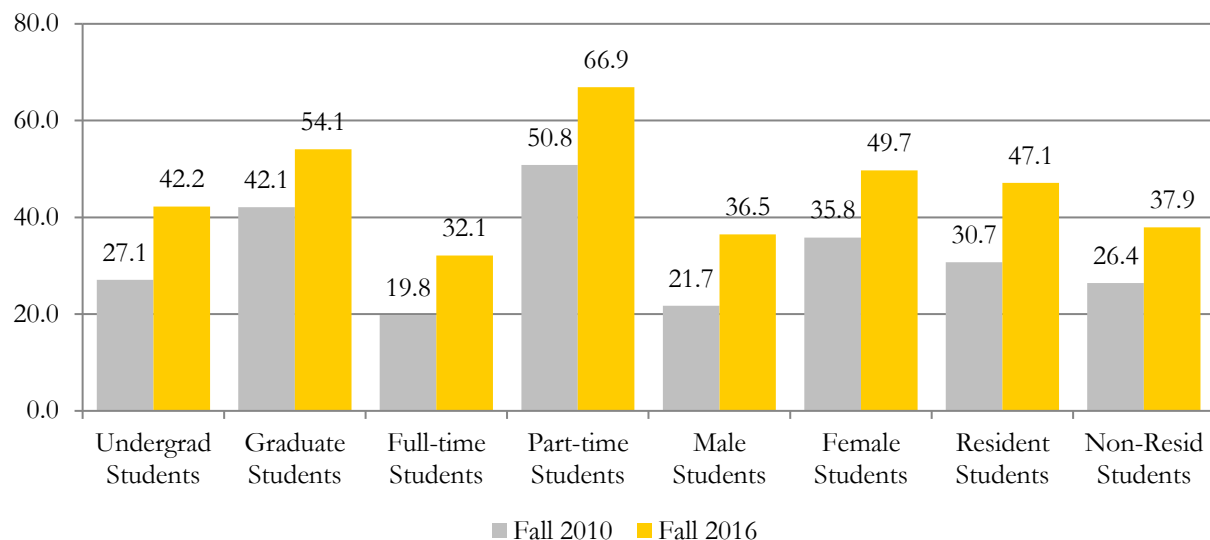


Figure 3
Percent Taking a Distance Course, by Student Category
(Percentages)



Finally, Table 2 offers a profile of the state's Fall 2016 distance-taking student body. Students enrolling in distance courses tended to be undergraduates (80.3 percent), part-time (50.5 percent), female (61.0 percent), and South Dakota residents (67.0 percent). Table 2 also provides comparable data for the population of students not enrolling in distance courses.

Table 2
Student Profiles, Fall 2015

	Distance	Other
Student Count	14,604	18,927
Undergraduate Students	80.3%	84.8%
Graduate Students	19.6%	12.9%
Full-Time Students	49.5%	80.7%
Part-Time Students	50.5%	19.3%
Male Students	39.0%	52.4%
Female Students	61.0%	47.7%
Resident (SD) Students	67.0%	58.2%
Non-Resident Students	33.0%	41.9%
Average Age	24.9	22.1

Enrollment and Credit Hour Trends

Table 3 provides several alternative measures of student participation in distance courses, and – like the tables above – indicates another year of strong enrollment growth. Course enrollments in distance courses rose 3.8 percent from Fall 2015 to Fall 2016, and have climbed 64.9 percent since Fall 2010. Consequently, tallies of credit hours delivered by distance have jumped noticeably over this timeframe (75.8 percent since 2010).

Table 3
Enrollment Indicators Trends

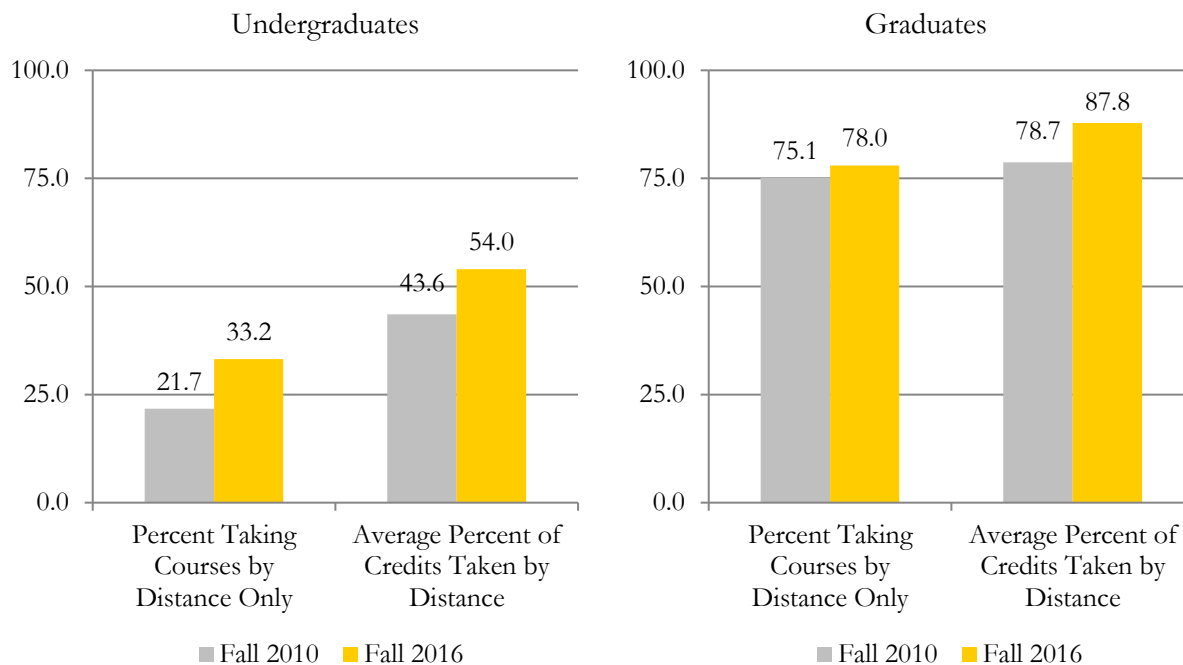
	Total Enrollment	Average Enrollment	Total Credit Hours
Fall 2010	15,504	15.2	40,094
Fall 2011	19,213	16.3	48,276
Fall 2012	20,011	16.7	54,518
Fall 2013	21,463	16.8	58,025
Fall 2014	22,891	16.7	62,411
Fall 2015	24,634	17.7	67,288
Fall 2016	25,566	18.4	70,487
Δ Since 2010 (Percent)	+64.9%	+21.1%	+75.8%
Δ Since 2010 (Number)	+10,062	+3.2	+30,393

Importantly, enrollment data suggest that students are moving to distance courses not only in greater numbers, but also with greater intensity. Table 3 shows two indicators of enrollment intensity for students enrolled in at least one distance course in Fall 2010 or Fall 2016.

In general, both student groups tend to rely more heavily on distance courses now than in the past. For instance, 21.7 percent of university system undergraduates enrolling in at least one distance course in Fall 2010 took no regental courses by any other means. By Fall 2016, this number had risen to 33.2 percent. Distance-enrolled undergraduates also now take a larger share of their credits by distance. From Fall 2010 to Fall 2016, the percentage of credits taken by distance for this population increased from 43.6 percent to 54.0 percent. Comparable data for graduate students show similar changes.

Overall, the data shown in Figure 4 suggest that most distance-taking undergraduates continue to use distance courses as a supplement to face-to-face courses. Graduate students taking distance courses, by contrast, typically complete a large majority of their total coursework by distance. Though not shown in the graph below, students at all levels enrolling in distance courses now take 60.6 percent of all credits by distance.

Figure 4
Enrollment Intensity for Students Taking a Distance Course
(Percentages)



Clearly then, students are participating in distance courses more so now than ever before. And looking deeper, evidence suggests that – with respect to course completion rates – distance-based students hold their own when compared to students in face-to-face classes. A previous analysis of AY2012 academic data found that students registering for distance-based course sections earned a creditable grade in those courses at a similar rate (77.5 percent) as students taking face-to-face courses (83.5 percent).⁵

⁵ Analysis presented to the Board in May 2013; see <http://www.sdlbor.edu/theboard/agenda/2013/May/18.pdf>

Course Sections Offered

Table 4 indicates that 1,388 total sections were offered by the university system through distance delivery in Fall 2016. The number of distance sections fell 0.4 percent from the previous year, but has climbed 36.1 percent since Fall 2010. Similar growth can be seen in the number of unduplicated sections (i.e., “courses”) offered over this period.

The table also shows that the variety of distance courses has continued to expand. More than 850 unique course names were offered by distance in Fall 2016, up from less than 600 in Fall 2010. But while the university system’s menu of distance offerings continues to grow, this body of coursework still tends to be oriented toward general education content. In Fall 2016, the most frequently offered distance courses were SPCM 101: Fundamentals of Speech (32 sections), ENGL 101: Composition I (21 sections), MATH 102: College Algebra (17 sections), MATH 095: Pre-College Algebra (15 sections), and PSYC 101: General Psychology (14 sections).

Table 4
Distance Sections Offered

	Sections ⁶	Courses ⁷	Course Names ⁸
Fall 2010	1,020	824	599
Fall 2011	1,179	975	676
Fall 2012	1,197	1,038	703
Fall 2013	1,275	1,112	767
Fall 2014	1,375	1,239	826
Fall 2015	1,394	1,246	838
Fall 2016	1,388	1,283	860
Δ Since 2010 (Percent)	+36.1%	+55.7%	+43.6%
Δ Since 2010 (Number)	+368	+459	+261

Disaggregating the above course sections by university, data show that USD offers – as it has over the history of this analysis – more distance sections than any other university. As of Fall 2016, USD offered 31.5 percent of all distance sections, followed by SDSU (26.2 percent), DSU (16.2 percent), BHSU (12.8 percent), NSU (10.6 percent) and SDSMT (2.7 percent). This distribution has changed little in recent years.

By delivery method, internet delivery continues to account for the largest share of distance course sections. Approximately 82.9 percent of all distance sections offered in Fall 2016 were delivered by internet. No other delivery method category (i.e., correspondence, DDN, hybrid, other) accounted for more than ten percent of all sections. The increasing dominance of internet delivery represents a transformational change from what was the case as recently as the early 2000s, when correspondence courses and internet courses still were offered with comparable frequency. Consequently, it is the scaling capacity of interest courses that has enabled the rapid enrollment growth seen over this time period.

⁶ This column includes all cross-listed sections. Sections may be cross-listed by level (e.g., 404-504), department (e.g., POLS-ECON), site (e.g., UCSF-distance), institution (e.g., NSU-DSU), delivery method (e.g., DDN-internet) or any combination of the above.

⁷ In this column, cross-listed sections are removed, leaving a count of primary sections only.

⁸ In this column, each course name is counted only once.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – N

DATE: December 6-8, 2016

SUBJECT: Graduate Placement Analysis

This analysis examines the extent to which regental degree completers are retained in the state of South Dakota following graduation. The report is made possible through the combined efforts of three different data providers: the South Dakota Board of Regents, the South Dakota Department of Labor and Regulation, and the National Student Clearinghouse.

For additional information, visit the interactive SDBOR Graduate Placement Dashboard at <https://www.sdbor.edu/dashboards>

INFORMATIONAL ITEM



*** Special Data Analysis ***

Graduate Placement Analysis

South Dakota faces a looming workforce problem. Although the supply of new jobs in the state is projected to grow considerably over the next decade, uncertainty exists as to whether the state can supply an adequate pool of skilled workers to fill these positions. With this issue in mind, the following analysis was undertaken to examine the extent to which graduates from the public university system ultimately remain in South Dakota following graduation, either as a worker or as a continuing student. Results of the analysis indicate that a robust majority of students do remain in the state following the completion of a degree. This finding underscores the economic importance of intensifying efforts to boost graduate production in the state.

Background

A number of interacting demographic trends – both observed and projected – are forcing the state of South Dakota to grapple with an unpleasant possibility: that the state’s long-term economic health may soon be threatened by a shortage of qualified human capital. Consider the following evidence:

- **The supply of new jobs in the state is growing.** The South Dakota Department of Labor and Regulation projects that between 2012 and 2022, more than 33,000 new jobs will be created in South Dakota.¹ This amounts to an increase of approximately 7.0 percent in the total number of jobs available in the state.
- **New jobs will be increasingly knowledge-based.** Over the next decade, national job growth will be dominated by positions requiring a postsecondary degree. According to the US Bureau of Labor Statistics, the number of positions requiring a postsecondary degree will grow by 14.0 percent in the United States between 2012 and 2022, while jobs requiring a high school diploma will grow by only 7.9 percent.² By 2020, 65 percent of jobs in South Dakota are expected to require some level of postsecondary education.³

¹ South Dakota Department of Labor and Regulation (2014). *Occupational Employment Projections 2012-2022*.

² United States Bureau of Labor Statistics (2013). *Occupational Employment Projections to 2022*.

³ Georgetown University Public Policy Institute, Center on Education and the Workforce (2013). *Recovery: Job Growth and Education Requirements through 2020*.

- **South Dakota's working-age population is not growing.** Recent population projections indicate that the size of South Dakota's working-age population (i.e., those between the ages of 20 and 64) will climb by only 0.3 percent – about 1,500 persons – between 2010 and 2030.⁴ At the same time, the number of South Dakotans who are 65 or older will rise by a staggering 59.2 percent (roughly 69,000).
- **South Dakota lags in educational attainment.** While employment projections suggest that 65 percent of jobs in South Dakota will soon require some level of postsecondary training, only 39.1 percent of working-age South Dakotans currently hold an associate's degree or higher.⁵ The US Census Bureau estimates that only 27.8 percent of adults in South Dakota hold a bachelor's degree or higher, and that a mere 7.8 percent of adults in South Dakota hold an advanced degree.⁶ Many of the state's attainment rates fall well behind national averages. Overall, South Dakota's comparative lack of educational attainment is already economically consequential, given the vast advantages in earning power held by postsecondary degree holders.⁷

These trends may portend an approaching workforce deficit. While jobs are the engine of economic growth, South Dakota's economic prospects would seem to hinge equally on the availability of skilled workers. If current trends persist, South Dakota's emerging workforce may be both numerically and educationally insufficient to meet the state's occupational demands. Such a condition might seriously undermine the state's long-term economic aspirations.

Clearly, the public university system must take the lead in working to meet the state's skilled workforce needs. And indeed, the university system already is hard at work to strengthen the state's supply of human capital. The operations of the six public universities are underpinned by a series of interconnected strategic initiatives – including a system-wide [65 percent postsecondary attainment goal](#) – aimed at improving socioeconomic conditions in the state. As presented in the board's latest strategic plan, the university system has articulated its ambitions to take a proactive role in expanding both the size and the quality of South Dakota's homegrown workforce.

In this context, the study described in this report attempts to shed light on an obvious analytic question: How does the university system currently fare in its efforts to supply the state with an adequate pool of skilled workers?

⁴ University of Virginia, Weldon Cooper Center for Public Service (2013). *National Population Projections (2010-2040)*.

⁵ Georgetown University Public Policy Institute, Center on Education and the Workforce (2013). *Recovery: Job Growth and Education Requirements through 2020*; US Census Bureau, American Community Survey 1-Year Estimates (2014). *ACS Tables S1501*.

⁶ US Census Bureau, American Community Survey 1-Year Estimates (2014). *ACS Tables R1502, R1503*.

⁷ US Bureau of Labor Statistics (2014). *Earnings and Unemployment Rates by Educational Attainment*. According to BLS, American working-age adults with only a high school diploma currently earn about \$35,000 per year. By comparison, workers with a bachelor's degree earn about \$57,000 per year. Master's degree holders earn roughly \$69,000 per year, while doctorate-holders earn \$83,000 annually. (These figures represent weekly median earnings – as reported by BLS – multiplied by 52.2.)

Data Notes

What becomes of students who complete degrees at the state's public universities? Examining the placement outcomes of regental degree completers is vital for understanding the public university system's contribution to the state's human capital. Further, and apart from its macroeconomic implications, the question of graduate placement also is intensely important for prospective students and their families.⁸ Consequently, this study centers on the analysis of post-graduation placement data for recent university system graduates.

Of primary interest to this analysis is the extent to which regental graduates either 1) are hired into the South Dakota workforce one year after graduation or 2) enroll in further collegiate coursework at an in-state institution one year after graduation.

Data for this project were gathered from three main sources: the South Dakota Board of Regents (SDBOR), the South Dakota Department of Labor and Regulation (SDDLRL), and the National Student Clearinghouse (NSC). Analysis focuses on the placement outcomes of undergraduate and graduate degree completers from the FY2014 university system graduation cohort.⁹

In the initial step of the placement search, SDDLRL employment data systems are queried to determine the first-year job placement outcomes of all recent (FY2013) degree completers identified by SDBOR.¹⁰ For each degree completer in the SDBOR dataset, SDDLRL provides industry and wage data for up to three in-state job placements. Next, the same graduate list is submitted to the NSC to gather enrollment information on any students attempting collegiate coursework after graduation.¹¹ The resultant NSC dataset contains institutional information for each student matriculating to an NSC-reporting college or university.

It is important to note at the outset that "placement rates" cited in this report do not account for degree completers who are hired out-of-state, are self-employed, are employed by the federal government (including armed services), or are employed or enrolled outside the three-month query window used by SDDLRL and NSC. It also should be noted that some postsecondary institutions do not report enrollment information to NSC. The rates presented in this analysis are, then, conservative estimates of actual completer placement.

⁸ A 2013 Gallup poll found that job placement rates are among Americans' highest considerations in choosing a college or university. See <http://www.gallup.com/poll/163268/americans-say-graduates-jobs-status-key-college-choice.aspx>

⁹ Fiscal years include data from summer, fall, and spring terms. Consequently, the FY2013 cohort comprises graduates from SU2012, FA2012, and SP2013. Cohort counts may not match Fact Book figures precisely due to differing unduplication procedures; in this analysis, each cohort member is included once per institution per degree per term.

¹⁰ For searches performed by both the SDDLRL and the NSC, matched records are sought for a one-quarter (three-month) window one year following a student's university system graduation date. Any employment/enrollment data returned for this time period – including part-time employment or part-time enrollment – are included in the analysis.

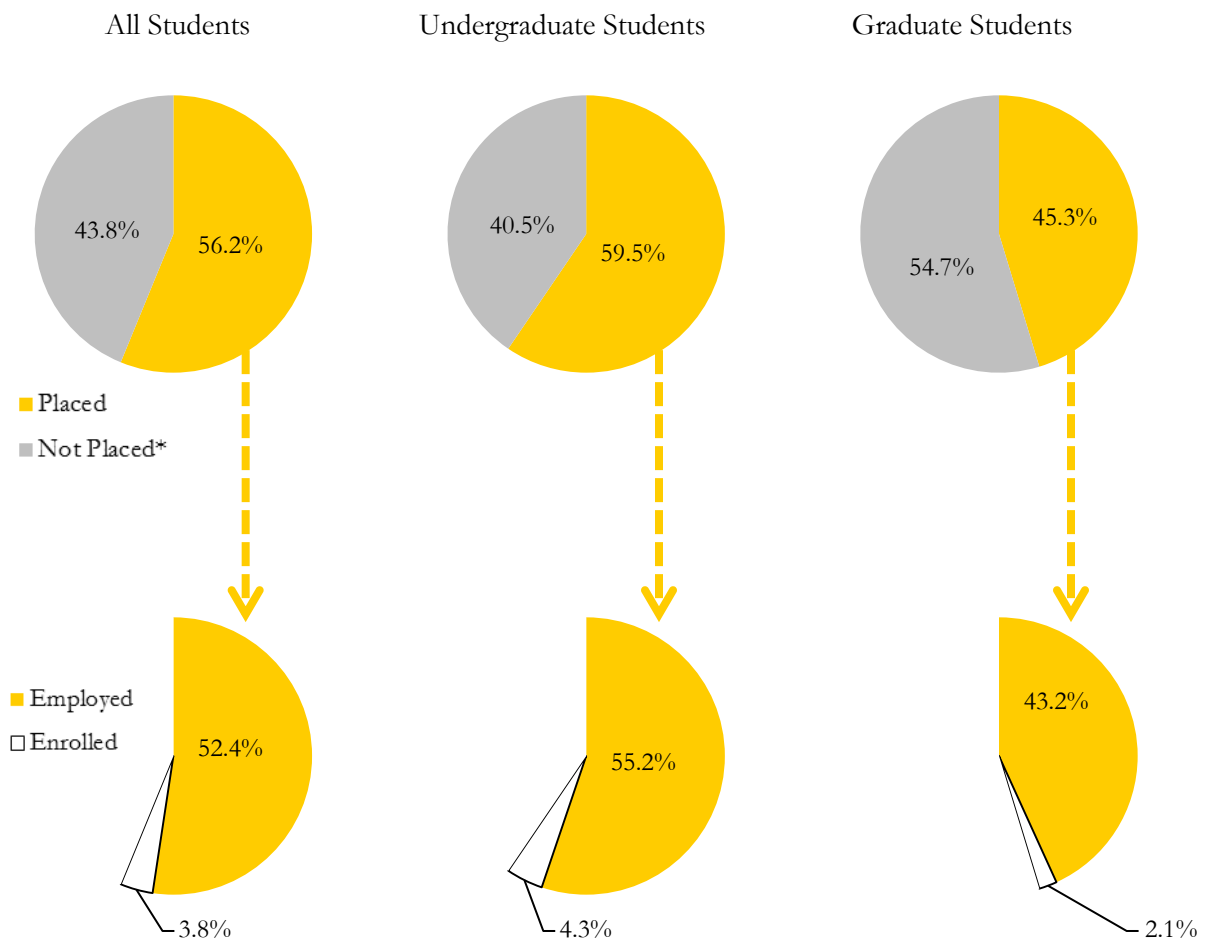
¹¹ As of Fall 2015, approximately 3,600 US postsecondary institutions report enrollment data to NSC. NSC asserts that its data stores account for more than 98 percent of all US college students.

Analysis

Placement in South Dakota

Of the 6,141 degree completers in the FY2014 graduation cohort, 56.2 percent ($n=3,448$) were found to be either employed in South Dakota or enrolled in a postsecondary institution in South Dakota one year after graduation.¹² Specifically, 52.4 percent of graduates had been hired into the South Dakota workforce, and an additional 3.8 percent had enrolled in further collegiate coursework at an in-state institution. Undergraduate-level completers ($n=4,681$) produced a higher placement rate than did graduate-level completers ($n=1,460$), at 59.5 percent and 45.3 percent, respectively.

Figure 1
First-Year SD Placement Rates

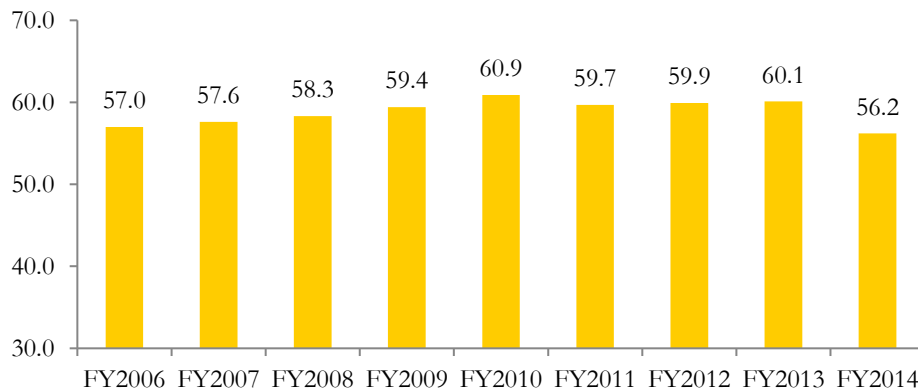


* The "Not Placed" category also includes all graduates who were employed out-of-state, were self-employed, were employed by the federal government (including armed services), or were employed or enrolled outside the three-month query window.

¹² Altogether, 52.4 percent of cohort members were found to be employed in South Dakota, and 10.3 percent were found to be enrolled in subsequent postsecondary work in South Dakota. Graduates who were found to be both employed *and* enrolled are reported under the "Employed" category in this report.

Figure 2 indicates that the FY2014 cohort's in-state placement rate of 56.2 percent is slightly lower than rates recorded by other recent cohorts. Yet because these rates refer to increasingly larger cohorts, the number of placed students has consistently climbed steadily since FY2006, with FY2013 seeing a large spike in numbers. In fact, these data indicate that nearly 650 additional graduates were placed in FY2014 than were placed in FY2006, despite the fact that FY2014 produced a lower placement rate.

Figure 2
First-Year SD Placement Rates, Trend
(Percentages)



(Numeric)

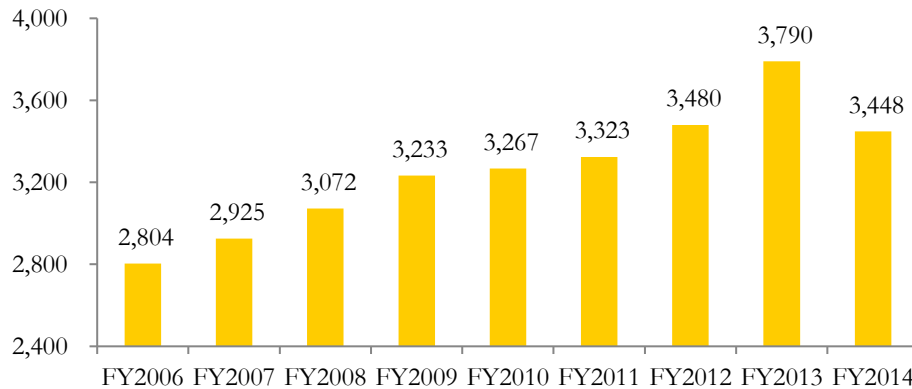
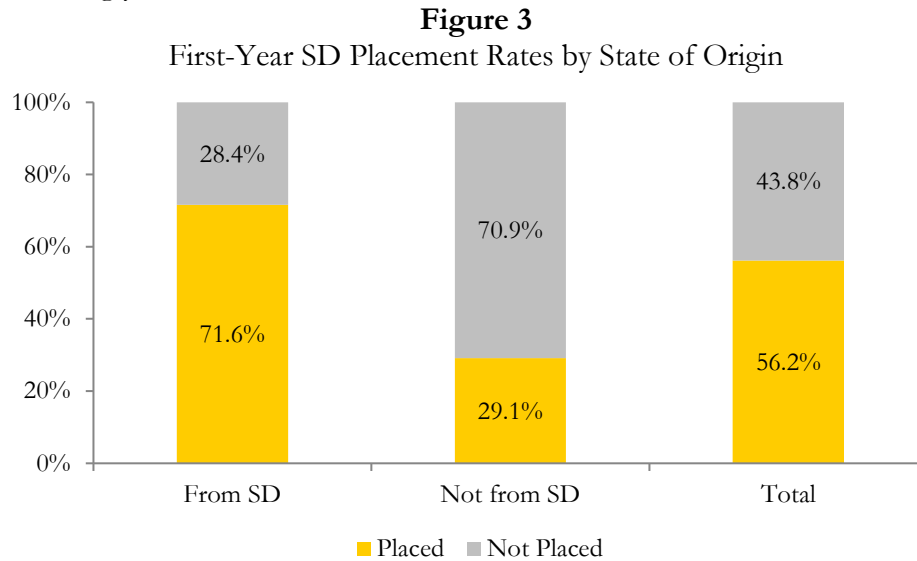


Figure 3 (next page) breaks down in-state placements by students' states of origin. Among degree completers matriculating from South Dakota ($n=3,448$), the in-state placement rate was 71.6 percent; among out-of-state degree completers ($n=2,693$), this figure was 29.1 percent. In practical terms, this means that more than 70 percent of in-state students graduating from a regental university will remain in South Dakota after graduation, either to work or to pursue additional education. The same can be said of nearly 30 percent of out-of-state students. While these findings

are encouraging, sustaining (and improving) these rates will be an important focus of the university system in the coming years.



Looking further at the differences between in-state and out-of-state students, Table 1 shows again that 71.6 percent of in-state students were placed in South Dakota (68.2 percent employed, 3.3 percent enrolled), compared to 29.1 percent of out-of-state students (24.5 percent employed, 4.6 percent enrolled).¹³ For both groups, placement rates were somewhat lower for graduate students (GR) than for undergraduate students (UG). For example, only 21.5 percent of out-of-state graduate-level degree completers from the FY2014 cohort remained in the state one year after graduation.

That graduate students would show lower rates of in-state placement perhaps should not be surprising, given that the specialized nature of many graduate degree programs require correspondingly specialized job opportunities (which in some cases may be limited in South Dakota). However, it is important to note that the numeric values associated with this group are relatively small in comparison with the groups that tend to remain in the state with dramatically higher frequency (e.g., in-state undergraduates).

Table 1
First-Year SD Placement Rates by State of Origin and Level
(Percentages)

	From SD			Not from SD		
	UG	GR	All	UG	GR	All
Placed	73.0	65.8	71.6	32.5	21.5	29.1
Not Placed	27.0	34.2	28.4	67.5	78.5	70.9
Employed	69.1	64.8	68.3	27.3	18.2	24.5
Enrolled	3.9	1.0	3.3	5.2	3.3	4.6
Not Placed	27.0	34.2	28.4	67.5	78.5	70.9
(n)	3,128	784	3,912	1,553	676	2,229

¹³ The terms “in-state student” and “originally from SD” refer to those degree completers who either 1) held South Dakota residency at the time of graduation, or 2) graduated from a South Dakota high school.

Placement Locations

Enrollment and employment placements are further explored in Figures 4 and 5, which depict the top placement destinations of FY2014 graduates.

Figure 4 indicates that a majority of students enrolling in additional post-graduation education did so at an institution in South Dakota. Of the 937 graduates from the FY2014 cohort who enrolled in a postsecondary institution one year after graduation, 67.8 percent were enrolled at an in-state institution.

Figure 5 shows the ten most common industrial placements of FY2014 degree completers who found employment in South Dakota ($n=3,322$). Importantly, the ordering of these industrial areas is illustrative of the social and economic benefits that flow from the retention of college graduates. Several of the highest-ranked sectors (e.g., health care; professional, scientific, and technical services) correspond to industries that have been projected by the South Dakota Department of Labor and Regulation to be highly demanded in the state through 2022.¹⁴ That the university system currently is producing and placing a large number of graduates in these areas speaks to the university system's responsiveness to the state's pressing workforce needs.

Figure 4
Enrollment by State
(Percentages)

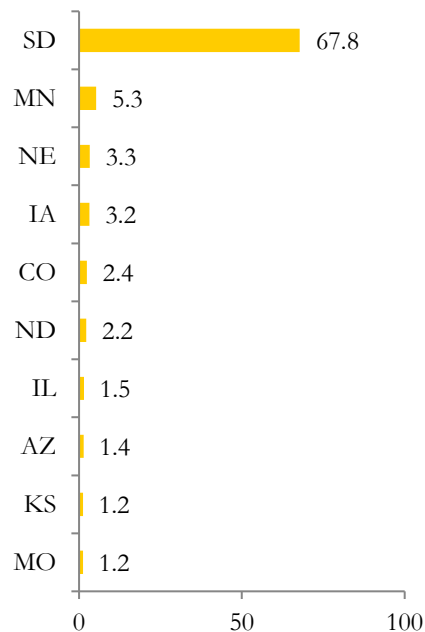
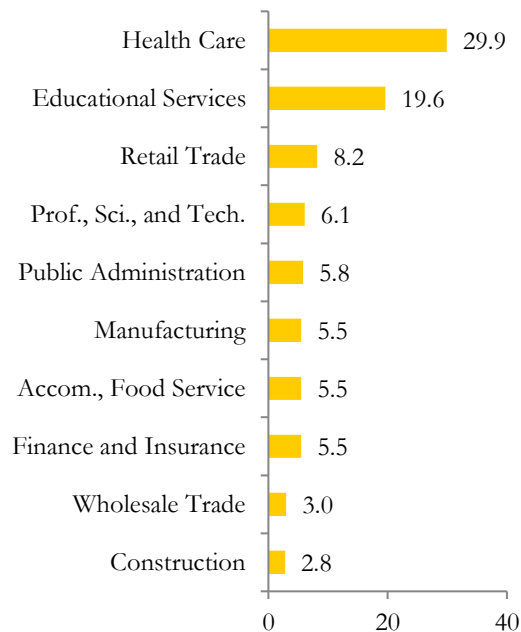


Figure 5
Employment by (SD) Industry¹⁵
(Percentages)



¹⁴ SDDLRLabor Market Information Center (2014). See http://dlr.sd.gov/lmic/industry_projections_fastest_growth.aspx

¹⁵ Areas are binned by two-digit federal NAICS (North American Industry Classification System) code. Workers with multiple jobs are reported under the industry of their highest-paying job.

Appendix A Supplemental Tables

Table A1
First-Year SD Placement Rates by Institution

Outcome3	Inst						Total
	BHSU	DSU	NSU	SDSMT	SDSU	USD	
Empl/Enrl	370 59.20	245 65.33	247 63.50	100 25.71	1,299 56.23	1,187 57.82	3,448 56.15
NotPlaced	255 40.80	130 34.67	142 36.50	289 74.29	1,011 43.77	866 42.18	2,693 43.85
Total	625 100.00	375 100.00	389 100.00	389 100.00	2,310 100.00	2,053 100.00	6,141 100.00

Table A2
First-Year SD Placement Rates by Gender

Outcome3	Gender		Total
	F	M	
Empl/Enrl	2,105 61.55	1,343 49.36	3,448 56.15
NotPlaced	1,315 38.45	1,378 50.64	2,693 43.85
Total	3,420 100.00	2,721 100.00	6,141 100.00

Table A3
First-Year SD Placement Rates by Race¹⁶

Outcome3	Ethnic						Total
	AmerInd	Asian	Black	Hispanic	White	Oth/Ref	
Empl/Enrl	62 63.27	25 55.56	11 57.89	45 75.00	2,630 72.09	26 61.90	2,799 71.55
NotPlaced	36 36.73	20 44.44	8 42.11	15 25.00	1,018 27.91	16 38.10	1,113 28.45
Total	98 100.00	45 100.00	19 100.00	60 100.00	3,648 100.00	42 100.00	3,912 100.00

¹⁶ This table includes only those students who were originally from South Dakota.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – O

DATE: December 6-8, 2016

SUBJECT: Federal Student Loan Default Rates Analysis

This briefing provides a basic overview of federal student loan default rate data from the US Department of Education.

INFORMATIONAL ITEM



*** Special Data Analysis ***

Federal Student Loan Default Rates

Each year, the US Department of Education (USDOE) releases data on federal student loan default rates. Three-year default rates refer to *the percentage of federal student loan borrowers entering repayment in a given fiscal year who default on their loans by the end of the second following fiscal year*. Across all institutional types, the FY2013 national cohort (those students entering repayment during FY2013) generated a three-year loan default rate of 11.2 percent, compared to a rate of 11.6 percent recorded by the FY2012 cohort.¹

The FY2013 three-year default rate for all South Dakota colleges and universities was 12.3 percent (up from 11.2 percent last year), ranking 34th lowest among all US states (MA was lowest, at 5.9 percent; NM was highest, at 19.0 percent). Over the last three years, South Dakota's public universities have tended to record default rates well below those of the state's private, proprietary, and technical institutions (see Table 1). Across these three cohorts, SDSU generated the lowest average default rate (4.3 percent), followed by SDSMT (4.9 percent), USD (6.0 percent), DSU (6.8 percent), BHSU (8.5 percent), and NSU (10.4 percent).

Table 1
Postsecondary Loan Default Rates (SD)
(Percentages)

Institution Type	2011	2012	2013	3-Year Avg.
Private	6.9	6.3	5.2	6.2
Proprietary	21.0	20.1	22.9	21.3
Regental	6.3	6.1	5.7	6.1
Technical	13.8	11.5	10.6	12.0
All Types	11.5	11.2	12.3	11.7

Table 2 shows additional default data in three-year average format. South Dakota's average default rate across the 2011-2013 cohorts was 11.7 percent; this was somewhat lower than the analogous national average of 12.1 percent. After segmenting these results by institutional type, it was found that the state's public institutions generated the lowest default rate across all sectors, ranking 7th lowest in the nation in this category.

Table 2
Postsecondary Loan Default Rates, 2011-2013 (Three-Year Averages)
(Percentages)

	All Types	Public	Private	Proprietary
South Dakota	11.7	7.6	6.2	21.3
United States	12.1	12.0	7.2	16.2
SD State Rank	25	7	23	50

¹ All figures presented in this report refer to fifty-state data only; institutions in the District of Columbia, US territories, and other outlying areas are excluded.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – P

DATE: December 6-8, 2016

SUBJECT: Licensure and Certification Report

The annual Licensure and Certification Report is provided in Attachment I. The examinations included in this report are those that must be passed before a person may be fully licensed or certified to engage in the occupation or profession. Optional examinations are not included.

Students in the following programs achieved a 100% pass rate on the test for which the latest information is available.

<u>University</u>	<u>Program</u>
USD	Clinical Psychology
USD	Dental Hygiene
SDSU	Doctor of Nursing Practice / Family Nurse Practitioner
SDSU	Doctor of Nursing Practice / Neonatal Nurse Practitioner
USD	Physical Therapy
DSU	Respiratory Care

INFORMATIONAL ITEM

South Dakota Board of Regents Performance of University Graduates on Licensure and Certification Examinations

This report provides the Board of Regents with information concerning the performance of university graduates on mandatory professional licensure and certification examinations. For the most part, graduates have an excellent record of success on these examinations.

1. Examinations Included

The examinations included in this report are those that must be passed before a person may be fully licensed or certified to engage in the occupation or profession. Optional examinations are not included. Some examinations, such as Fundamentals of Engineering or CPA, are not included because graduates are not required to take them in order to practice.

2. Limitations

Licensure and certification examinations cover material related to the specific occupation or profession. These examinations do not provide information about how well students perform in general education courses or in courses outside of the examination field.

3. Format

The programs are listed alphabetically. The data are provided by year for five years or for available years.

Each table shows the number of graduates who took the examination, the number who passed the examination, and the pass rate (percentage). Additional information for some programs, such as national pass rates, or mean scores is available for some programs. Where available, this information is provided.

4. Programs Included

- A. Athletic Training (SDSU)
- B. Audiology (USD)
- C. Clinical Psychology (USD)
- D. Dental Hygiene (USD)
- E. Dietetics (SDSU)
- F. Law (USD)
- G. Medicine (USD)
- H. Nursing
 - 1. SDSU
 - 2. USD
- I. Occupational Therapy (USD)
- J. Pharmacy (SDSU)
- K. Physical Therapy (USD)
- L. Physician Assistant Studies (USD)
- M. Respiratory Care (DSU)
- N. Social Work (USD)
- O. Speech/Language Pathology (USD)

Program: Athletic Training
 University: South Dakota State University
 Degree: Bachelor of Science / Master of Science
 Examination Title: Athletic Trainer's Certification Examination
 Organization/Agency: Board of Certification (BOC)

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2001					
	Written	18	11	61.11%	63.87%
	Practical	18	8	44.44%	73.78%
	Simulation	18	14	77.78%	64.83%
2002					
	Written	12	7	58.83%	67%
	Practical	12	9	75%	74.53%
	Simulation	12	8	66.67%	61.12%
2003					
	Written	12	7	63.64%	65.39%
	Practical	11	9	81.82%	64.89%
	Simulation	11	10	90.91%	65.14%
2004					
	Written	11	6	54.55%	67.32%
	Practical	8	5	62.50%	72.57%
	Simulation	11	8	72.73%	67.16%
2005					
	Written	12	4	33.33%	46.76%
	Practical	13	7	53.85%	55.63%
	Simulation	12	7	58.33%	61.04%
2006					
	Written	11	6	54.55%	48.45%
	Practical	12	11	91.67%	76.28%
	Simulation	11	9	81.82%	72.76%
2007					
	Apr07 – Feb08	15	7	46.7%	39.1%
2008					
	Apr08 – Feb09	20	17	86%	51.5%
2009					
	April09 – Feb10	9	7	78%	43%
2010					
	April10- Feb11	9	6	67%	60.7%
2011					
	April 11 – Feb 12	17	16	94.1	82.3
2012					
	Undergraduate				
	April 12 – Feb 13	13	13	100%	86%
	Graduate				
	April 12 – Feb 13	2	2	100%	86%
	Undergraduate	19	18	94.7	86
	Graduate	3	3	100	86
2014-15					
	Undergraduate	13	11	84.62%	83.93%
	Graduate	5	5	100%	83.63%
2015-16					
	Undergraduate	17	14	82.35%	86.38%
	Graduate	4	4	100%	86.38%

Program: Audiology
 University: University of South Dakota
 Degree: Au.D.
 Examination Title: National Teachers Exam, Audiology Section
 Organization/Agency: American Speech and Hearing Association

Year	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2009*	2	2	100%	N/A
2010	5	5	100%	N/A
2011	4	4	100%	89.4%
2012	2**	2	100%	56.7%
2013	4	4	100%	58.2%
2014	4	4	100%	63.3%
2015	4	4	100%	69.7%
2016	6	5***	83.3%	Not yet available
2009-2016	31	30	96.8%	N/A
(Note: national rates are not available until the following year)				

* Due to the launch of the 4-year Au.D. program, there was a transition period during which there were fewer test takers.

**2012 was another atypical year. We had admitted four students (rather than five) in fall of 2008 due to faculty shortage/opening and inability to provide in-depth supervision to a fifth student at that time. One of these students changed to the SLP master's program and completed that program. A second student was unable to meet retention requirements and subsequently left the program. Therefore, we had only two graduates in 2012. Currently, however, we have full cohorts, and will be again graduating 4-5 students per year for the foreseeable future.

***Note: This graduate retook the exam and subsequently passed; however, it will fall into the next reporting cycle.

Date: September 9, 2016
 Program: Clinical Psychology
 University: University of South Dakota
 Degree: Ph.D.
 Examination Title: Examination for Professional Practice in Psychology

Year	Number of Graduates	Number of Writers ^a	Number Passed	% Total Writers Passed	National % Passed ^b
2009	7	6	6	100.00%	N/A
2010	8	8	8	100.00%	N/A
2011	8	8	8	100.00%	N/A
2012	9	8	8	100.00%	N/A
2013	5	4	4	100.00%	N/A
2014	6	6	6	100.00%	NA
2015	7	1	1	100.00%	NA
2016	3	3	3	100.00%	
2009-2016	53	44	44	100.00%	N/A

^a Not all of our graduates take the national exam unless required by their employment site (for example, academic appointments do not typically require licensure). Most states require one or two years of post-doctoral supervised experience prior to sitting for the exam. USD graduates take the national exam in the state in which they plan to practice. The national examination (Examination for Professional Practice in Psychology, EPPP) is administered through the licensing boards of those states. Each state sets its own acceptable "cut off" scores. Nearly all states also require an oral exam and/or a written jurisprudence exam in addition to the national written exam.

^b National pass rates for graduates from accredited PhD Clinical Psychology Programs are not available annually. The Association of State and Provincial Psychology Boards (ASPPB, who develops/owns the EPPP) provides a five year summary of pass rate for doctoral candidates (all practice specialties in the US and Canada; first time and repeaters). Nationally, the pass rate for candidates taking the EPPP between August 2007-July 2012 was 76.40%.

2009 One graduate has chosen not to take the exam because it is not required for current employment.
 2012 One graduate still plans to take the exam in 2015
 2013 One graduate does not have plans to take the exam because it is not required for current employment.
 2014 One graduate passed the exam in 2013, two passed in 2014 and one passed in 2015. One graduate plans to take exam in December 2015; one does not plan to take as it is not required for current employment.
 2015 One graduate passed in 2015. Five graduates plan to take within the next year; One graduate will not take for about 7 years as she is out of the country.
 2016 Three graduates passed in 2015. All of them took the test and passed.

Program: Dental Hygiene
 University: University of South Dakota
 Degree: B.S.
 Examination Title: National Board of Dental Hygiene Examination
 Organization/Agency: American Dental Association

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2009	03	26 (written exam)	26	100%	97.1%
2009	03	6 (computer-based)	6	100%	92.9%
2010	04	30 computer-based	30	100%	96.1%
2011	04	30	30	100%	94.8%
2012	04	31	31	100%	96.0%
2013	04	30	30	100%	95.2%
2014	04	30	30	100%	95.5%
2015	04	32	32	100%	95.7%
2016	04	32	32	100%	NA*
2009-2016		247	247	100%	

*National % Passed Rate is not yet available for the current year.

Program: Didactic Program in Dietetics
 University: South Dakota State University
 Degree: Bachelor of Science Dietetics
 Examination Title: National Examination for Registered Dietitian Licensure
 Organization/Agency: Commission on Dietetics Registration\Academy of Nutrition and Dietetics (Formerly the American Dietetic Association)

Year	Number of Writers	Number Passed 1 st time	# Passed within 1 st year	% Total Writers Passing First Time-5 year rate ^a	%Passing within the First year ^b
2010	10	10			
2011	10	6			90%
2012	13	12			92%
2008-2012 ^a	53	41		81%	
2009-2013 ^a	59	51		86	98
2014	21	18	19		90.5
2015	14	12	12		85.7

^aThese percentages are cumulative first-time pass rates for the specified 5-year periods. Accreditation benchmarks are on the cumulative 5-year pass rate, not the individual years. Accreditation standards are 80% first time pass rate.

^bBenchmark standards have changed to % passing within the first year of eligibility and irrespective of repeat status.

Note: The program at SDSU is a Didactic Program in Dietetics and students must apply and be accepted into an accredited Dietetic Internship before taking the registration examination. These pass rates listed above are after the student has completed an accredited dietetic internship from another institution. There are no national pass rates published specific to Didactic Program in Dietetics.

Program: Law
 University: University of South Dakota
 Degree: J.D.
 Examination Title: South Dakota Bar Examination
 Organization/Agency: South Dakota Board of Bar Examiners

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *
2010	Feb-1 st time	4	3	75.00%	N/A
	Feb Retesters	1	0	00.00%	N/A
	July-1 st time	46	46	100.00%	N/A
	July Retesters	2	1	50.00%	N/A
2011	Feb-1 st time	5	4	80.00%	N/A
	Feb Retesters	0	0	00.00%	N/A
	July-1 st time	35	32	91.43%	N/A
	July Retesters	0	0	00.00%	N/A
2012	Feb-1 st time	1	1	100.00%	N/A
	Feb Retesters	4	1	25.00%	N/A
	July-1 st time	56	47	83.93%	N/A
	July Retesters	2	0	00.00%	N/A
2013	Feb-1 st time	3	2	66.67%	N/A
	Feb Retesters	11	8	72.73%	N/A
	July-1 st time	40	39	97.50%	N/A
	July Retesters	3	2	66.67%	N/A
2014	Feb-1 st time	4	3	75.00%	N/A
	Feb Retesters	3	2	66.67%	N/A
	July-1 st time	53	40	75.47%	N/A
	July Retesters	1	0	00.00%	N/A
2015**	Feb-1 st time	3	1	33.33%	N/A
	Feb Retesters	9	1	11.11%	N/A
	July-1 st time	35	22	62.86%	N/A
	July Retesters	8	4	50.00%	N/A
2016	Feb-1 st time	5	2	40.00%	N/A
	Feb Retesters	11	5	45.45%	N/A
	July-1 st time	34	20	58.82%	N/A
	July Retesters	6	2	33.33%	N/A
2010-2016	Feb-1 st time	25	16	64.00%	N/A
	Feb Retesters	39	17	43.58%	N/A
	July-1 st time	299	246	82.27%	N/A
	July Retesters	22	9	40.90%	N/A

The ABA and National Conference of Bar Examiners report first-time takers separately.

* Each state establishes its own passing score so pass rates are not directly comparable across the states.

**Addenda: Please note that beginning in February 2015, there were changes in the composition of the exam, as well as the manner in which the South Dakota Board of Bar Examiners graded the test.

Program: Medicine (updated 10/28/2016 by P.Bunger)
 University: University of South Dakota
 Degree: M.D.
 Examination Title: Step 1: United States Medical Licensing Examination
 Step 2-CK: United States Medical Licensing Examination
 Organization/Agency: National Board of Medical Examiners

Graduation Year	Step	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2010	1	52	43	83%	93%
Retesters		9	7	78%	68%
	2-CK	48	47	98%	97%
Retesters		1	1	100%	85%
2011	1	49	46	94%	93%
Retesters		3	3	100%	77%
	2-CK	50	49	98%	97%
Retesters		0	--	--	88%
2012	1	54	49	91%	91%
Retesters		5	4	80%	74%
	2-CK	51	50	98%	98%
Retesters		1	1	100%	87%
2013	1	54	53	98%	94%
Retesters	1	1	0	--	79%
	2-CK	51	51	100%	98%
Retesters	0	--	--	--	88%
2014	1	53	52	98%	95%
Retesters		0	0	--	73%
	2-CK	61	60	98%	97%
Retesters		1	1	100%	85%
2015	1	50	48	96%	96%
Retesters		2	2	100%	80%
	2-CK	53	49	92%	95%
Retesters		3	2	67%	81%
2016	1	60	55	92%	96%
Retesters		5	2	40%	78%
	2-CK	61	60	98%	96%
Retesters		1	1	100%	84%
2017	1	56	52	93%	95%
Retesters		4	2	50%	76%
	2-CK*	52	52	100%	*
Retesters		0	0	--	*
2010-2017	1	428	398	93%	94%
Retesters		29	20	69%	76%
2010-2017	2-CK*	427	418	98%	97%*
Retesters		7	6	86%	85%*

* Step 2-CK national data is only available through 2016 graduating class.

Reporting year is by class (graduation year) rather than the date of the examination.

NOTE: All graduates with the MD degree must successfully pass the Step 1 and Step 2-CK (Clinical Knowledge) examinations prior to graduation. The Step 1 examination is taken following the third semester of medical school and must be passed prior to entering the fifth semester of medical school. The Step 2-CK examination is taken during the sixth semester of medical school.

Program: Nursing
 University: South Dakota State University
 Degree: Bachelor of Science in Nursing
 Examination Title: National Council Licensure Examination of Registered Nurses
 Organization/Agency: Board of Nursing

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *	State % Passed
1996	7/1/95 - 6/30/96	120	109	91%	91%	
1997	7/1/96 – 6/30/97	127	116	91%	91%	
1998	7/1/97 – 6/30/98	130	116	89%	88%	
1999	7/1/98 - 6/30/99	105	92	88%	88%	
2000	7/1/99 – 6/30/00	138	107	77.5%	84%	
2001	7/1/00-6/30/01	123	115	94%	84%	
2002	7/1/01-6/30/02	114	105	92%	89%	
2003	10/1/02-12/31/03	164	153	93%	87%	
2004+	1/1/03-12/31/04	133	121	91%	89%	
2005	1/1/05-12/31/05	185	157	85%	87%	
2006	1/1/06 – 12/31/06	203	171	84%	88%	
2007	1/1/07-12/31/07	214	196	92%	85%	81%
2008	01/01/08-12/31/08	232	216	93%	87%	89%
2009	01/01/09-12/31/09	250	233	93%	88%	90%
2010	01/01/10-12/31/10	227	206	91%	87%	84%
2011	01/01/11-12-31-11	233	218	94%	88%	89%
2012	01/01/12-12/31/12	299	282	94%	84%	90%
2013	01/01/13-12/31/13	281	260	93%	83%	84%
2014	01/01/14-12/31/14	275	240	87%	82%	85%
2015	01/01/15-12/31/15	288	263	91%	85%	87%
2005-2015		2,687	2,442	91%		

NOTE: +The South Dakota Board of Nursing reporting date changed in 2004 to the calendar year. Data from the 2007 Annual Report from the South Dakota Board of Nursing, p.33.

*% Passed: Percent passing of all 1st-time NCLEX takers among graduates from SDSU, all SD programs, and all member board jurisdictions (includes both associate and baccalaureate candidates).

Program: Nursing
 University: South Dakota State University
 Degree: Master of Science Neonatal Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Neonatal Nurse Practitioner
 Organization/Agency: The National Certification Corporation

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *
2006	01/01/06-12/31/06	2	1	50%	NA
	Retakes	1	1	100%	
2007	01/01/07-12/31/07	1	1	100%	NA
2008	01/01/08-12/31/08	0	0	0	NA
2009	01/01/09-12/31/09	0	0	0	NA
2010	01/01/10-12/31/10	1	1	100%	NA
2011	01/01/11-12/31/11	1	1	100%	NA
2012	01/01/12-12/31/12	0	0	0	NA
2013	01/01/13-12/31/13	0	0	0	NA

*This program changed to a DNP in 2009. There will be no new data under the MS category for this specialty.

Program: Nursing
 University: South Dakota State University
 Degree: Doctor of Nursing Practice Family Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Family Nurse Practitioner
 Organization/Agency: American Academy of Nurse Practitioners

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *
2013	01/01/13-12/31/13	7	7	100%	82%
2014	01/01/14-12/31/14	13	13	100%	86%
2015	01/01/15-12/31/15	20	20	100%	90%

Program: Nursing
 University: South Dakota State University
 Degree: Doctor of Nursing Practice Family Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Family Nurse Practitioner
 Organization/Agency: American Nurses Credentialing Center

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2013	01/01/13-12/31/13	0	0	N/A	N/A
2014	01/01/14-12/31/14	0	0	N/A	N/A
2015	01/01/15-12/31/15	0	0	N/A	N/A

Program: Nursing
 University: South Dakota State University
 Degree: Doctor of Nursing Practice Neonatal Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Neonatal Nurse Practitioner Specialization
 Organization/Agency: The National Certification Corporation

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2013	01/01/13-12/31/13	0	0	N/A	N/A
2014	01/01/14-12/31/14	0	0	N/A	N/A
2015	01/01/15-12/31/15	1	1	100%	88%

Program: Nursing
 University: South Dakota State University
 Degree: Master of Science Family Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Family Nurse Practitioner
 Organization/Agency: American Academy of Nurse Practitioners

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *
2006	01/01/06-12/31/06	13	12	92%	NA
2007	01/01/07-12/31/07	16	16	100%	NA
2008	01/01/08-12/31/08	9	9	100%	90%
2009	01/01/09-12/31/09	4	4	100%	94%
2010	01/01/10-12/31/10	19	19	100%	87%
2011	01/01/11-12/31/11	18	18	100%	89%
2012	01/01/12-12/31/12	14	14	100%	87%
2013	01/01/13-12/31/13	2	2	100%	?
2014	01/01/14-12/31/14	0	0	0	NA
2015	01/01/15-12/31/15	0	0	0	N/A

Program: Nursing
 University: South Dakota State University
 Degree: Master of Science Family Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Family Nurse Practitioner
 Organization/Agency: American Nurse Credentialing Center

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *
2006	01/01/06-12/31/06	7	7	100%	NA
2007	01/01/07-12/31/07	7	7	100%	NA
2008	01/01/08-12/31/08	6	6	100%	93%
2009	01/01/09-12/31/09	19	19	100%	93%
2010	01/01/10-12/31/10	10	10	100%	87%
2011	01/01/11-12/31/11	3	3	100%	89%
2012	01/01/12-12/31/12	20	20	100%	82%
2013	01/01/13-12/31/13	0	0	NA	NA
2014	01/01/14-12/31/14	0	0	NA	NA
2015	01/01/15-12/31/15	0	0	NA	NA

Program: Nursing
 University: South Dakota State University
 Degree: Master of Science Psychiatric Nurse Practitioner Specialization
 Examination Title: National Certification Exam for Psychiatric Nurse Practitioner
 Organization/Agency: American Nurse Credentialing Center

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed *
2006	01/01/06-12/31/06	3	3	100%	NA
2007	01/01/07-12/31/07	2	2	100%	NA
2008	01/01/08-12/31/08	0	0	0	NA
2009	01/01/09-12/31/09	0	0	0	NA
2010	01/01/10-12/31/10	0	0	0	NA
2011	01/01/11-12/31/11	3	3	100%	NA
2012	01/01/12-12/31/12	0	0	0	NA
2013	01/01/13-12/31/13	0	0	0	NA

*This program changed to a DNP in 2009. There will be no new data under the MS category for this specialty.

Program: Nursing
 University: University of South Dakota
 Degree: A.S.
 Examination Title: National Council Licensure Examination of Registered Nurses
 Organization/Agency: South Dakota Board of Nursing

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed	State of SD Pass Rate
2009	01/01/2009-12/31/2009	270	234	86.67%	88.42%	90.20%
2010	01/01/2010-12/31/2010	275	234	85.09%	87.42%	87.41%
2011	01/01/2011-12/31/2011	279	246	88.17%	87.90%	89.20%
2012	01/01/2012-12/12/2012	239	211	88.28%	90.34%	90.18%
2013	01/01/2013-12/31/2013	270	212	78.52%	83.04%	83.86%
2014	01/01/2014-12/31/2014	267	225	84.27%	81.79%	84.66%
2015	1/01/2015-12/31/15	106	89	83.96%	84.51%	86.87%
2016*	1/01/2016-09/30/2016	20	17	85.00%*	85.25%*	87.70%*
2009-2015	01/01/2009 – 12/31/2015	1706	1451	85.05% avg.	86.20% avg.	87.48% avg.

* Current year contains partial data with partial-year numbers only. These numbers are not calculated in the 2009-2015 average. 2016 National and State of South Dakota pass rates are partial as well.

Program: Nursing
 University: University of South Dakota
 Degree: B.S.N.
 Examination Title: National Council Licensure Examination of Registered Nurses
 Organization/Agency: South Dakota Board of Nursing

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed	State of SD Pass Rate
2015*	01/01/2015-12/31/15	55	47	85.45%	84.51%	86.87%
2016	1/01/2016-09/30/2016	142	126	88.73%*	85.25%*	87.70%*

*Current year (2016) contains only up to third quarter data. 2015 National and State of SD are also only partial data. 2015 represents the first year USD Nursing had BSN graduates.

Program: Occupational Therapy
 University: University of South Dakota
 Degree: MS
 Examination Title: NBCOT (National Board for Certification in Occupational Therapy)
 Organization/Agency: National Board for Certification in Occupational Therapy (NBCOT)

Year		Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2009	1 st Time	19	19	100.00%	78.00%
	Retesters	0	0	N/A	N/A
2010	1 st Time	18	18	100.00%	82.00%
	Retesters	0	0	N/A	N/A
2011	1 st Time	22	22	100.00%	84.00%
	Retesters	0	0	N/A	N/A
2012	1 st Time	27	26	96.30%	85.00%
	Retesters	1	1	100.00%	N/A
2013	1 st Time	24	23	95.83%	93.00%
	Retesters	1	1	100.00%	N/A
2014	1 st Time	24	24	100.00%	86.00%
	Retesters	0	0	NA	N/A
2015	1 st Time	26	25	96%	86.00%
	Retesters	1	1	100%	
2016	1 st Time	25	25	100%	84.00%
	Retesters	0	0		(2016 as of 10/28/16)
2009-2016	1 st Time	185	182	98.37%	85% (est.)
	Retesters	3	3	100%	100%

Program: Pharmacy
 University: South Dakota State University
 Degree: Doctor of Pharmacy (1998-Present); Bachelor of Pharmacy (up to 1998)
 Examination Title: North American Pharmacist Licensure Examination
 Organization/Agency: South Dakota Board of Pharmacy

Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
1995	06	63	61	97%	95%
1995	09	2	1	50%	91%
1996	06	54	53	98%	94%
1996	09	1	1	100%	99%
1997	No Graduates; Program Transition Year				
1998	06	42	42	100%	91%
1999	08	45	45	100%	93.21%
2000	05	41	41	100%	95.44%
2001	05	44	44	100%	94.38%
2002	05	44	44	100%	96.74%
2003	05-08**	47	47	100%	93.84%
2004	05-08**	55	55	100%	95.11%
2005	05-08**	56	56	100%	89.15%
2006	05-08**	57	54	95%	94.49%
2007	05-08**	54	54	100%	97.23%
2008	05-08**	59	59	100%	97.44%
2009	05-08**	58	58	100%	97.5%
2010	05-08**	69	69	100%	95.3%
2011	05-08**	65	63	96.92%	94.16%
2012	05-08**	67	67	100%	97.19%
2013	05-08**	66	66	100%	96.57%
2014	05-08**	73	73	100%	95.61%
2015	05-08**	81	81	100%	93.86%
2016	05-08*	76	75	98.68%	87.78%**

**05-08 is equal to the May-Aug time period. NAPLEX changed to computerized testing and thus the students can take the test any time after all application information has been submitted. Reports are generated every quarter to the state board.

** ** 11-1-2015 the NAPLEX Blueprint and passing standards were revised.

Program: Physical Therapy
 University: University of South Dakota
 Degree: DPT
 Examination Title: National Physical Therapy Board Exam
 Organization/Agency: Federation of State Board of Physical Therapy

Year	Number of USD Writers	Number USD Writers Passed	% Total USD Writers Passed	National % Pass Rate	US Accredited Program % Passed
2010	26	26	100.00%	89.52%	
Retesters*	0	0	N/A	70.17%	
Overall	26	26	100.00%	88.51%	88.51%
2011	25	25	100.00%	91.24%	
Retesters*	0	0	N/A	72.73%	
Overall	25	25	100.00%	91.11%	91.11%
2012	26	25	96.15%	88.80%	
Retesters*	1	1	100.00%	63.62%	
Overall	27	26	96.30%	86.86%	86.86%
2013	25	25	100%	90.94%	
Retesters*	0	0	NA	66.04%	
Overall	25	25	100%	90.51%	90.51%
2014	26	26	100%	92.29%	
Retesters*	0	0	NA	66.42%	
Overall	26	26	100%	92.35%	92.35%
2015	25	25	100%	91.3%	
Retesters*	0	0	NA	N/A**	
Overall	25	25	100%	98.3%	98.3%
2016	24	24	100%	94.3%	
Retesters*	0	0	NA	N/A**	
Overall	24	24	100%	95.3%	95.3%
2010-2016	177	176	99.45%	90.68%	
Retesters*	1	1	100%	N/A**	
Overall	178	177	100%	91.27%	91.27%

* Includes 1st and subsequent retesters

** Information not available from the FSBPT

Program: Physician Assistant Studies
 University: University of South Dakota
 Degree: MSPAS (approved 2003)
 Examination Title: PANCE (Physician Assistant National Certifying Exam)
 Organization/Agency: NCCPA (National Commission on Certification of Physician Assistants)

Year	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2010	21	21	100%	94.00%
Retakes	0	0	N/A	88.00%
2011	20	17	85%	91.00%
Retakes	3	3	100%	87.00%
2012	19	18	94%	93.00%
Retakes†	1	0	N/A	88.00%
2013	19	16	84%	94.00%
Retakes†	3	2	67%	91.00%
2014	22	21	95%	95.00%
Retakes	1	1	100%	N/A*
2015	25	23	92%	96.00%
Retakes	2	2	100%	N/A
2016*	23	22	96%	Available in 2017
Retakes			N/A	N/A
2010-2016	149	138	93%	93.8%
Retakes**	10	8**	80%	

† 2012, 2013 retakes One student didn't retake in each class
 * 2016 At time of this report 1 student had not retested
 N/A National retest % no longer available.
 ** 2010-16 Retakes Three students yet to retake (not included in calculation)

Program: Respiratory Care
 University: Dakota State University
 Degree: AS/BS
 Examination Title: NBRC Entry Level Examination
 Organization/Agency: National Board for Respiratory Care (NBRC)

Year	Type	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2003	New	6	5	83%	66%
	Retesters	4	1	25%	26%
2004	New	15	10	67%	66%
	Retesters	7	5	71%	26%
2005	New	13	11	85%	79%
	Retesters	2	2	100%	29%
2006	New	12	12	100%	79%
	Retesters	0	NA	NA	NA
2007	New	18	14	78%	79%
	Retesters	9	4	44%	29%
2008	New	19	17	89%	79%
	Retesters	2	2	100%	29%
2009	New	20	18	90%	79%
	Retesters	3	2	67%	29%
2010	New	13	11	85%	78%
	Retesters	1	1	100%	25%
2011	New	15	15	100%	78%
	Retesters	1	0	0%	25%
2012	New	20	20	100%	79%
	Retesters	1	0	0%	26%
2013	New	15	12	80%	79%
	Retesters	6	4	67%	26%
2014	New	17	15	88%	80%
	Retesters	2	1	50%	26%
2015	New	17	16	94%	80%
	Retesters	1	1	100%	31%
2016	New	19	19	100%	82%
	Retesters	0	NA	NA	NA
2012-2016	New	88	82	93%	80%
	Retesters	10	6	60%	31%

Program: Social Work
 University: University of South Dakota
 Degree: B.S.
 Examination Title: South Dakota Social Work Licensing Examination
 Organization/Agency: Association of Social Work Boards (ASWB)

Year	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2010	14	13	93%	78%
Retesters*	0	0	N/A	33%
Overall	14	13	93%	69%
2011	11	10	91%	78%
Retesters*	1	1	100%	38%
Overall	12	11	92%	71%
2012	9	7	78%	77%
Retesters*	2	2	100%	37%
Overall	11	9	82%	70%
2013	12	11	92%	78%
Retesters*	0	0	N/A	35%
Overall	12	11	92%	71%
2014	7	4	57%	78%
Retesters*	4	1	25%	38%
Overall	11	5	45%	71%
2015	11	10	91% ¹	78%
Retesters*	3	2	67%	41%
Overall	14	12	86%	71%
2016	-	-	-	N/A
Retesters*				
Overall				
2010-2015	64	55	86%	78%
Retesters*	10	6	60%	37%
Overall	74	61	82%	59%

NOTE: The ASWB allows for the release of pass rate data to graduates' respective social work program. This is a recent practice, thus rates are available beginning with the 2010 reporting cycle (2009 graduates).

Association of Social Work Boards does not place emphasis on bachelor's programs because many jurisdictions do not license BSW-level social workers. USD's B.S. in social work graduates about 30 students/year. The numbers presented above reflect a small percentage of the graduates from the program. The undergraduate faculty will incorporate more testing in courses to acclimate students to timed testing situations. In addition, the program will begin to offer graduating seniors a licensing test workshop, which will better prepare them for the baccalaureate social work examination.

¹ A member of the social work faculty affiliated with the ASWB conducted licensing preparation workshops for BSSW students. This may account for a rebound in scores this past year.

2016-2017: Data is not yet available.

* Includes 1st and subsequent retesters

Program: Social Work
 University: University of South Dakota
 Degree: Master of Social Work (M.S.W.)
 Examination Title: South Dakota Social Work Licensing Examination
 Organization/Agency: Association of Social Work Boards (ASWB)

Year	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2010	N/A	N/A	N/A	N/A
2011	N/A	N/A	N/A	N/A
2012	9	9	100%	84%
Retesters*	0	0	N/A	35%
Overall	9	9	100%	72%
2013	7	6	86%	82%
Retesters*	0	0	N/A	31%
Overall	7	6	86%	71%
2014	19	16	84%	82%
Retesters*	1	1	100%	33%
Overall	20	17	85%	71%
2015	24	19	79% ²	81%
Retesters*	1	1	100%	29%
Overall	25	20	80%	69%
2016	-	-	-	N/A
Retesters*	-	-	-	-
Overall	-	-	-	-
2010-2015	59	50	85%	82%
Retesters*	2	2	100%	32%
Overall	61	52	85%	71%

NOTE: The ASWB allows for the release of pass rate data to graduates' respective social work program. This a recent practice, thus rates are available beginning with the 2013 reporting cycle (2012 graduates).

² Variation in scores from 2014 to 2015 is not statistically significant

2016-2017: Data is not yet available.

* Includes 1st and subsequent retesters

Program: Social Work
 University: University of South Dakota
 Degree: Master of Social Work (M.S.W.) – Clinical Examination³
 Examination Title: South Dakota Social Work Licensing Examination
 Organization/Agency: Association of Social Work Boards (ASWB)

Year	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2010	N/A	N/A	N/A	N/A
2011	N/A	N/A	N/A	N/A
2012	N/A	N/A	N/A	N/A
Retesters*	N/A	N/A	N/A	N/A
Overall	N/A	N/A	N/A	N/A
2013	N/A	N/A	N/A	N/A
Retesters*	N/A	N/A	N/A	N/A
Overall	N/A	N/A	N/A	N/A
2014	1	0 ⁴	0%	78%
Retesters*	0	0	0%	38%
Overall	1	0	0%	67%
2015	3	3	100%	76%
Retesters*	2	1	50%	35%
Overall	5	4	80%	64%
2016	-	-	-	N/A
Retesters*	-	-	-	-
Overall	-	-	-	-
2010-2015	4	3	75%	77%
Retesters*	2	1	50%	37%
Overall	6	4	67%	66%

NOTE: The ASWB allows for the release of pass rate data to graduates' respective social work program. This a recent practice, thus rates are available beginning with the 2013 reporting cycle (2012 graduates).

³ The Clinical Examination is taken by graduates who have completed a minimum of two years of full-time, appropriate supervised post-MSW employment as a licensed social work at the Certified Social Worker (CSW) level. Upon successful completion of the test and other requirements, the individual then receives the designation as a Certified Social Worker in Private or Independent Practice (CSW-PIP). In 2014, only one MSW Program graduate took the Clinical Exam and did not pass. In 2015, 3 individuals took the Clinical Exam for the first time and passed it. Two individuals re-took the exam, and one passed; the other did not. We do not know if the individual who took and failed the test in 2014 was one of the two people who retook the exam in 2015. Department faculty will reach out to MSW program graduates and invite them to participate in the licensing preparation workshop offered each spring semester. Test preparation will include the Clinical Exam.

⁴ The first cohort of MSW students graduated in 2012. Because it takes a minimum of 2 years for graduates to become eligible to take the Clinical Exam, we would expect to begin to see scores in the ASWB report show up in 2016 and thereafter. Unless a graduate wants to engage in private or autonomous practice, the advanced clinical license is not required. This may account for the small number of graduates taking the exam.

2016-2017: Data is not yet available.

* Includes 1st and subsequent retesters

Program: Speech Pathology
 University: University of South Dakota
 Degree: MA
 Examination Title: National Examination in Speech Language Pathology
 Organization/Agency: American Speech and Hearing Association (ASHA)

Year	Number of Writers	Number Passed	% Total Writers Passed	National % Passed*
2009	16	16	100.00%	N/A
2010	24	22	91.70%	N/A
2011	25	23	92.00%	N/A
2012	25	25	100.00%	86.40%
2013	25	25	100.00%	89.50%
2014	28	26	92.86%	90.1%
2015	35**	33	94.3%	84.8%
2016	23	20	87%	Not yet available
2009-2016	201	190	94.5%	N/A

*National pass rates were not available until 2012. Average national pass rate is 75-85%; accreditation standards desire three-year average pass rate of 80%, which USD students consistently exceed.

**The higher number of graduates taking the Praxis in 2015 reflects the graduation of our second and final distance cohort along with our on-campus students.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – Q

DATE: December 6-8, 2016

SUBJECT: International Activities Annual Report

The Annual International Activities Report provided by each of the universities includes a summary of campus activities, an overview of administrative structure/support for international study, specific goals/objectives for international study especially as these are integrated into programs offered, key initiatives underway, and other related information. The annual report on international programs also provides historical information on participation by faculty and students.

- Black Hills State University (*Attachment I, pg. 2*)
- Dakota State University (*Attachment II, pg. 12*)
- Northern State University (*Attachment III, pg. 16*)
- South Dakota School of Mines & Technology (*Attachment IV, pg. 29*)
- South Dakota State University (*Attachment V, pg. 37*)
- University of South Dakota (*Attachment VI, pg. 48*)

INFORMATIONAL ITEM

BLACK HILLS STATE UNIVERSITY

International Relations and Global Engagement Annual Report 2015-2016

EXECUTIVE SUMMARY

Black Hills State University made great strides this year in increasing internationalization on campus. Highlights include:

International Students and Services:

- 15% increase in degree-seeking students
- 31% increase in new countries represented (from the previous year)
- 11% of international students are student athletes
- 33 Students were from partner university/programs
- 400% increase in language translations for our updated international view book

Study Abroad:

- 317% increase in study abroad enrollment for credit
- 300% increase in faculty-led programs abroad for credit
- 100% increase in international service learning program for credit
- 200% increase in USA Veterans abroad from the previous year taking credit
- 400% increase in BHSU students presenting research internationally (from the previous year)

University Honors Program Collaboration

- Establishment of the International University Scholar Program for Honors students with an international experience.
- Establishment of new Honors/International Suite and adjoining director space in high-traffic area
- 1st International Research Scholar designated
- 1st graduation of 2 International University Scholars
- 700% increase in International University Scholar participants
- Hundreds of opportunities for international/honor student integration

Awards

- South Dakota Board of Regents Organizational Leadership Award – International Student Organization
- Black Hills State University Excellence in Leadership Award – Kie Tatsukawa (International Office Staff)
- Black Hills State University Outstanding Program – Curiosity Week as a collaboration between International Student Organization, International Relations and Global Engagement office and a number of other campus organizations and offices.
- CBYX Scholarship (full year scholarship in Germany) Carissa Hauck
- USA Peace Corps Selection – Courtney Gross (graduate December 2015)
- JET Program Selection – Tamara Schoenberger (graduate May 2016)
- National Institute for Nuclear Physics, Catania section – Rachel Williams (Summer Paid Internship/Scholarship)

I. MISSION, VISION, GOALS

Black Hills State University is a master's level university that promotes excellence in teaching and learning; supports research, creative and scholarly activities and provides service to the state, region, nation and global community. BHSU provides innovative, high quality undergraduate (associate and baccalaureate) programs in the arts, humanities, education, behavioral sciences, mathematics, social sciences, natural sciences, business and technology as well as selected disciplines of strength at the graduate level. Black Hills State University is the only comprehensive University in western South Dakota.

Black Hills State University will be recognized as an innovative, high-quality University in the Black Hills region, the state, the nation, and the world.

The Office of International Relations & Global Engagement (IRGE) is charged with the development, growth and sustainability of a global campus community. This charge is currently carried out by way of five strategic initiatives on both the Spearfish and Rapid City campuses:

1. Recruitment of degree seeking international students;
2. Recruitment of international and domestic students to participate in bilateral exchanges, independent study abroad experiences and/or service learning programs which facilitate global understanding;
3. Develop and maintain Memorandum of Understandings (MOUs) which link BHSU with partner universities abroad;
4. Development of opportunities for BHSU faculty and staff to participate in visiting professor, visiting researcher, or visiting staff exchange programs in addition to other collaborative service and scholarly activities;
5. Create and maintain strategic collaborations on campus and in the local communities to integrate internationalization into the fabric of daily life.

These initiatives with their accompanying programming have been developed to fulfill this institution's mission to establish a global campus community. This Office positions BHSU with partner universities in Asia, Europe, and Africa as an innovative high quality university.

II. STAFF/REPORTING STRUCTURE

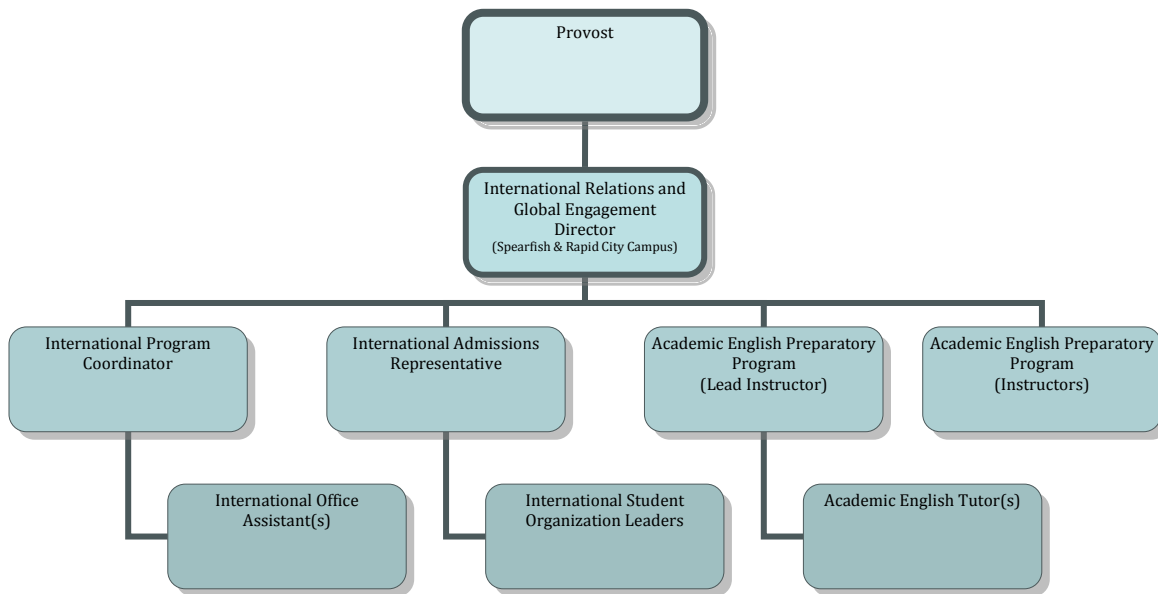
Education Abroad: The Office of International Relations & Global Engagement (IRGE) is the responsible entity at BHSU to oversee student, faculty and staff activities in foreign countries. These activities include student study abroad, research, international service learning programs and faculty/staff/student exchanges. A focus and priority is given to credit-bearing opportunities.

International Student Services: Various departments at BHSU (on both campuses) provide services for our international students just as they do for domestic students. However, the IRGE serves as the liaison between our international student population and the service delivery entities devoted to delivering services to all students. Furthermore this area assures that students are meeting the requirements of both the US government and the SDBOR for international students.

Academic English Preparation Program (AEPP): The International Relations and Global Engagement office (IRGE) provides management for the Academic English Preparation Program (AEPP) which was developed under the leadership of former director, Dr. James Fleming. This program provides the first educational step for international students whose English proficiency score is a few points below the admission requirements established by BHSU and approved by the

South Dakota Board of Regents (SDBOR) or for students who prefer to have intensive English study for a study abroad experience.

The office has experienced some transition in this year. Dr. Katherine Wildman completed her first year as director of the office. In cooperation with BHSU administration, several strategic changes were implemented including the hiring of a full-time International Student Recruiter and the move to hire an Academic English Preparatory Program (AEPP) instructor(s) as needed depending on the enrollment of the AEPP program, rather than a full-time AEPP Associate Director. This move should help boost overall international student enrollment in addition to AEPP enrollment. The current office staff use the following structure:



III. INTERNATIONAL EDUCATION SUPPORT/ACTIVITIES

The Office of International Relations and Global Engagement

- **Office of International Relations and Global Engagement Programming**
 - International Student Community Fair BBQ
 - Downtown Friday Nights Booth: intended to create conversations between international students and the local Spearfish community.
 - Tutoring Program: Students attended personalized conversation and tutoring sessions with English-speaking students who were paid by the AEPP program.
 - Friendship Family: Students experienced American home life by connecting with local Spearfish families.
 - New Student Orientation Spring Semester: Orientation session for new international students covering immigration status, campus policies, academic policies, services offered, and safety procedures.
 - Commencement Ceremony: Awards ceremony for the students who successfully completed the 16 week Academic English Preparation Program.
 - 4 Pinning Ceremonies: At the beginning and end of each semester students participate in a ceremony welcoming them to the campus and for those that are departing, presenting them with a special BHSU alumni gift. Participants included, students and international staff members in addition to BHSU Administrators (President, Provost and All Deans) and other Department chairs, faculty and staff. Awards were presented for relevant accomplishments.
 - Honors/International Collaborative programs including a welcome breakfast at the beginning of each semester, presentations to both international and honors students, and recruitment of honors

students for study abroad and international service learning programs including encouraging students to attend weekly Geek Speaks lectures.

- Classroom visits to promote study abroad and global competencies.
- Faculty and Staff Programming and Orientation sessions regarding working with International Students in the classroom and advising for study abroad opportunities.
- Study Abroad Fair: Available to introduce students to a variety of study abroad options available to BHSU students.
- **Student Organizations**
 - International Student Organization (ISO). All international students and many domestic students are members.
 - Green and Gold Orientation Days: Masquerade Ball
 - Swarm Days Parade: Students decorated a float and marched in BHSU's homecoming parade
 - International Food Festival November: Students prepared foods from their home countries and served them to domestic students, staff members, and faculty of BHSU
 - 8 Coffee and Conversation: the International Student Organization held weekly coffee, game, presentation and conversation time on campus.
 - Curiosity Week: a week-long event of co-programming with 8 other campus organizations and departments to encourage saying "Yes" to opportunities and learning and combating fear. The culminating event was the Say Yes! Conference with key note speaker.
 - Student Organization Fair
 - Cultural-Expo collaboration with the ISO at the South Dakota School of Mines
 - Writing Slam (with English Club): Favorite place in the world
 - Mt. Rushmore & Crazy Horse trip
 - Rolling Around the Rink: Collaboration with Campus Activities Board
 - 2 Karaoke Nights: Music connecting people around the world
- **Alumni activities**
 - International student graduates from BHSU frequently visit their high schools to speak about BHSU and to leave brochures.
 - Endorsing all graduates and alumni of BHSU as ambassadors before their departure including a special speech by the Alumni Director.
- **Other Global Learning Opportunities**
 - Service Learning Faculty-led trip to Philippines (Interdisciplinary)
 - Faculty-led trip to Germany (Business)
 - Faculty-led trip to Zambia, South Africa, Botswana and Zimbabwe (Business)
 - Faculty-led trip to Italy (Physics)
 - Faculty-led trip to Botswana (Science)
 - Faculty/Staff Delegation to Philippines (Interdisciplinary)
 - Faculty/Staff Delegation to Botswana (Interdisciplinary)
 - Staff Delegation to China (Interdisciplinary)
- **Specific Academic Courses**
 - International Service Learning Program – Philippines (EXPL 499/599)
 - International Business Course
 - International Research Course
 - Cultural Origins Native American Courses
- **Dual Degree Programs**
 - (2008) Sichuan Normal University, Chengdu, China
 - (2015) Baoding University MOU logistics (in progress)
 - (2015) Jianghang University MOU logistics (in progress)
 - (2015) China Three Gorges MOU logistics (in progress)
 - (2015) Botho University MOU logistics (in progress)

IV. PROGRAM DETAIL/SUPPORT/DATA: EDUCATION ABROAD

BHSU History of Memoranda of Understanding with Exchange Agreements Countries/Universities

- **Botswana**
 - (2015) Botho University
- **France**
 - (2010) IDRAC, Lyon, France
- **Germany**
 - (2013) Aalen University, Aalen, Germany
- **Lithuania**
 - (2008) renewed (2013) Vytautas Magnus University, Kaunas, Lithuania
- **Mongolia**
 - (2010) Global Leadership University, Ulaanbaatar, Mongolia
- **Peoples Republic of Korea (South Korea)**
 - (2013) Konkuk University
 - (2013) Soongsil University
 - (2008) renewed (2013) Kyung Hee University, Seoul, Korea
 - (2013) Konkuk University, Seoul, Korea
 - (2012) Yeungnam University
 - (2012) Daegu University
 - (2012) Hanyang University
 - (2012) Dongguk University
- **Peoples Republic of China**
 - (2015) Baoding University
 - (2015) Jianghang University
 - (2015) China Three Gorges University
 - (2008) Sichuan Normal University, Chengdu, China
 - (2009) Chengdu Institute Sichuan International Studies University, Chengdu, China
- **Poland**
 - (2012) Kozminski, Warsaw, Poland
- **Slovenia**
 - (2012) University of Ljubljana, Ljubljana, Slovenia
- **Spain**
 - (2001) CEGRI, Granada, Spain
 - (2013) Universitat Jaume1, Castelló, Spain
- **United States of America (USA)**
 - (2008) University of Nebraska Kearney, Kearney, Nebraska

International Exchange Program Activities Report for MOU Universities

2015-2016

Summer 2015, Fall 2015, Spring 2016

Participants Per Year

Location	Year MOU Began	Year	Total # Faculty	Faculty To	Faculty From	Total # Students	Students To	Students From
Lithuania	2008	2007-2008	4	2	2	0	0	0
		2008-2009	3	3	0	3	1	2
		2009-2010	0	0	0	1	0	1
		2010-2011	0	0	0	2	0	2
		2011-2012	0	0	0	2	0	2
		2012-2013	0	0	0	1	0	1
		2013-2014	0	0	0	2	1	1
		2014-2015	0	0	0	2	0	2
		2015-2016	0	0	0	1	0	1
China	2010	2009-2010	1	0	1	0	0	0
		2010-2011	0	0	0	0	0	0
		2011-2012	0	0	0	0	0	0
		2012-2013	0	0	0	0	0	0
		2013-2014	0	0	0	1	0	1
		2014-2015	0	0	0	6	4	2
		2015-2016	0	0	0	6	4	2
Mongolia	2010	2009-2010	0	0	0	0	0	0
		2010-2011	0	0	0	0	0	0
		2011-2012	0	0	0	0	0	0
		2012-2013	0	0	0	0	0	0
		2013-2014	0	0	0	1	0	1
		2014-2015	0	0	0	0	0	0
		2015-2016	0	0	0	0	0	0
France	2010	2009-2010	0	0	0	0	0	0
		2010-2011	0	0	0	4	1	3
		2011-2012	0	0	0	4	2	2
		2012-2013	0	0	0	2	0	2
		2013-2014	0	0	0	1	0	1
		2014-2015	0	0	0	1	0	1
		2015-2016	0	0	0	0	0	0
South Korea	2008	2007-2008	0	0	0	8	5	3
		2008-2009	0	0	0	2	2	0
		2009-2010	0	0	0	5	5	0
		2010-2011	0	0	0	0	0	0

		2011-2012	0	0	0	5	5	0
		2012-2013	0	0	0	3	0	3
		2013-2014	0	0	0	2	1	1
		2014-2015	0	0	0	1	1	0
		2015-2016	0	0	0	2	2	0
Poland	2012	2012-2013	0	0	0	0	0	0
		2013-2014	0	0	0	0	0	0
		2014-2015	0	0	0	0	0	0
		2015-2016	0	0	0	0	0	0
Spain	2013	2012-2013	0	0	0	3	3	0
		2013-2014	0	0	0	1	1	0
		2014-2015	0	0	0	1	1	0
		2015-2016	0	0	0	1	1	0
Slovenia	2012	2011-2012	0	0	0	0	0	0
		2012-2013	0	0	0	0	0	0
		2013-2014	0	0	0	0	0	0
		2014-2015	0	0	0	1	0	1
		2015-2016	0	0	0	0	0	0
Germany	2013	2013-2014	0	0	0	0	0	0
		2014-2015	0	0	0	1	0	1
		2015-2016	0	0	0	0	0	0
TOTAL			8	5	3	76	40	36

Study Abroad and Exchange Initiatives (11 countries & 52 personal student, faculty and staff international experiences)

	Country	# of Participants
1	Argentina	1
2	Botswana	4
3	Canada	1
4	China	5
5	Costa Rica	1
6	Germany	5
7	Italy	11
8	Philippines	17
9	South Korea	2
10	Spain	1
11	Zambia	4
	Total	52

V. PROGRAM DETAIL/SUPPORT/DATA: INTERNATIONAL STUDENTS AND SERVICES

Basic and campus-specific services

- All BHSU services are specifically developed and oriented toward the success of both domestic and international students, except for the Academic English Preparation Program (AEPP) which was developed to address international student English language needs. This Program provides ongoing tutoring for all international students at no charge for the duration of their studies at BHSU.
- The International Relations and Global Engagement office has a lounge which is devoted toward the development of domestic and international student activities and friendship development in addition to strategic placement near the University Honors Program lounge for organic interactions between students.

New Initiatives (recruiting, admissions, services)

- Establishment of a new office Space, designated Honors/International Lounge area and adjoining Director office.
- BHSU Business Administration Program now has AACSB accreditation which therefore makes this program very marketable. Strategic marketing and personal visits were important in communicating this new designation.
- Report on use of Agents: BHSU does not use agents to recruit. Occasionally an agent will send BHSU students but we do not pay for these services. This will change in the coming years.
- Visiting with USA Consulate offices (and Education USA offices) in China and Botswana to help foster enrollment.
- Development of online view book
- Translation of online view book into five languages
- New Enrollment management system and use in sending materials to students
- New International Student handbook
- New Weekly Newsletter to International Students
- New International Office Manual with official documentation of office protocols and procedures
- Establishment of new International courses
- New International Crisis and Emergency management protocol for response and evacuation.
- New Recruitment videos for study abroad sites (Philippines and Lithuania)

Total International Students Undergraduate

	Degree	Non-Degree
Spring 2016	37	17
Fall 2015	32	20

New International Students Undergraduate

	Degree	Non-Degree
Spring 2016	5	11
Fall 2015	9	12

Countries Represented by International Students (31)

Australia	Iceland	Nigeria
Cameroon	India	Pakistan
Canada	Indonesia	Scotland
China	Jamaica	Slovenia
Denmark	Japan	South Korea
Dominica	Lithuania	Switzerland
Finland	Madagascar	Turkey
France	Mexico	Ukraine
Germany	Monaco	Vietnam
Ghana	Mongolia	
Hong Kong (China)	Nepal	

International Student majors by discipline

Major	# of students
Bachelor of General Studies	1
Business Administration	16
Biology	4
Chemistry	1
Corporate Communication	3
Elementary Education	1
Exercise Science	3
Mass Communication	1
Physical Education	1
Political Science	1
Pre-Nursing Studies	2
Professional Accountancy	1
Psychology	1
Social Science	1
Master's in Business Administration	9
Master's in Integrative Genomics	2
Total	48

Curricular Practical Training: 1 student**Optional Practical Training: 2 students**

Dakota State University International Activities Report Summer 2015-Spring 2016

I. MISSION, VISION or GOALS

- Mission: DSU provides learning that integrates technology and innovation to develop graduates ready to contribute to local, national, and global prosperity.
- Vision: Building upon its distinctive mission, DSU will become:
 - The university of choice for those seeking a student-centered institution that offers innovative programs grounded in teaching, research, technology, scholarship, and service excellence.
 - An academic community that serves as an economic engine in local, national, and global markets.
 - A campus recognized for its achievements in continuous quality improvement.

II. STAFF/REPORTING STRUCTURE

- Jacy Fry, PDSO, Director of International Programs
- Amber Alfson, DSO, Secretary
 - International Programs reports to the VP of Academic Affairs

III. INTERNATIONAL EDUCATION SUPPORT/ACTIVITIES

- Assistant Professor, Dr. Deb Tech, and Jacy Fry participated in the Magellan Exchange Annual Coordinators Conference at Anyang University in Anyang, South Korea and visited a few international high schools and potential partner: Dongseo University in Busan.
- The International Club and International Programs hosted:
 - Fall Potluck/Picnic, October 2015
 - International Club trip to Kansas City, MO 2015
 - International Education Week, November 2015
 - International Employment Q&A, A Taste of the World, Culture Tables, Study Away Student Panel, Service Learning in Belize Faculty Development Session, International Game Night, and The Dialogue
 - Chinese New Year Celebration, February 2016
 - End of the Year Potluck/Picnic, May 2016
- The International Advisory Group was established in spring 2015 to help guide the Internationalization of Dakota State University and advise the IPO. Representation from across campus includes: Arts & Sciences, Business & Information Systems, Education, Student Support/Wellness, Business Office, Registrar's Office, and the Graduate School.

IV. PROGRAM DETAIL/SUPPORT/DATA: EDUCATION ABROAD/STUDY AWAY

- Faculty-Led Programs
 - Assistant Professor, Deb Tech, led six students on a short-term Marketing and Spanish program to Panama in December 2015.
 - Adjunct Instructor, Sue Filler, led 11 students on a short-term, Education service learning program to Belize in March 2016. Dr. Crystal Pauli and Dr. Vicki Sterling also accompanied the program.
 - Professor, Alan Montgomery, led four students on a short-term Art program to Florence, Paris, and Rome.

**DSU students study away via two exchange consortia and program affiliates highlighted in section VI.

V. PROGRAM DETAIL/SUPPORT/DATA: INTERNATIONAL STUDENTS

- The International Programs Office is responsible for:
 - Recruitment, admission of, and academic advising for all F-1 international undergraduate students following 8 CFR 214.2(f).
 - Immigration, employment, and cultural advising for all F-1 international students following 8 CFR 214.2(f).

(I-20 issuance; visa guidance; immigration/status advising; monitoring and reporting full-time student status; address updates; work authorization and advising on OPT & CPT; travel regulations; guidance and paperwork for dependents; mandatory health insurance enrollment, waivers/exemptions, and immunization compliance; airport pick-up; temporary and long-term housing assistance; social security; driver's license; banking; cell phone; orientation; cultural adjustment and acclimation; undergraduate academic advising; employment advising.)

- Dakota State University became a member of AIRC (American International Recruitment Council) (December 2014) and has two signed *Representative Agreements* with the following Agents, all of whom are members of AIRC:

GeeBee Education Pvt. Ltd.	Mumbai, India	February 2015
Index Education Services	Shanghai, China	March 2015
Edwise Foundation	Kathmandu, Nepal	June 2015
The Professional Network – TPNL	Dhaka, Bangladesh	July 2015

Total Headcount for F-1 students:

	Fall 2015	Spring 2016
Total # of F-1 Graduate Students	65	52
New F-1 Graduate Students	15	7
Total # of F-1 Undergraduate Students	19	20
New F-1 Undergraduate Students	5	3
Total # of F-1 Non-Degree-Seeking Students	1	0
New F-1 Non-Degree-Seeking Students	1	0
Optional Practical Training (OPT) - Undergraduate	0	0
Optional Practical Training (OPT) – Graduate	37	51

	Fall 2015	Spring 2016
Australia		
Bangladesh	2	1
Belgium	1	0
Brazil	1	1
Canada	4	4
China	4	4
Colombia	1	1
Congo	1	1
Egypt	1	1
Germany	1	2
Ghana	0	1
India	44	30
Jordan	4	4
Japan	1	1
Kenya	1	

Korea	1	1
Nigeria	3	4
Nepal	7	7
Pakistan	2	2
Saudi Arabia	4	4
Sri Lanka		1
Ukraine	1	1
Zambia	1	1
Total:	85	72

	Fall 2015	Spring 2016
BBA.MGMT	1	2
BBA.MKTG	1	1
BGS.GENS	1	2
BS.BLIS		1
BS.CGD	1	1
BS.CONS	1	
BS.CSC	2	2
BS.CYOP	2	2
BS.DAD	5	6
BS.EXSC	1	1
BS.INFS	2	1
BSED.ENGL	2	1
DSC.INFS	14	13
DSC.INFS-ANDS	1	1
DSC.INFS-IACS	1	1
MS.ACSC	1	1
MS.ANLT	5	5
MS.HINF	4	2
MS.INFA	3	4
MS.INFO	36	15
MS.INFS-APDV		1
MS.INFS-DMGT		7
MS.INFS-GEN		2
Magellan Exchange Student	1	
Total:	85	72

VI. EXCHANGES/MOU's

- National Student Exchange (Fall 2012)

Plan A – Pay in-state tuition to home host campus

Plan B – Pay tuition to home campus

By Number of Terms	Outbound A	Outbound B	Inbound A	Inbound B
2012-2013	3	2		
2013-2014		2	2	2
2014-2015	2	3		
2015-2016	5	0		
Total:	10	7	2	2

- Magellan Exchange (Fall 2013)

Students pay their tuition to their home institution

By Number of Terms	Inbound	Outbound
2013-2014	3	2
2014-2015	3	1
2015-2016	1	5
Total:	7	8

- Tamagawa University, Japan (1980)
 - DSU hosted 10 Japanese students for the 34th annual Summer Study Program in 2015. Students studied English and also learned about US and South Dakota culture through various excursions and in-class experiences. All students participated in a home-stay, living with local families in Madison and surrounding communities. The program ended with a traditional trip to the Badlands and Black Hills.
- Arab Academy for Science, Technology, and Maritime Transport, Egypt (2010)
- Shanghai Jianqiao University, China (2012)
- International Studies Abroad (2011)
 - Two students studied Japanese for the summer of 2015 in Beppu, Japan using our affiliation agreement with ISA.

VII. SYSTEM-WIDE COLLABORATION

We continue to market our short-term faculty-led programs to the other Regental school.

The international educators of the Regental system continue to work closely on student health insurance, institutional and Board policies, federal regulations, and best practices within our field. We are currently developing our studysouthdakota website.

Northern State University
1200 South Jay Street
Aberdeen, SD 57401
International Activity Report – FY 16
August 2016

Mission and Vision of Northern State University

Mission: The legislature established Northern State University to meet the needs of the State, the region, and the nation by providing undergraduate and graduate programs in education and other courses or programs as the Board of Regents may determine. (SDCL 13-59-1)

The Board implemented SDCL 13-59-1 by authorizing graduate and undergraduate programs in education to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and the nation. The Board approved a special emphasis on E-learning in the university curriculum and service.

Vision: Northern State University will be a nationally-recognized, student-centered institution committed to academic and extracurricular excellence, providing high quality programs, cutting-edge technology, and global learning opportunities in a beautiful Midwestern setting.

How International Education Fits the Mission and Vision: Five strategic priorities were established as a part of the 2010 Northern State University Strategic Plan. One of those strategic priorities focused on preparing students for success in an ever-increasing global culture by coupling a solid foundation in critical thinking and communications with international learning opportunities and up-to-date technologies (Northern State University Strategic Plan; August 16, 2010). NSU has worked to accomplish this by expanding international recruiting efforts and engaging the international students in all aspects of Northern's campus life. It has also focused a great deal of time and attention on education abroad. Faculty are encouraged to present scholarly research internationally, complete a faculty exchange, teach at one of Northern's partner institutions, or lead an educational trip abroad.

Northern State University also houses the Center of Excellence in International Business and Entrepreneurship, the only such center in the State of South Dakota. It is imperative that students who are a part of the CEIBE Program develop a global perspective through travel abroad and by engaging with international students who are studying on Northern's campus. This is also important when preparing students for their professional lives, regardless of the profession. With the ever-increasing focus on technology to access and engage with people from around the globe and with multinational companies/organizations, it is even more important that Northern graduates have a holistic understanding of the impact of globalization in all aspects of their life.

International Staff and Reporting Structure

The Office of International Programs at Northern State University coordinates all international activities. This includes international recruiting, faculty-led programs, new student orientation and support services for international students, study abroad, partnership agreements and working with international partners, teaching English as a Second Language (at Molded Fiber Glass of South Dakota and in the Aberdeen community) and the Academic English Program.

The staff of the Office of International Programs consists of the following:

- Dr. Connie Ruhl-Smith, Director of Special Initiatives and Director of International Programs; reports to the Provost and Vice President for Academic Affairs. Dr. Leigh Neys will be replacing Dr. Ruhl-Smith on August 22, 2016.
- Student Services
 - International Student Coordinator: Ms. Stacey Schmidt
 - International Recruiter: Ms. Ioana Hojda
 - Program Assistant: Ms. Heidi Hepola
- Education/Study Abroad: Ms. Jennifer Bengs (half-time); began on May 23, 2016
- Academic English and English as a Second Language Programs
 - Director/AEP Instructor: Ms. Tara Arntsen
 - AEP Instructor: Ms. Rebecca Palmer
 - AEP Instructor: Mr. Joseph Slick
 - ESL Instructor: Dr. Bruce Brown (on-site at MFG)
 - ESL Instructor: Mr. Darrin Hetrick (on-site at MFG)
 -
- Confucius Institute/Northern State University
 - Dr. Greg DePies, Director
 - Yan Chen, Associate Director
 - Liu Min, Instructor
 - Xingqin Zhang, Instructor
 - Xin Wang, Program Assistant

International Education Support and Activities

University Collaboration

Collaboration with departments and program areas campus-wide is essential to the success of study abroad initiatives. The study abroad coordinator works closely with all academic departments and program areas, as well as the professional academic advisors that staff these areas; the Office of the Registrar; Student Financial Aid Office; and the Finance Office, to make the process of study abroad run smoothly. The Study Abroad Coordinator works closely with the Office of Online and Continuing Education to encourage, support and market faculty-led trips abroad. Northern State University implemented an International Travel Committee that meets to discuss faculty-led proposals, so as to provide feedback to faculty members leading these trips. This committee also vets student applications for Boren, Gilman, and Fulbright scholarship proposals, so as to provide feedback and assistance as the students complete and prepare to submit all required documents.

In order to increment participation and support campus wide, we have been working on increasing awareness on our Office's activities through participations to forums (Library Forum on Recruitment) , departmental meetings, newspaper articles and Facebook posts.

In November 2015 we launched a Facebook page to promote our institution. We began experimenting with post boosts and Facebook ads to expand our reach. The page has more than 1030 fans and it reached more than 80,000 people in our targeted areas, interest and age groups.

In order to ease the work of coordinating the varied study abroad initiatives, the Registrar and the Study Abroad Coordinator have designed a learning agreement. This learning agreement helps the student as he/she works through the process of considering all academic course discussions related to the planned study abroad experience (what courses need to be taken and what will transfer). NSU has also developed a course syllabus that assists with determining course credits assigned during short-term experiences.

Faculty Engagement

An ever-increasing number of faculty members are engaging in faculty-led experiences. This provides students with more opportunities to travel abroad accompanied by faculty members who have organized trips. Specific information regarding the trips that were taken in the summer 2015 and during the academic year will be enumerated below.

At least two faculty members in the School of Business taught courses at partner institutions this past year. For one of the aforementioned, this was his fourth year of teaching courses at Hanyang University in South Korea. In year two, he was asked to deliver the summer commencement address to the students involved in summer graduation at Hanyang University.

Events and Activities

There were 41 countries represented on Northern's campus during the 2015-16 academic year. This provided Northern's international students the opportunity to participate in one of the many international student clubs/organizations. The International Student Club coordinates activities for any/all international students attending NSU. Some of these activities include: a trip to the buffalo round-up; travel to the Mall of America and to a Minnesota Twins baseball game; a trip to Rapid City to visit Mt. Rushmore, a national landmark; Picnic on the Prairie (Ordway Prairie); participation in the Gypsy Days Parade (Northern's homecoming); and numerous on-campus activities.

Other international student organizations include the Korean Student Association, which sponsors Woori, a language learning group; NANTA, a student drum group; and IMPACT, a dance group, as well as various Korean celebrations; the Chinese Student Association, which sponsors a Chinese New Year celebration and a Chinese Moon Festival event; the Saudi Student Club, which sponsors events focused on Saudi Arabian cultural events and activities. All of these international organizations are actively involved in club rush, held at the beginning of the fall semester and Culturefest, NSU's major cultural celebration, incorporating the cultures represented on NSU's campus, the city of Aberdeen and in the region. The international students are strongly encouraged to join other campus clubs/organizations as well.

Some of the 41 countries are represented by only one student from their respective home country. As the number of students representing each of the nationalities increases, so, too, will the number of active international student organizations.

Northern alumni provide support for the international program by serving as friendship families for the international students attending the university. Many of Northern's alumni travel with students and faculty on the faculty-led tours to various countries. Northern maintains an International Alumni Facebook page which enables our international students to remain current on events going on at NSU and update the staff of the International Program office on changes in their lives. The Northern Today Alumni Magazine offers news articles featuring Northern's international graduates. The Northern State University Foundation and the Office of International Programs have been actively engaged in conversations about creating an International Alumni Award. The first such award was presented at the Fall 2015 Alumni Award Banquet during the 100th Anniversary of Gypsy Days celebration.

For the past 22 years, the Center of Excellence in International Business and Entrepreneurship has hosted the Annual International Business Conference in Rapid City, SD. This conference serves as an international venue for scholarly presentations by faculty from Northern and around the globe. In 2015, 14 international faculty from 9 different countries participated in the conference. Students in Northern State's International Business Program, international students, and students in the Honors Program are encouraged to attend this annual fall conference. For the second time in its 22 year history, the International Business Conference offered a dedicated student track for both domestic and international students to present their research, so long as it was co-authored by a faculty member. These and all other presentations were published in the conference proceedings. Representatives from NSU's Confucius Institute partner school – Jinan University – attended the conference and made presentations.

Many cultural events and fairs are hosted throughout the academic year at Northern State University. These provide cultural learning opportunities for students and members of the Aberdeen community. The following activities are held on an annual basis:

- Mini-Culturefest – an introduction to the major Culturefest event, with food tasting, games, and activities
- Gypsy Days International Float – homecoming celebration featuring an international flair
- Culturefest – a large annual celebration of cultural diversity held during fall semester; this event includes food tasting, games and activities, demonstrations, and entertainment; all members of the campus community, as well as the local community and region, are encouraged to participate and/or attend
- Chinese Moon Festival
- Korean Harvest Festival
- Chinese/Korean New Year
- Woori Language Club – teaching Korean to interested faculty, staff and students, as well as members of the Aberdeen community and region

There are myriad academic course offerings in the College of Arts and Sciences, as well as the School of Business, that provide opportunities for students to learn more about global and societal issues of interest.

NSU has dual degree options for students from Capital Normal University in China and Pukyong University and Soonchunhyang University in South Korea.

Academic English and ESL Programs

Northern's Academic English Program (AEP) supports and assists international students, who need to enhance their English language proficiency. The mission of AEP is to provide students, for whom English is not their first language, with a challenging English language program that prepares them to succeed in an academic degree program, at either the undergraduate or graduate level, at a U.S. college or university. The program consists of three levels, with a total of 12 credit hours (18 clock hours) or 5 classes offered at each level. Classes include reading, writing, listening and speaking, grammar, and a lab. Each of the three levels can be completed in one semester. Upon successful completion of the advanced level, students have then fulfilled the English language proficiency requirement at Northern State University. They may then apply to become degree-seeking students.

Northern's ESL Program is designed to provide students who do not speak English as a first language with basic literacy and survival English language skills that will enable them to succeed in the workplace and engage with the community. NSU has partnered with Molded Fiber Glass of South Dakota (MFG) to teach ESL classes on-site to its non-native English speaking employees. The employees attend classes as a part

of their regular workday. The contract with MFG enables Northern to employ two instructors on a full-time basis to teach classes exclusively at MFG during the week and on weekends throughout the year. The NSU and MFG partnership is in its third year.

The ESL Program has also partnered with the Aberdeen Development Corporation (ADC) to offer free ESL classes on campus for community members. The contract with ADC enables Northern to employ one instructor on a full time basis to teach classes both in the ADC ESL program and the AEP. The NSU and ADC partnership began offering classes in Fall 2015 and is now in its second year.

Program Detail/Support/Data: Education Abroad

Northern State University has student exchange agreements with a number of institutions from around the world. Northern has begun to critically evaluate its current agreements, so as to eliminate those that have resulted in limited travel between institutions. This enables Northern to sign agreements with new partners that better meet the needs of Northern students from a programmatic and destination perspective. Current exchange agreements exist in the countries and with the institutions listed below:

- Australia – Central Queensland University
- Canada – Okanagan College
- Chile – Universidad Mayor
- China – Shanghai University, Shanghai University of International Business & Economics, Capital University of Economics and Business, Capital Normal University, University of Jinan
- Finland – University of Jyväskylä
- France – France Business School – Amiens
- Germany – Hochschule Magdeburg-Stendahl, Schmalkalden University of Applied Sciences
- Japan – Nagasaki University
- Scotland – Robert Gordon University
- South Korea – Dankook University, Pukyong National University, Hanyang University, Soonchunhyang University, Global Village Program Yonsei University at Wonju, Dongguk University, Myongji University, Catholic Kwandong University
- Thailand – Sripatum University
- Magellan Exchange Consortium
- ISA – International Studies Abroad

Northern State University is working on a new agreement with Meiji University in Tokyo, Japan and an additional agreement to enhance our current agreement with Yonsei University in South Korea and possibly with Jinan University in China.

Stacey Schmidt and Liz Hannum travelled to South Korea in October 2015 to participate in the Magellan Exchange Consortium Annual Conference. They were able to travel to partner schools in Seoul, Wonju, Anyang, Asan and Busan as well as attending the conference. NSU and DSU will co-sponsor the Annual Magellan Conference in October 2016 at Rapid City, SD. NSU will host a site visit on our campus on October 5th for any partner universities attending the conference.

Faculty-led Programs 2015-2016:

- **International Comparative Marketing & Management** – Robert Gordon University, Aberdeen, Scotland. One faculty member and one adjunct instructor led a course examining the influences on marketing strategies in diverse cultural, economic, political, legal, and technological international environments. Sixteen students spent 15 days in academic sessions on the Garthdee Campus, earning 3 credits, and visiting area sites.
- **MUS 492: Travel Abroad and Study/GER 460 Study and Travel Abroad** - 2 faculty members and 13 students toured Berlin, Prague, and other cities learning about the cultural achievements and landmarks and attending concerts in historic venues.
- **ECE 492: Learning about Education Models in Italy** - 1 faculty member, 2 leaders, and 16 students visited classrooms in Milan, Florence, and Rome to better understand the history of Montessori and explore the culture of Italy.
- **Cultural Perspectives in Conservation Biology and Medical Health Care** – 1 faculty member, 1 professor-emeritus and 6 students traveled to Costa Rica for a course focused on experiential learning in Spanish, the Latin American Culture, Conservation Biology, and Medical Health Care. Learning included a combination of field and laboratory explorations and discussions, with visits to environments ranging from coral reefs and marine locales to tropical rainforests, cloud forests, and tropical savannas, whereas health care facilities ranged from small local clinics with socialist care to community and metropolitan hospitals.

Study Abroad:

- During Spring semester 2016, 51 students traveled to Scotland, South Korea, Germany, Italy, Czech Republic, Costa Rica and Chile. One student studied abroad for a semester in Spring 2016.
- The first Student Fulbright Candidate completed her Teaching Assistant grant in Vietnam. The student's involvement in the program led to increased knowledge of Fulbright opportunities for other students on campus, with a potential 2017 candidate for a Teaching Assistant grant in South Korea.
- Increased interest in new partner school Robert Gordon University in Scotland. The faculty-led tour took 16 students there, 2 students will be attending Northern from RGU in the fall of 2016, and our first Northern student will be going there for the Fall 2016 semester.
- New Study Abroad Coordinator will travel to meet partner schools in South Korea this fall to better advise students interested in those schools.

Data section (detailed list below for 2015-2016 academic year)

Faculty-led Programs (Students/Faculty) 2015-2016

Country	Time frame	Students/Faculty	Credits
Scotland	Summer 2016, 15 days	16/2	3
Music (MUS 492) and German Language (GER 460)	Summer 2016, 10 days	6/2 7 (3 audits, 4 credit-seeking)	2-3 2
Italy	Summer 2016, 10 days	16/3	1-3
Costa Rica	Spring 2016, 12 days	6/2	1
	Total students	51	

Short-term Exchange Programs

Country	Partner University	Students	Credit
Chile – Summer 2016	Universidad Mayor	2	Yes
Germany – Summer 2016	Magdeburg- Stendahl University	1	Yes
South Korea – Summer 2016	Pukyong University	2	Yes
Chile – Spring 2016	Universidad Mayor	1	Yes
	Total students	6	

Program Detail/Support/Data: International Students

Staff in the Office of International Programs provide a number of services to international students before, upon arrival and while on campus. Some of the support and services provided are:

Admissions activities

- Meet with schools/college to determine program needs
- Conduct recruiting initiatives/outreach to international students; offer skype sessions to broaden international students' understanding of American university requirements
- Assist with the application process; maintain communication with students until confirmation of attendance is received; assist with housing, insurance issues
- Send pertinent materials and documents; request travel plans/receive updates/provide any additional information prior to arrival

Mandated services

- Prepare I-20 documents

- Assist students in the process of obtaining visas and other travel documents
- Monitor and report full time status
- Complete address updates
- Complete work authorizations
- Provide overview of travel regulations

SDBOR requirements

- Health insurance
 - Assist in understanding/requirements of program
 - Monitor enrollment in plan
 - Assist with waiver completion

Campus-specific services

- Provide bus transportation from Minneapolis Airport (for students who arrive in Minneapolis)
- Provide airport pickups from the Aberdeen Airport
- Complete orientation: immigration, housing, health insurance, employment regulations, course registration, other
- Assist in establishing bank accounts and cell phone plans
- Coordinate placement testing
- Provide course scheduling sessions (with professional academic advisors and faculty)
- Assist with paperwork for social security numbers; provide overview of on campus work opportunities
- Provide orientation week transportation
- Assist Saudi Arabian students with obtaining SACM scholarships; insurance waivers
- Coordinate transportation for immunizations
- Provide Thanksgiving, end of semesters and spring break shuttles to Minneapolis Airport
- Provide overview of campus support services such as the Writing & Math Centers
- Provide sessions to enhance understanding of transitioning into degree programs (for exchange students)
- Coordinate sessions to enhance faculty understanding of issues related to working with international students
- Created an international ambassador program designed to give recognition to high gpa international students and have them participate in recruiting events and other activities.

Other

- Provide students with overview of volunteer opportunities

- Theatre usher; Salvation Army bell ringer; food server at monthly community meal; work at AAUW book fair; work at monthly fundraiser to end hunger in area
- Five cultural presentations were given by international students at the Aberdeen Boys and Girls Club
- Promote Friends from Afar (a host family program coordinated by Northern State University)
 - During this past year, approximately thirty-one families provided a family home environment to eighty-one international students at least twice a month
- Provide weekly shuttle service (3 times per week) to select Aberdeen businesses
- Initiate cultural trips; typical trips include travel to Mt. Rushmore, Minneapolis Twins game, Mall of America, Valley Fair, Ordway Prairie, and Redlin Art Center
- Initiate other events/activities such as roller skating, ice skating, Halloween party, Christmas party, Easter Egg Hunt, and bingo
- Provide recycle bicycle opportunities for students.

Report on Use of Agents

Northern has not begun utilizing the services of contracted agents for recruiting purposes. NSU has developed a contract for use; this contract has been vetted through all upper level administrators and Northern State University counsel. Discussions with possible agents is in process at this time.

Data section – International Students

TERM	Graduate	Undergraduate	Returning Exchange	New Exchange	ESL	Total
Summer 2015						40
Fall 2015	7	68	14	84	13	186
Spring 2016	7	74	39	57	10	187

Total from Countries

Country	Term	Number of Students	Term	Number of Students
Afghanistan	2015FA	1	2016SP	1
Argentina	2015FA	1	2016SP	1
Australia	2015FA	3	2016SP	3
Bahamas	2015FA	2	2016SP	2
Bangladesh	2015FA	4	2016SP	4
Barbados	2015FA	1	2016SP	1
Bolivia	2015FA	2	2016SP	2
Brazil	2015FA	1	2016SP	1
Cameroon	2015FA	1	2016SP	1
Canada	2015FA	3	2016SP	3
China	2015FA	43	2016SP	47
Columbia	2015FA	1	2015SP	1
Czech Rep	2015FA	1	2016SP	1
Egypt	2015FA	1	2016SP	2
Ethiopia	2015FA	1	2016SP	1
Finland	2015FA	1	2016SP	1
France	2015FA	1	2016SP	1
Germany	2015FA	1	2016SP	0
Hong Kong	2015FA	2	2016SP	2
India	2015FA	2	2016SP	1
Iran	2015FA	2	2016SP	2
Israel	2015FA	2	2016SP	2
Jamaica	2015FA	1	2016SP	1
Japan	2015FA	4	2016SP	5
Kazakhstan	2015FA	1	2016SP	1
Korea (South)	2015FA	73	2016SP	68
Lebanon	2015FA	1	2016SP	1
Mauritius	2015FA	1	2016SP	1
Netherlands	2015FA	1	2016SP	0
Nigeria	2015FA	2	2016SP	3

Pakistan	2015FA	1	2016SP	1
Russia	2015FA	1	2016SP	0
Saudi Arabia	2015FA	14	2016SP	17
Spain	2015FA	1	2016SP	1
Sri Lanka	2015FA	1	2016SP	1
Sweden	2015FA	2	2016SP	1
Trinidad	2015FA	1	2016SP	1
Ukraine	2015FA	1	2016SP	0
United Kingdom	2015FA	1	2016SP	1
Vietnam	2015FA	1	2016SP	2
Totals				

Exchange Partners

Country	University	Year of First Agreement
Australia	Central Queensland University	2010
Canada	Okanagan College	2007
Chile	Universidad Mayor	2005
China	Capital Normal University	2005
China	Capital University of Economics and Business	2007
China	Shanghai University	2008
China	Shanghai University of International Business and Economics	2008
China	University of Jinan	2014
Finland	University of Jyväskylä	2008
France	France Business School – Amiens Campus	2005
France	Universite de Picardie Jules Verne	2004
Germany	Hochschule Magdeburg-Stendal	1997
Germany	Schmalkalden University of Applied Sciences	2003

Japan	Nagasaki University	2014
Scotland	Robert Gordon University	2015
South Korea	Dankook University	2011
South Korea	Dongguk University	2003
South Korea	Global Village Program Yonsei University at Wonju	2008
South Korea	Hanyang University	2009
South Korea	Catholic Kwandong University	2005
South Korea	Myongi University	2006
South Korea	Pukyong National University	2003
South Korea	Soonchunhyang University	2009
Thailand	Sripatum University	2006

Northern State University has a history of exchange agreements with Asian institutions, especially in China and South Korea. As a result, there has been an exchange imbalance with targeted institutions within these countries. NSU has worked to narrow this imbalance by highlighting opportunities for faculty and students to study or teach in these locations. There is minimal imbalance, if any, with the institutions in other countries.

System-Wide Collaboration

Members of the International Programs Offices across the state meet on a regular basis to discuss issues related to health insurance, online application process, language proficiency requirements, etc. Discussion was held to possibly have a South Dakota state meeting in spring 2017 that would include all international program offices in the state. Stacey Schmidt was elected as the South Dakota State Representative to Region IV NAFSA Leadership and attended the spring leadership event in Springfield, MO in March.

Northern has collaborated with the South Dakota School of Mines and Technology to provide AEP instruction to international students. Upon successful completion of the advanced level, students have then fulfilled the English language proficiency requirement at SDSMT and are eligible for degree-seeking admission.

Most recently, Northern State University has worked closely with the South Dakota School of Mines and Technology to acquire J visas for staff involved with the Confucius Institute (CI). Since NSU cannot currently offer J visas, it became necessary to partner with one of the system institutions to make this happen. With the help and assistance of Ms. Suzi Aadland, Director of the Ivanhoe International Center at South Dakota School of Mines, Northern State University was able to acquire J visas for the following personnel affiliated with the CI: the Associate Director, one language instructor, and one visiting scholar. Until Northern is able to acquire J visa status, we hope that the South Dakota School of Mines and Technology will continue to assist Northern in this endeavor.

Campus-Specific Special Initiatives, Changes, etc.

Confucius Institute

Northern State University (NSU) began the process of establishing a Confucius Institute (CI) on its campus during the 2013-14 academic year. NSU and the University of Jinan, its Confucius partner, successfully completed the process and signed the final agreements in April 2015, with Governor Dennis Daugaard in attendance for this signing ceremony. The establishment of a CI provides the campus an opportunity to bring together the best in language training and a top-level examination of business studies related to modern China. The purpose of this Institute, a collaboration between the Chinese Government, the University of Jinan (Jinan, China), and NSU, is to enable students enrolled in the Center for Statewide E-learning, at NSU, and throughout the state, to learn Mandarin; it provides opportunities to better understand cultural aspects of China; and it enables individuals to engage in business discussions.

With the support of the Confucius Institute Headquarters/Hanban (the Chinese Ministry assigned to manage all such Institutes), this CI has begun serving undergraduate students at NSU by offering Chinese 101(Face to Face) in Fall 2015. It will begin serving other college level students across the state as early as Spring 2016 through on-line course offerings. The CI staff will begin serving high school students with introductory language courses (Chinese 1 and 2) beginning in Fall 2016. Although housed at NSU, the Institute will provide outreach to the Aberdeen community, the region, and the state; it hopes to satisfy the growing interest in studying Mandarin Chinese by providing on-line undergraduate course offerings (again, slated for 2016) and short-term intensive learning workshops offered during summer semesters.

In 2015 CI/NSU began promoting study abroad opportunities in China for students in South Dakota. The programs include the Chinese Bridge Summer Camp, and an opportunity to study at the University of Jinan, China. Both high school and college students are eligible. Participants get an immersive language study and experience a variety of cultural activities. Confucius Institute Scholarships are also available for short-term, semester, and year-long programs in Chinese language studies as well as Bachelor's and Master's degree-seeking programs in Teaching Chinese to Speakers of Other Languages (BTC SOL & MTC SOL). All programs are sponsored by the Confucius Institute headquarters.

Cultural Centers

A new feature for NSU that has been in the discussion stage for the past year is the development of Cultural Centers in the Beulah Williams Library. Three such centers are currently in the design/development stage. The Center exploring Germans from Russia has initial funding (via donations to the NSU Foundation) and is currently under construction. The Chinese Cultural Center is an extension of the Confucius Institute and is also presently under development with CI funding and related donations. The third Center, the Study of Native American Culture, is not yet funded but is part of an expansive grant writing campaign that is being conducted, at present, both on campus and in the community. The three Cultural Centers are designed to enable students and others to see cultural connections to the world and how they impact South Dakota. Artifacts, video displays, reading materials, and other audio-visual exhibitions will be especially designed to better communicate the cultures "on display" in these three centers.

South Dakota School of Mines and Technology

501 E Saint Joseph Street
Rapid City, SD 57701
Ivanhoe International Center (IIC)

International Activity Report - FY 16 (May 2015 to May 2016)

September 2, 2016

VISION and MISSION

Our Vision for the South Dakota School of Mines & Technology is to be recognized as an exceptional engineering and science university.

Our Mission is to prepare leaders in engineering and science; to advance knowledge and its application; and to serve the state of South Dakota, the region, and the nation.

International activities are closely tied to the university's vision, mission, and strategic priorities. Engineering and science are global enterprises and education in these fields must prepare graduates to work successfully on multi-national and multicultural teams and/or to work and live abroad at some point in their career. Developing a global perspective is critical to success for engineers and scientists, regardless of their home country and whether they live and work in Rapid City, South Dakota, or Lima, Peru.

Collaboration across campus is essential to the success of all international activities and includes Academic Departments, Graduate Education, the Office of Registrar and Academic Services, Student Development, Business Affairs, Athletics and the Foundation.

STAFF/REPORTING STRUCTURE

The Ivanhoe International Center coordinates all international activities on campus, including education abroad, international student services, visiting scholars, university partnerships, etc. SD Mines does not currently have an intensive English as a Second Language program, but advanced courses are often offered to SD Mines students in the fall semester. The Humanities/Social Sciences department provides support for these courses.

The Director reports to the VP of Student Development and meets with the Provost monthly.

Ivanhoe International Center Staff:

- Director: Suzi Aadland, MS
- Assistant Director: Beth Riley, MS

INTERNATIONAL EDUCATION SUPPORT/ACTIVITIES HIGHLIGHTS

Study abroad endeavors are coordinated with extensive faculty and support services collaboration. Each Academic Department designates a "point of contact" or POC for study abroad. Other support departments (Registrar, Financial Aid, etc.) designate POC's as well. This group meets 2-3 times per semester to address issues that are critical to study abroad development.

Several faculty are very actively involved in study abroad endeavors. The international field camps through the Geology/Geological Engineering department celebrated its thirteenth year in 2016 and continues to grow each year. Two programs, Intro to German Engineering (five years) and Advanced Design Project (two years), are led by faculty in Chemical & Biological Engineering and have been at or near capacity for each course. Faculty in Civil and Environmental Engineering are advisors for the Engineers & Scientists Abroad (ESA) student group and led the effort to add a Global Engineering minor at SD Mines. More faculty are becoming actively involved each year.

ESA, the student organization mentioned above, develops humanitarian engineering projects around the world, with complete, autonomous project management from start to implementation. ESA usually presents to the POC group, the campus and the community.

SD Mines alumni have provided scholarship funding for both long- and short-term study abroad experiences through endowments and annual gifts. This has increased opportunities for study abroad for SD Mines students.

Several students also received outside scholarships this past year.

- Tyler Rust – Gilman Scholar to study for one semester at Istanbul Technical University in Istanbul, Turkey
- David LaPorte – Fulbright Scholar for Master’s research program in Guatemala
- Joseph Schurch – UAS7 scholarship to attend Hamburg University of Applied Science in Germany
- Lucas Lindholm – awarded both the Critical Language Scholarship (CLS) and the Boren Scholarship, but had to choose one. He chose the CLS to study Persian in Tajikistan in summer 2016

Speakers present on campus on a wide variety of topics, many of them with a global focus or component. Information is provided to students, faculty and staff as these opportunities arise. Additionally, student presentations on their study abroad experiences are given at the start of each semester.

Several cultural events are hosted throughout the academic year that provide cultural learning opportunities for all students and some are open to the public.

- International student orientation (fall and spring)
- Cultural Etiquette Dinner – a unique learning experience for SD Mines students, both international and domestic
- Diwali – a large celebration of the holiday in India – hosted by India Club in the fall semester, open to the public
- Chinese New Year – a small gathering of Asian students, faculty, staff, and community
- Cultural Expo – a large celebration of international and cultural diversity on campus in the spring semester, open to the public

Academic courses also provide a variety of opportunities for students to learn more about global and societal issues that may be discipline-specific, such as “Global and Contemporary Issues in Chemical Engineering”, or may be more general, such as “Cultural Geography” or “World Politics”.

PROGRAM DETAIL/SUPPORT/DATA: EDUCATION ABROAD

The South Dakota School of Mines and Technology has student exchange agreements with a number of universities around the world, including Chile, Colombia, Denmark, Finland, Germany, Norway, Spain, and Turkey. Exchange partners are selected based on the opportunity for SD Mines students to study at the partner university and the similarity of academic programs. In 2015-16 we added one exchange agreement with Istanbul Technical University in Turkey. We also have a MOU with this university.

We have added several new MOU’s in 2015-16 and anticipate adding more in 2016-17. New MOU’s for the year include universities in India, Peru, and Ukraine. Activities are currently underway with all of these universities.

SD Mines encourages individual departments and programs to develop innovative ways of incorporating international experiences into the curriculum that prepare students for a global work environment. We continue to explore, evaluate and actively pursue opportunities as they arise. Examples of such activities listed below.

Faculty-led programs

- 2015 was the twelfth year for the summer geology/geological engineering field camp in Turkey. Additional locations for the camps this summer (2015) included Iceland and Ecuador. Due to faculty illness, the Nepal camp was not held in summer 2015.
- Intro to German Engineering for process engineers (Chemical & Mechanical Engineering majors) had its fourth year with the maximum number of students allowed. This program is a collaboration between SD Mines, Technical University of Darmstadt (TUD), Germany, and Virginia Tech.
- Advanced Design Project in Chemical & Biological Engineering had its second successful year in spring 2016 in collaboration with TUD. The project is an intensive design course with two weeks spent designing an industrial process. Students then presented to a panel of engineers who operate and had designed such a process. The course concluded with a tour of an operating industrial process, allowing the students to get a feel for what their design might look like in practice.

Study abroad initiatives, areas of growth, other activities

- The Mines Advantage professional development program includes Global and Cultural Diversity in its curriculum, and a study abroad experience fulfills one of the requirement for that area.
- Short term (1-2 weeks) research for senior design projects with external entities has been ongoing in the Civil and Environment Engineering department since at least 2005.
- In the fall 2015 and spring 2016 terms, nine students were in semester-long or year-long programs.
- Engineers & Scientists Abroad (ESA), a student organization, continues its work on humanitarian engineering projects over spring break and in the summer months. ESA has also been quite successful in getting grant funding for their projects.
- Academic departments continue to identify study abroad options that fit well within the discipline.

Data section (detail list for each category below for current year only)

Exchange Partners – May 2015 to May 2016

Country	Partner University	Program	Students To	Students From
Chile	Universidad Catolica del Norte	Directly Enroll, semester-long		1
Germany	Aalen University	Summer short course (1@0.25)	0.25	
Germany	Technical University of Darmstadt	Intro to German Engineering (short term program counts at 0.25, 4@0.25)	1	
Germany	Technical University of Darmstadt	Advanced Design Project (short term program counts at 0.25, 12@0.25)	3	
Germany	Technical University of Darmstadt	Directly Enroll, semester-long	1	2
Germany	Technical University of Freiberg	Directly Enroll, semester-long		1
Norway	Telemark University College	Directly Enroll, semester-long (additional 2 students were full pay from this partnership)		1
Norway	Hogskolen i Oslo Akershus	European Project Semester and Direct Enroll	1	1
Turkey	Istanbul Technical University	Directly Enroll, semester-long	1	
		TOTAL	7.25	6

Program Providers and Direct Enroll (semester-long)

Country	Provider/Other	Program	Students	Credit
Germany	Hamburg University of Applied Science	Direct Enroll, semester-long	1	Yes
Germany	ISEP	Exchange through SDSU	1	Yes
Ireland	Dublin City University	Direct Enroll, semester-long	1	Yes
Poland	Lodz Univ of Technology	Direct Enroll, semester-long	1	Yes
Turkey	Middle East Technical University	Direct Enroll, semester-long	2	Yes
		TOTAL	6	

Faculty-led ("Open" is open to any student, "Closed" is restricted to SD Mines students only)

Country	Time frame	Program	Students	Credit
Germany	SU 15, 3 weeks	Intro to Germany Engineering (closed, also exchange partner, 4 @ 0.25)	4	Yes
Germany	SP 16, 3 weeks	Advanced Design Project (closed, also exchange partner, 12 @ 0.25)	12	Yes
Iceland	SU 15, 3 weeks	Volcanology Field Camp (open)	17	Yes
Ecuador	SU 15, 3 weeks	Galapagos Islands Field Camp (open)	16	Yes
Turkey	SU 15, 5 weeks	Geology Field Camp (open)	24	Yes
		TOTAL	73	

Other programs

Country	Time frame	Program	Students	Credit
Chile	SU 15, 2 weeks	ESA Project	5	No
Chile	SU 15, 4 weeks	ESA Project	1	No
Guatemala	SU 15, 4 weeks	International Volunteer Headquarters (IVHQ)	2	No
Japan	SU 15, 8 week	Japanese Language Immersion	1	No
		TOTAL	9	

Country list with total number to each country

Country	# of Students
Chile	6
Ecuador	16
Germany	20
Guatemala	2
Iceland	17
Ireland	1
Japan	1
Norway	1
Poland	1
Tanzania	3
Turkey	27
TOTAL	95

PROGRAM DETAIL/SUPPORT/DATA: INTERNATIONAL STUDENTS

The IIC provides numerous services on an ongoing basis and works with entities both on and off campus to provide opportunities for extensive community involvement for international students. Collaboration

across campus is essential to the success and integration of international students attending SD Mines. Some of the services are below.

Federal government-mandated:

- I-20 preparation
- Assist the student in the process of obtaining a visa and other travel documents
- Status advising
- Monitoring and reporting full time status
- Address updates
- Work authorizations (CPT and OPT)
- On campus work
- Travel regulations
- Paperwork for dependents

Health insurance – mandatory for international students (SDBOR requirement)

- Monitor enrollment in plan (student and dependents)
- Assist with paperwork for exemptions
- Explain process (What is a deductible? What is a referral? How do you find a doctor? etc.)
- Ensure MMR compliance

Other

- Arrangements for arriving students
 - Airport pick-ups
 - Temporary and long term housing
 - Social Security numbers
 - Driver's licenses
 - Cell phone acquisition

Campus Services

- Orientation – beginning of semester and ongoing
- Cultural adjustment
- Academic info – differences in academic systems, academic integrity, plagiarism, etc.
- Advising students on employment and the regulations
- Providing information to employers on work permissions for international students
- Retention/Academic Success plan for students at risk of and on academic probation
- English as a Second Language (ESL) partnerships
- Cultural event planning and assistance
- Connect with other SD Mines students and the broader community

Admissions

- Recruiting
- Application processing

The School of Mines is working to increase the number of international students at both the undergraduate and graduate levels. Ethical guidelines are at the forefront when reviewing and considering recruiting options.

Initiatives

SD Mines continues using the Hotcourses recruiting site and tracking effectiveness.

SD Mines began negotiations with an English as a Second Language provider with ESLI

Data section – International Students

TOTAL

TERM	GRAD	UNDERGRAD	DEGREE	NON-DEGREE	TOTAL	OPT
Fall 2015	86	65	139	12	151	58
Spring 2016	80	58	133	5	138	67

NEW

TERM	GRAD	UNDERGRAD	DEGREE	NON-DEGREE	TOTAL
Fall 2015	25	26	39	12	51
Spring 2016	8	1	9	0	9

TOTAL # of COUNTRIES

COUNTRY	TERM	# STUDENTS	TERM	# STUDENTS
Afghanistan	2015FA	1	2016SP	
Australia	2015FA	1	2016SP	2
Bangladesh	2015FA	3	2016SP	2
Brazil	2015FA	6	2016SP	6
Burkina Faso	2015FA	1	2016SP	1
Canada	2015FA	1	2016SP	1
Chile	2015FA	1	2016SP	
China	2015FA	17	2016SP	16
Colombia	2015FA	1	2016SP	2
Congo	2015FA	1	2016SP	1
Ecuador	2015FA		2016SP	1
El Salvador	2015FA	1	2016SP	
Ethiopia	2015FA	1	2016SP	2
Gabon	2015FA	1	2016SP	
Germany	2015FA	3	2016SP	1
Ghana	2015FA	2	2016SP	1
Greece	2015FA	1	2016SP	1
India	2015FA	40	2016SP	36
Indonesia	2015FA	2	2016SP	3
Iran	2015FA	4	2016SP	4
Italy	2015FA	1	2016SP	1
Jordan	2015FA	1	2016SP	1
Kazakhstan	2015FA	2	2016SP	2
Korea (South)	2015FA	5	2016SP	6
Lebanon	2015FA	2	2016SP	
Malaysia	2015FA	2	2016SP	2
Mexico	2015FA	1	2016SP	
Mongolia	2015FA	3	2016SP	2
Morocco	2015FA	1	2016SP	1
Nepal	2015FA	12	2016SP	12
Nigeria	2015FA	7	2016SP	10
Norway	2015FA	9	2016SP	5
Saudi Arabia	2015FA	2	2016SP	2
Spain	2015FA	1	2016SP	1
Sri Lanka	2015FA	3	2016SP	3
Sudan	2015FA	1	2016SP	1
Sweden	2015FA	1	2016SP	1
Trinidad & Tobago	2015FA		2016SP	1
Turkey	2015FA	5	2016SP	4
Vietnam	2015FA	1	2016SP	1
Yemen	2015FA	1	2016SP	1
Zambia	2015FA	1	2016SP	1
Zimbabwe	2015FA	1	2016SP	1
TOTALS	40 countries	151 students	37 countries	138 students

Number of international students in each major

MAJOR	TERM	# STUDENTS	TERM	# STUDENTS
Atmospheric & Environmental Sciences	2015FA	3	2016SP	2
Applied Biological Sciences	2015FA	1	2016SP	1
Applied and Computational Mathematics	2015FA	2	2016SP	2
Biomedical Engineering	2015FA	7	2016SP	6
Chemical & Biological Engineering	2015FA	9	2016SP	10
Chemical Engineering	2015FA	10	2016SP	10
Civil & Environmental Engineering	2015FA	7	2016SP	7
Chemistry	2015FA		2016SP	
Construction Management	2015FA		2016SP	
Computer Engineering	2015FA	1	2016SP	1
Computer Science	2015FA	5	2016SP	4
Computational Sciences & Robotics	2015FA	1	2016SP	1
Electrical Engineering	2015FA	11	2016SP	10
Engineering Management	2015FA	3	2016SP	3
Environmental Engineering	2015FA		2016SP	
Geological Engineering	2015FA	4	2016SP	2
Geology	2015FA	2	2016SP	3
Industrial Engineering	2015FA	6	2016SP	6
Mechanical Engineering	2015FA	19	2016SP	19
Materials Engineering & Science	2015FA	13	2016SP	12
Metallurgical Engineering	2015FA		2016SP	
Mining Engineering	2015FA	20	2016SP	17
Nanoscience & Nanoengineering	2015FA	10	2016SP	10
Paleontology	2015FA		2016SP	
Physics	2015FA	5	2016SP	5
SPEC (exchange and non-degree students)	2015FA	12	2016SP	7
TOTALS		151		138

Partner institutions (MOU)

Country	Partner University	Program	Students To	Students From
China	China University of Mining & Technology – Beijing	Master degree student		1
		Bachelor degree students in 2+2(+) program		3
India	Panjab University	PHD student		3
India	Inst of Chemical Technology	Master degree student		1
Mongolia	Mongolia Univ of Science & Technology	PHD student		1
		Bachelor degree transfer		1
Norway	Østfold University College	PHD student		1
Turkey	Istanbul Technical University	Master degree student		3
		TOTAL		14

EXCHANGE PARTNER BALANCE

Country	University	Year Est.	Faculty/Staff		Students (AY 16)		Five Year (students)	
			To	From	To	From	To	From
Chile	Universidad Catolica del Norte	2014				1		1
Colombia	Pontificia Universidad Javeriana	2012					1	2
Denmark	Technical University of Denmark	2006					2	1
Finland	Novia University of Applied Sciences	2014					1	
Germany	Aalen University	2015			1 (@.025)		0.25	
Germany	Technical University of Freiberg	1994				1	1	3
Germany	Fachhochschule Kiel	2008					1	0
Germany	Technical University of Darmstadt	2014	1		1+ 16 (@0.25)	2	9.5	3
Norway	University College of SE Norway (formerly Telemark)	2004				1	0	5
Norway	Oslo/Akershus University College	2006	1		1	1	3	1
Spain	Technical University of Catalonia	2009					1	0
Turkey	Istanbul Technical University	2015			1		1	
TOTALS			2		7.25	6	20.75	16

Though there appears to be an imbalance with University College of SE Norway (formerly Telemark) in Norway, we receive additional students that pay full tuition and fees in the same semester/year as the exchange student. In 2015-16, there were two full-paying students and a previous exchange student returned for a graduate program.

SYSTEM-WIDE COLLABORATION

The International Affairs Council continues to work together on a wide variety of issues and topics. This relationship is beneficial for all of the universities. We continue to explore and utilize opportunities to collaborate.

SOUTH DAKOTA STATE UNIVERSITY

International Activity Report for 2015-16

September 2016

I. MISSION, VISION

The Office of International Affairs is committed to promoting, supporting and celebrating an international environment at South Dakota State University. To accomplish this, the Office strives to create access to and appreciation for international and cross-cultural experiences, perspectives, initiatives, and advocacy which will prepare individuals to interact in the global community. The SDSU 2013-2018 Strategic Plan places a significant emphasis on international activities, including preparing students for global citizenship, fostering international partnerships, and providing a welcoming environment for all members of the SDSU community.

II. STAFF/REPORTING STRUCTURE

International activities are centralized at SDSU, through the Office of International Affairs and Outreach (OIAO). The office is headed by an Assistant Vice President for International Affairs and Outreach (who reports to the Provost), and broken into three distinct yet complementary units: International Student and Scholar Services, English as a Second Language, and Study Abroad. All three of these units are headed by a Director. The unit is combined with Continuing and Distance Education (CDE) and several staff positions are shared between International Affairs and CDE. See Appendix A for an organizational chart of the unit.

III. INTERNATIONAL EDUCATION SUPPORT/ACTIVITIES

Most international activities involving students are in some way managed or monitored by the OIAO. The level of OIAO involvement ranges from handling nearly all arrangements, financial details, and logistics for faculty-led study abroad programs, to simply providing insurance and basic safety/security oversight to noncredit travel abroad conducted by student clubs. The OIAO is supposed to be informed of all international travel, by faculty, staff or students so that we can secure the BOR-mandated travel insurance for all university staff who travel overseas. By securing the insurance, OIAO is aware of where SDSU faculty are and we are better equipped to respond in an emergency situation abroad.

SDSU has a shared governance structure, and the International Committee is a standing faculty committee charged with providing guidance on the strategic direction and strategy for International Affairs. In 2015-16, the International Committee focused on strategic visioning for the university. The International Committee also reviews any proposed new international agreement and must approve them before they are sent to the Provost and President (and ultimately, to the BOR).

Several student organizations related to international education exist at SDSU. The primary student organization is the International Relations Council (IRC), which is the umbrella organization for all international students at SDSU. There are several country- or culture-specific organizations (i.e., Nepalese Student Association, Chinese Students and Scholars Association, Indian Students Association), but the IRC functions as the primary student organization within student governance. The IRC is supported by the Office of International Affairs and receives annual budget allocations from the Student Senate in order to offset the cost of the many cultural activities the various student groups provide for the campus.

In terms of campus activities, many of the cultural events are co-sponsored by relevant international student associations and the Office of International Affairs. There is one comprehensive International Night planned each fall, and in the spring each of the international student associations host an event in which the food and culture of their home country or region is showcased. These events are open to the public and are very well attended (usually sold out).

IV. PROGRAM DETAIL/SUPPORT/DATA: EDUCATION ABROAD

DATA: PARTICIPATION IN STUDY ABROAD

Study Abroad Participation by Term, SU2015-SP2016	Students
Summer 2015	145
Academic Year 2015-2016	0
Fall 2015	31
Winter Break 2015/2016	11
Spring Break 2016	71
Spring 2016	37
Total	314

Study Abroad Participation by Program Type	Students
<i>Partnerships & Exchanges-Outgoing</i>	
Jonkoping School of Health sciences (Sweden)	6
Salford University of Manchester	2
<i>Program Providers</i>	
ISA	30
ISEP-Exchange	12
ISEP-Direct	1
CAPA International Education	3
CIEE	10
<i>Independent Programs</i>	
Non-SDSU Independent Program	4
Pharmacy Practice	19
Engineers without Borders	5
<i>SDSU Faculty-Led Programs</i>	
Argentina	11
Belize	12
Canada Fall 2015	7
Canada Summer 2015	11
China	24
China and Taiwan	9
Cuba Fall 2015	13
Cuba Summer 2015	9
Dominican Republic	12
Greece	20
Germany	7
Total	314

Study Abroad Participation by Country SU2015-SP2016	Students
Argentina	11
Australia	3
Belize	14
Bolivia	5
Bulgaria	1
Canada	18
China	24
China and Taiwan	9
Costa Rica	6
Czech Rep	1
Dominican Republic	12
Ecuador	2
Europe -Multiple Locations	11
Finland	3
France	3
Germany	14
Greece	20
Honduras	8
India	2
Italy	8
Japan	1
New Zealand	2
Peru	1
Spain	97
Sweden	6
Thailand	1
UK	9
Total	314

SDSU Faculty-Led Programs SU2015-SP2016	Focus	Students	Faculty
Argentina	Agriculture	11	2
Belize	Education/Service Learning	12	1
Canada	Landscape Architecture	11	1
Canada	Art and Design	7	1
China	Agriculture	24	3
China and Taiwan	Health and Nutrition	9	2
Cuba FA 15	Spanish Language and Culture	13	1
Cuba SU 15	History and Political Science	9	2
Spain SU 15	Spanish Language and Culture	28	2
Spain SP 16	Music	59	2
Dominican Republic	Global Studies	12	1
Greece	Honors	20	3
Germany	German Language	7	1
TOTAL		222	22

EXCHANGE AGREEMENTS

The list of current exchange agreements, with data for incoming/outgoing students, is contained in Appendix B.

In the past year, 2 new agreements have been approved by the SD Board of Regents for South Dakota State University. These agreements include Shaanxi Normal University, Xi'an, China, and Beijing Institute of Technology, Beijing, China. Neither of these includes student exchange.

V. **PROGRAM DETAIL/SUPPORT/DATA: INTERNATIONAL STUDENTS**

The International Student and Scholar Services unit handles all aspects of international student affairs, including marketing and recruitment, undergraduate admissions, immigration compliance, and programming, including an in-depth orientation program. New initiatives in international student affairs:

- Beginning to establish our brand in Vietnam
- Engaged in webinars with Education USA Centers in various countries.
- Have worked with Academic departments to increase domestic participation in our InterLink program – which is a student mentor program between domestic students and international students.
- Continued faculty involvement with our international recruitment efforts, particularly with the College of Engineering; beginning to reach out to other departments.

Report on use of agents for international student recruiting: SDSU entered into many agreements with agents last year. We have begun to work with agents from Bangladesh, China, India, Japan, Korea, Middle East, and Nepal. Applications coming from agents have helped us to keep us on track to achieve our international enrollment goals. So far, no fees have been paid to agents by SDSU. Fees have been paid by the recruited students and their families (which is the norm).

Our continued focus on increased efficiency when processing applications, our recruitment efforts and our agreements with various have positioned SDSU well to continue to see increases in enrollment over the next couple of years.

SDSU continues to provide quality programming throughout the year for our international students and exchange visitors. We provide opportunities for international students to experience U.S. culture through organized events such as picnics and mentoring programs. In addition, SDSU facilitates the connection of students coming into SDSU with our domestic students who are considering going out to that country for a study abroad experience. We also request that our exchange students participate in events promoting the cultures we have represented here at SDSU. This is accomplished through various programs that the Office of International Affairs supports through our International Relations Club as well as directly through our office as we host numerous programs pertaining to various cultures.

Again this year, we implemented a full summer schedule of activities designed specifically to meet the Department of State requirements for providing cultural activities for our J1 exchange visitors who are on campus over the summer. Together with our cultural programming during the year, we are providing a full menu of options for our student. The activities included:

- Welcome Picnic for all international students, scholars and their families (Fall Semester)
- SDSU Homecoming Parade (October)
- English and Culture Classes
- Immigration Workshops
- Ice Skating at the Swiftel Center
- International Relations Council Activities

- Thanksgiving Dinners
- Trip to Mall of America
- Trip to Omaha Zoo
- Bowling Party
- Free State Park Weekend
- VFW Memorial Day Program
- 19th Annual Ribfest
- Festival of Culture
- Don't Hug Me (Prairie Repertory Theatre)
- Brookings Car Show
- Smokey Joe's Café (Prairie Repertory Theatre)
- The Murder Room (Prairie Repertory Theatre)
- Brookings Kite and Bike Festival
- Uncle Sam Jam
- Brookings Art Festival
- Hairspray (Prairie Repertory Theatre)
- Jazz Festival
- RSST Wacipi-Flandreau Santee Sioux
- Downtown at Sundown
- Brookings Crazy Days
- Wing and Brew Fest

DATA FOR INTERNATIONAL STUDENTS

Total by semesters (Graduate and Undergraduate, degree and non-degree)

International Students Fall Semester 2015			
	F1/F2 Students	J1 Students	TOTAL
Degree-seeking Graduate Students	390	9	399
Degree-seeking Undergraduate students	353	0	353
Subtotal Degree-seeking only	743	9	752
Optional Practical Training	153	0	153
Student Interns	0	4	4
Non-Degree-Seeking Students	0	11	11
ESL-only	46	8	54
TOTAL (degree and non-degree)	942	32	974

International Students Spring Semester 2016			
	F1 Students	J1 Students	TOTAL
Degree-seeking Graduate Students	407	11	418
Degree-seeking Undergraduate students	387	0	387
Subtotal Degree-seeking only	794	11	805
Optional Practical Training	164	0	164
Student Interns	0	0	0
Non-Degree-Seeking Students	0	9	9
ESL only	43	0	43
TOTAL (degree and non-degree)	1001	20	1021

New students in fall and spring semesters (Grad and Undergraduate, degree and non-degree)

Fall '15 New International Students	
249 New Students	
Graduate	111
Undergrad	138
Transfer	36
First Time	91
Exchange	11
ESL	32

Spring '16 New International Students	
150 New Students	
Graduate	55
Undergrad	79
Transfer	37
First Time	38
Exchange	4
ESL	31

18% increase in new entering degree-seeking students over prior year

Total number of countries represented and numbers from each: See Appendix C.

Top 5 Majors of International Students at SDSU:

- Computer Science: 96
- Mechanical Engineering: 92
- Electrical Engineering: 84
- Bio Sciences: 77
- Civil Engineering: 75

VI. PROGRAM DETAIL/SUPPORT/DATA: ENGLISH AS A SECOND LANGUAGE

At the end of 2015-2016, the English as a Second Language Program finished its second full academic year. The Intensive ESL Program offers three distinct levels of language instruction, with a special emphasis placed on developing students' academic English language proficiency. Within each level, ESL students take 25 clock hours of instruction in Reading and Writing, Listening and Speaking, Culture, and Communication Workshop. After successfully completing the third level of the program and achieving a passing score on the exit examination, undergraduate students are prepared to meet the minimum language proficiency requirements for SDSU. In addition to Intensive ESL, the Program also offers instruction in remedial writing for International students at SDSU (e.g., ENGL 013, ENGL 099), an International Teaching Assistant Training Program, and Community ESL Program.

The ESL Program office continually collaborates with other departments on campus, such as Global Studies, Modern Languages, and Education, to provide support with multiculturalism and diversity training, English language instruction internships, and service opportunities for SDSU undergraduate and graduate students. In spring of 2015, the ESL Program also launched the Conversation Partner Program, a campus wide initiative to engage the ESL students and the domestic students. There were over 95 total participants in this program during 2015-2016, including ESL and domestic undergraduate students.

DATA FOR ESL STUDENTS

Summer 2015 – Spring 2016	
SUMMER 2015	
Full-time Students	33
Special Cohort Students	
Part-time Students	1
TOTAL	34
FALL 2015	
Full-time Students	39
Special Cohort Students	9
Part-time Students	5
TOTAL	53
SPRING 2016	
Full-time Students	33
Special Cohort Students	4
Part-time Students	10
Total	47
TOTAL ENROLLMENTS (Summer, Fall, and Spring)	134

VII. EXCHANGE PARTNER BALANCE

SDSU strives to maintain balance with all of our exchange partners. Since 2008-2009, there have been 85 SDSU students who studied abroad on an exchange programs, and 87 International exchange students have come to SDSU. For a detailed breakdown of exchange activity and numbers of students going out and coming in on all active exchange programs, see Appendix B.

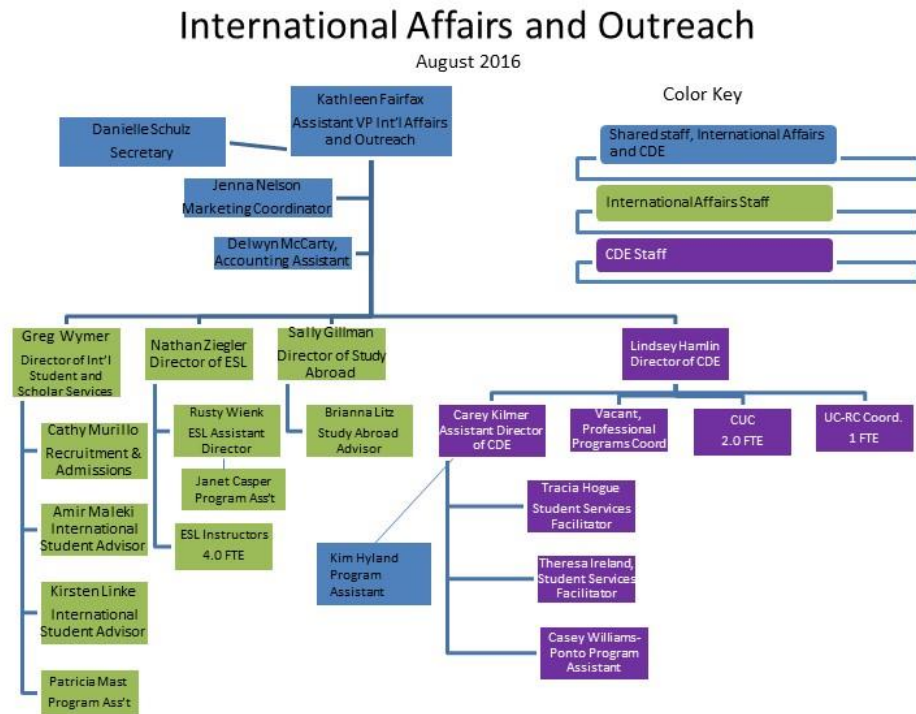
VIII. SYSTEM-WIDE COLLABORATION

In 2015-16, SDSU had one students from another Regental institution (SDSMT) participated in an ISEP exchange programs with SDSU.

IX. CAMPUS-SPECIFIC SPECIAL INITIATIVES, CHANGES, ETC.

Nathan Ziegler, Director of ESL Programs, conducted several trainings, seminars and workshops on the SDSU campus and in the Brookings community. These workshops provided campus staff, faculty, and students with foundational knowledge and skills to engage with a diverse population, to be inclusive in their practices, and to provide equity in their services. Specifically, Nathan has given trainings to Facilities and Services, Aramark, CSAs, UC 109 instructors, undergraduate students, and graduate teaching assistants. These workshops and trainings are part of an ongoing effort in the Office of International Affairs and Outreach to educate and inform the campus community on diversity, inclusion and equity.

Appendix A: Org Chart



Appendix B: Exchange program data

Exchanges-Active in Sending and Receiving Students Fall 2008/Spring 2009 to Fall 2015/Spring 2016

University	Country	Began	Out 2008-2009	In 2008-2009	Out 2009-2010	In 2009-2010	Out 2010-2011	In 2010-2011	Out 2011-2012	In 2011-2012	Out 2012-2013	In 2012-2013	Out 2013-2014	In 2013-2014	Out 2014-2015	In 2014-2015	Out 2015-2016	In 2015-2016	Totals Out	Totals In
Institute National Polytechnic ENSAT	France	1999	0	3	0	0	0	0	0	1	0	2	0	1	0	0	0	0	0	7
International Student Exchange Program ISEP	DC	2004	11	5	4	9	3	6	0	0	2	1	2	2	12	8	11	5	44	36
Linnaeus University (formerly Växjö University)	Sweden	2002	0	1	0	0	1	0	0	1	0	0	1	2	1	1	0	2	3	7
Manchester Metropolitan University	United Kingdom	1990	2	7	1	0	4	0	2	3	1	0	2	0	3	5	0	2	15	17
Stuttgart University	Germany	2002	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
University of Hyderabad	India	2003	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0
University of Jönköping School of Health Sciences	Sweden	2001	0	1	0	0	0	0	0	0	0	0	3	0	0	0	6	0	3	1
University of Jönköping Intl Business School	Sweden	2001	1	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	1	4
University of Jönköping School of Edu/Comm	Sweden	2001	2	1	1	0	2	0	0	1	0	0	0	0	0	1	0	0	5	3
University of Jönköping School of Engineering	Sweden	2006	2	0	0	0	0	0	1	0	0	1	0	1	0	0	0	2	3	4
University of Nordland (formerly Bodø)	Norway	2007	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0
University of Winnipeg	Canada	2003	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0
Salford University of Manchester	United Kingdom	2013	0	0	0	0	0	0	0	0	0	0	2	2	1	1	2	1	5	7
Total			20	19	6	9	12	6	4	8	4	6	9	8	17	16	19	12	85	87

Appendix C, Part 1: International Students at SDSU | Countries of Origin

Country	Total	GR	UG
Algeria	1	0	1
Angola	1	0	1
Argentina	1	0	1
Australia	1	0	1
Bahamas	9	0	9
Bangladesh	57	41	16
Belgium	2	1	1
Botswana	1	1	0
Brazil	14	0	14
Burkina Faso	2	0	2
Cameroon	1	0	1
Canada	17	2	15
China	57	39	18
Colombia	5	2	3
Dem. Rep. Congo	8	1	7
Congo	1	0	1
Costa Rica	2	1	1
Croatia	2	0	2
Denmark	1	0	1
Dominican Rep	1	0	1
Ecuador	1	0	1
Estonia	1	0	1
Egypt	7	3	4
Spain	1	1	0
Ethiopia	8	1	7
Finland	1	0	1
Germany	1	1	0
Ghana	26	20	6
Haiti	2	0	2
Honduras	5	0	5
Hong Kong	1	0	1
Indonesia	4	1	3
India	123	88	35
Iraq	4	4	0
Islamic Rep Iran	10	10	0
Italy	1	0	1
Jamaica	1	0	1
Jordan	6	1	5

Country	Total	GR	UG
Malawi	1	1	0
Malaysia	2	0	2
Mexico	14	4	10
Mongolia	1	0	1
Nepal	89	73	16
Netherlands	1	1	0
Nigeria	38	7	31
Norway	1	0	1
Oman	2	0	2
Pakistan	3	1	2
Philippines	1	1	0
Portugal	1	0	1
Russia	2	0	2
Rwanda	1	0	1
Saudi Arabia	111	54	57
Senegal	1	1	0
Slovenia	1	0	1
South Africa	3	1	2
Sweden	3	1	2
Syria	1	1	0
Tajikistan	1	1	0
Thailand	2	1	1
Trinidad & Tob.	1	0	1
Turkmenistan	1	0	1
Turkey	5	4	1
Uganda	3	2	1
Ukraine	1	1	0
United Arab Em	3	0	3
United Kingdom	9	1	8
Uzbekistan	2	0	2
Venezuela	5	0	5
Viet Nam	9	1	8
Yemen	1	0	1
Totals	795	399	396
81 countries (Top 3 countries: India, Saudi Arabia, Nepal)			

Appendix C, Part 2: International Students at SDSU | Countries of Origin | Spring 2016

Country	Total	GR	UG
Algeria	1	0	1
Angola	1	0	1
Argentina	2	1	1
Australia	1	0	1
Bahamas	9	0	9
Bahrain	1	0	1
Bangladesh	52	39	13
Belgium	1	1	0
Botswana	1	1	0
Brazil	14	1	13
Burkina Faso	4	1	3
Cambodia	1	0	1
Canada	19	5	14
Cameroon	2	1	1
China	54	35	19
Colombia	4	0	4
Dem. Rep. Congo	7	2	5
Congo	2	0	2
Costa Rica	2	1	1
Croatia	2	0	2
Denmark	1	0	1
Dominican	1	0	1
Ecuador	1	1	0
Estonia	1	0	1
Egypt	10	4	6
Ethiopia	8	1	7
Finland	1	1	0
France	1	1	0
Ghana	26	18	8
Hong Kong	2	0	2
Honduras	5	1	4
India	130	93	37
Indonesia	5	1	4
Iraq	3	3	0
Islamic Rep. Iran	8	8	0
Italy	2	1	1
Jamaica	1	0	1
Japan	7	0	7
Jordan	5	1	4
Kazakhstan	3	1	2
Kenya	6	5	1
Korea (Republic of)	49	9	40
Libyan Arab	11	8	3

Country	Total	GR	UG
Malawi	2	1	1
Malaysia	3	0	3
Mexico	5	4	1
Moldova	1	0	1
Mongolia	1	0	1
Morocco	3	0	3
Nepal	95	78	17
Netherlands	1	1	0
Nigeria	34	7	27
Norway	1	0	1
Oman	2	0	2
Pakistan	3	1	2
Philippines	1	1	0
Poland	1	1	0
Portugal	1	0	1
RussianFed	2	0	2
Rwanda	1	0	1
Saudi Arabia	140	59	81
Senegal	1	1	0
Slovenia	1	0	1
South Africa	4	1	3
Spain	1	1	0
Sri Lanka	20	2	18
Sweden	4	1	3
Syria	1	1	0
Tajikistan	1	1	0
Taiwan (ROC)	1	0	1
Thailand	2	1	1
Trinidad & Tabago	1	0	1
Turkey	5	4	1
Turkmenistan	1	0	1
Uganda	3	2	1
Ukraine	1	1	0
Unit. Arab Em	2	0	2
United Kingdom	7	0	7
Uzbekistan	2	0	2
Venezuela	5	1	4
Viet Nam	10	2	8
Yemen	1	0	1
Zambia	1	0	1
Totals	848	418	430
85 Countries (Top 3 countries: Saudi Arabia, India, Nepal)			



UNIVERSITY OF SOUTH DAKOTA

INTERNATIONAL ACTIVITIES REPORT 2015-16

Compiled by the Center for Academic and Global Engagement and the International Office, which was created on July 22, 2016. The International Office reorganized international recruitment, admissions, student services and the Intensive English Program into one office reporting to the Vice President of Marketing, Enrollment and University Relations (Scott Pohlson). Existing international staff from the Center for Academic and Global Engagement, Continuing and Distance Education and Enrollment Services have moved to the new office; no new lines were created. The organization chart is described below.

I. Mission, Vision and Goals

USD's current strategic plan specifies three goals aimed at furthering internationalization efforts at USD and graduating globally aware citizens. These include:

1. Increasing the number of courses focused on globalization and global issues by 50%,
2. Increasing the number of students taking part in an international experience (specifically, study abroad), and
3. Growing and diversifying the international student body.

USD's annual international activity report for 2015-2016 will highlight efforts made over the past year to meet these goals in the area of study abroad and faculty-led programs, international student recruitment and international student services, among others.

II. STAFF/REPORTING STRUCTURE

The Center for Academic and Global Engagement (CAGE) is situated in Academic Affairs, and the director of the Center reports to the Provost. Through the 2015-2016 academic year the Center housed all international student support services, along with the global learning, service-learning, undergraduate research, and nationally competitive scholarships. On July 22, 2016 International Student Services and the Intensive English Program were moved from the CAGE to the International Office. The visiting scholars program continues to be housed under Human Resources with Lisa Sorensen acting as the Responsible Officer. In this capacity, Ms. Sorensen provides service to USD's visiting scholars and researchers. The following tables show the staffing for 2015-2016 in the two left columns as well as the new 2016-2017 structure in the right columns.

Education Abroad

<i>2015-2016 personnel</i>	<i>Title, Office</i>	<i>2016-2017 personnel</i>	<i>Title, Office</i>
<i>Sarah Wittmuss</i>	<i>Director, CAGE</i>	<i>Open</i>	<i>Director, CAGE</i>
<i>Eric Leise</i>	<i>Assistant Director/PDSO/ARO, CAGE</i>	<i>line moved to International Office</i>	
<i>Dana Elliott</i>	<i>Global Learning Advisor, CAGE</i>	<i>Open</i>	<i>Global Learning Advisor, CAGE</i>
<i>Kim Albracht</i>	<i>Coordinator for Academic Engagement/DSO, CAGE</i>	<i>Virginija Wilcox</i>	<i>Coordinator for Academic Engagement, CAGE</i>

International Student Services

<i>2015-2016 personnel</i>	<i>Title, Office</i>	<i>2016-2017 personnel</i>	<i>Title, Office</i>
<i>Sarah Wittmuss</i>	<i>Director, CAGE</i>	<i>Susan Hackemer</i>	<i>Director, International Office</i>
<i>Eric Leise</i>	<i>Asst Director/PDSO/ARO CAGE</i>	<i>Patrick Morrison</i>	<i>Assistant Director for International Student Services PDSO/ARO International Office</i>
<i>Patrick Morrison</i>	<i>International Student Advisor/DSO/ARO CAGE</i>	<i>Kasie Heiden</i>	<i>International Student Advisor/DSO/ARO</i>

Other international staff (IEP, recruitment, etc.)

<i>2015-2016 personnel</i>	<i>Title, Office</i>	<i>2016-2017 personnel</i>	<i>Title, Office</i>
<i>Susan Hackemer</i>	<i>Director of International Recruitment, Enrollment Services</i>	<i>Susan Hackemer</i>	<i>Director, International Office</i>
<i>Tina Kjolhaug</i>	<i>Coordinator for International Recruitment and Admissions, Continuing and Distance Education</i>	<i>Tina Kjolhaug</i>	<i>Assistant Director for International Recruitment, International Office</i>
<i>Layani Makwinja</i>	<i>International Admissions Counselor, Undergraduate Admissions</i>	<i>Layani Makwinja</i>	<i>International Admissions Counselor, International Office</i>
<i>Ryan Nowack</i>	<i>Coordinator, Intensive English Program, CAGE</i>	<i>Ryan Nowack</i>	<i>Assistant Director for Intensive English Program, International Office</i>
<i>Patty Lase</i>	<i>Secretary, CAGE</i>	<i>Patty Lase</i>	<i>Secretary, International Office</i>

<i>Christopher Jenks</i>	PhD, Assistant Professor, Department of English (specializes in TESOL)	<i>Christopher Jenks</i>	PhD, Assistant Professor, Department of English (specializes in TESOL)
<i>Lisa Sorensen</i>	Director – Human Resources for Health Affairs/RO	<i>Lisa Sorensen</i>	Director – Human Resources for Health Affairs/RO

III. INTERNATIONAL EDUCATION SUPPORT/ACTIVITIES

Staff & Faculty involved in international activities: See above for staffing in international education. Below is a list of faculty leaders who led a faculty-led program during AY 2015-2016.

- Gerta Bardhoshi, PhD, Assistant Professor – Division of Counseling and Psychology in Education, School of Education (Greece, summer 2015)
- Holly Straub, PhD, Associate Professor – Human Factors Program, Department of Psychology (Galapagos, summer 2015 & London, summer 2015)
- Shane Nordyke, PhD, Associate Professor, Department of Political Science (Ireland, summer 2015)
- Matthew Sayre, PhD, Chair, Anthropology & Sociology (Peru Field School, summer 2015)
- Carole South-Winter, Assistant Professor – Department of Health Science, School of Health Sciences (Germany, summer 2015)
- Kimberly Grieve, PhD, V.P. of Student Services/Dean of Students, Student Affairs (Ireland, Winter Break 2016).
- Timothy Schorn, PhD, Assistant Professor – Department of Political Science, College of Arts and Sciences (UAE, Winter Break 2016)
- Lana Svien, PhD, Chair and Professor – Department of Physical Therapy, School of Health Sciences (Guatemala, spring 2016)

In addition to leading students abroad, USD faculty across campus are involved in various international activities. In AY15-16, USD enrolled 50+ faculty or staff into the CISI international travel insurance, per BOR policy. These faculty conducted collaborative research, delivered talks and papers on their research, explored new opportunities, among many other activities on nearly every continent. A small sampling of some of these activities, include:

- Andrew Sykes, Ph.D., professor and chair, spent the 2015-16 academic year conducting research at Lancaster University in England through a Fulbright U.S. Scholar Award.
- Professor Marni Johnson traveled to Tanzania in May through a non-profit organization to provide audiology services and teach local medical personnel about hearing healthcare.
- Nicole Hamonic assistant professor, gave an invited lecture, “Endowment of Chantries of the English Hospitallers as an Example of Memory,” at a conference in Palmela, Portugal.
- Kurt Hackemer professor and chair, presented “Wartime Trauma and the Lure of the Frontier: Civil War Veterans in Dakota Territory” at the annual meeting of the Society for Military History in Ottawa, Canada.

- Joseph Tinguely, assistant professor of philosophy, presented “Streiten and the Public Form of Judgment” at the International Kant Congress, Vienna, Austria. (September 22, 2015)
- Ed Gerrish (Department of Political Science) Presented the talk “Do performance reforms make a difference: Evidence from meta-analyses” at the Public Management Research Conference (PMRC) in Aarhus, Denmark in June 2016.
- Chaoyang Jiang (Department of Chemistry) was invited to give a talk entitled “SERS-Active Novel Nanohybrids” at the College of Chemistry and Chemical Engineering, Lanzhou University, China on June 29, 2016. He also held a meeting with the undergraduate students and talked about the graduate recruitment at USD.

Committees or groups related to international education:

Travel Warning Exception Committee – risk management committee under the Provost
 International Studies Committee – Beacom School of Business
 Center for Diversity and Community (est. 2014)

Student organizations related to international education:

International Club
 Various student clubs based on ethnic origin or academic area: African Student, Muslim Students, USD Indian, and Chinese Student and Scholarship Associations, among others.

Alumni activities related to international education: The Alumni Association offers educational tours to alumni interested in international travel.

Other Global Learning Opportunities: The Center regularly supports international service-learning, research and internship opportunities, as well as students who receive competitive national scholarships, such as Fulbright. In AY 15-16, the following USD students received competitive scholarships to undertake overseas study, research or practicums:

Critical Language Scholarship: 2016: Jenna Hayes, Kaleigh McLaughlin
 Gilman: 2015: Blaze Giroux; 2016: Christina Bushinger
 Fulbright: 2016: Chris Zimmer (Greece), Angela Luedke (Morocco)

The USD Sanford School of Medicine continues to actively support its students to take part in international opportunities as part of their medical training. Many of these students take part in Médecins sans Frontières (MSF; Doctors without Borders) in Africa, Asia and Latin America. Efforts are on-going to create a formal rotation in Ghana in partnership with Sanford World Clinics.

On campus programs (Cultural events/fairs):

Global Learning and Engagement Fair – once/semester
 International Education Week – every November
 Festival of Nations – every April
 Farber International Film Series – throughout the AY
 Various International Club activities, study abroad panels, etc. – throughout AY

Specific Academic courses (Intercultural Communication, Global Issues, etc.)

See Appendix I.

Dual degree, international partners (new), etc.:

Yangtze University – New one-way partnership allowing students from Yangtze University to attend USD for one academic year within the Department of Physics. The number of students is limited to 5 per year, with plans to explore further collaboration and partnership initiatives in subsequent years.

IV. EDUCATION ABROAD

Exchange/Partnership agreements – current and new: USD has no pending MOUs, but has a pending direct placement agreement with the University of Auckland reflecting a renewed focus on desired areas in AY16-17. Target countries, based on recent data analysis of student interest, areas of study and needs to control costs, include Australia, New Zealand, the United Kingdom (Scotland), Ireland, and Spain.

MOU's: USD currently has no new or pending MOUs, but is exploring an MOU with the University of Zaragoza. All MOUs up for renewal are in process.

Faculty-led programs (FLPs): USD delivered a total of 8 international FLPs bearing academic credit, and one non-credit bearing program during AY 15-16. The list of programs, including participation data is found in Appendix II: Education Abroad Data.

Study abroad: USD continues to focus on increasing participation in education abroad programs by focusing on ensuring equity of opportunity. We have advanced this mission in several ways over the past year by:

- Increasing the number of students who study abroad;
- Targeting students with high financial need, and who come from under-represented ethnic groups, with specific attention paid to students of Native American background;
- Diversifying opportunities for study abroad based on cost, location, and length of time so as to accommodate the highest and most diverse number of students possible; and,
- Sourcing outside funds to help develop new, innovative programs and to provide further financial support to students.

Specific examples of these outcomes include the Center joining the Generation Study Abroad initiative from the Institute of International Education, which gives us access to various networks and potential funds for increasing our study abroad numbers to meet our stated goal as part of the initiative, to double our participation numbers in study abroad by 2020. In addition, we are exploring MOUs with the University of Auckland and University of Zaragoza to increase our low-cost study abroad destination options for our students. Full data on study abroad participation, including FLPs and parity balances is included in the Appendix II: Education Abroad Data.

V. PROGRAM DETAIL/SUPPORT/DATA: INTERNATIONAL STUDENTS

Basic and Campus-specific services: The Center offered comprehensive student support, including airport pick-up for new students, welcome baskets for new students, a comprehensive student orientation each semester, cultural excursions around the region, and regular local trips to markets. Throughout the semester, various campus-based gatherings and events take place in

combination with the International Club and other student organizations. The Festival of Nations, in particular, has a long history at USD and remains a centerpiece of spring semester activities on campus. In spring 2016, Festival of Nations saw close to two hundred guests and over 70 student volunteers – who cooked 60 dishes and many performances of traditional songs and dance – attend USD’s premier international cultural event.

New initiatives in international student affairs (recruiting, admissions, services, etc., as applicable): USD recognizes the importance of a diverse student body, and has placed new emphasis on recruiting a similarly diverse set of international students with focus on places such as the Middle East, Eurasia, Africa and Southeast Asia, among others. As part of achieving student diversity, and specifically increasing the presence of international students on campus, USD named a new Director of International Recruitment in August 2015. The Director initiated the University’s first recruitment and outreach strategies under the Vice President of Marketing and Enrollment Services (Scott Pohlson).

Report on use of agents for international student recruiting: USD entered into agreements with four agencies this year. We were conservative in our outreach, limiting our agreements to members of AIRC: Abroad Campus (India), AECC Global (India), College Study US (global) and Aoji (China).

Data section: See Appendix III: International Student Data, Sections A-E.

VI. EXCHANGE BALANCE

List of exchange partner universities: See Appendix II: Education Abroad – Parity Balances.

Numbers to and from (e.g. ‘parity’) for last six years: See Appendix II: Education Abroad – Parity Balances

VII. SYSTEM-WIDE COLLABORATION

Study abroad programs (students participating in other Regental programs): USD continues to work with Northern State and Blacks Hills State to offer their students access to its exchange/partnership programs. We regularly send students from these institutions to USD’s exchange/partnership programs in Germany and Spain. Efforts to cross market short-term summer programs (FLPs) between USD, SDSU and other Board institutions continue, though informally.

Any collaborative efforts (joint recruiting, etc.): Discussions have continued regarding establishing Study South Dakota and were readdressed during the annual BOR meeting with international educational professionals across the system.

VIII. CAMPUS-SPECIFIC SPECIAL INITIATIVES, CHANGES, ETC.

For a full discussion, please see Sections I, II, III, and VII, above.

APPENDIX I: INTERNATIONAL EDUCATION SUPPORT/ACTIVITIES

A. Specific Academic courses (Intercultural Communication, Global Issues, etc.)

The following courses, some of which are included among the Investigations courses, will fulfill the Board of Regents' Globalization requirement.

ANTH 210 - Cultural Anthropology (C) [SGR #3, G]
 ARTH 212 - History of World Art II (C) [SGR #4, IGR #2, G]
 ARTH 416 - Art Theory and Criticism [G, W]
 BIOL 442 - Introduction to River Studies [G]
 ECON 202 - Principles of Macroeconomics (C) [SGR #3, G]
 ECON 441 - International Trade (C) [G]
 ECON 445 - International Macroeconomics [G]
 EDFN 475 - Human Relations (C) [G, W]
 ENGL 222 - British Literature II (C) [SGR #4, G]
 EXCH 472 – Glamorgan [South Wales] Exchange [G] (UK, Wales)
 EXCH 477 - Jena Exchange [G] (Germany)
 EXCH 484 - Hungary Exchange [G]
 EXPL 487 - Study Abroad (C) [G] (Affiliate/Sponsored/Other)
 EXPL 487: Otaru (Japan)
 EXPL 487: France
 EXPL 487: Wolfsburg (Germany)
 EXPL 487: Vigo (Spain)
 FREN 101 - Introductory French I (C) [SGR #4, G]
 FREN 102 - Introductory French II (C) [SGR #4, G]
 FREN 385 - Travel & Study Abroad in Francophone (C) [G] (France)
 GEOG 210 - World Regional Geography (C) [SGR #3, G]
 GER 101 - Introductory German I (C) [SGR #4, G]
 GER 102 - Introductory German II (C) [SGR #4, G]
 GER 201 - Intermediate German I (C) [SGR #4, G]
 GER 202 - Intermediate German II (C) [SGR #4, G]
 HIST 112 - World Civilizations II (C) [SGR #4, G]
 HIST 122 - Western Civilization II (C) [SGR #4, G]
 HSC 375 - The United States and Global Healthcare Systems [G, W]
 HSC 380 - Health Literacy and Culture Care [G]
 HSC 440 - Major Issues in Health and Human Services [G, W]
 MUS 100 - Music Appreciation (C) [SGR #4, IGR #2, G]
 MUS 240 - Music Cultures of the World (C) [SGR #4, IGR #2, G]
 NURS 470 - Population Based Health Promotion & Disease Prevention [G]
 NURS 471 - Clinical Prevention and Population Health [G, W]
 POLS 141 - Governments of the World (C) [SGR #3, G]
 POLS 250 - World Politics (C) [SGR #3, G]
 PSYC 456 - Introduction to Disaster Psychology [G, W]
 REL 250 - World Religions (C) [SGR #4, G]
 SPAN 101 - Introductory Spanish I (C) [SGR #4, G]
 SPAN 102 - Introductory Spanish II (C) [SGR #4, G]
 SPAN 201 - Intermediate Spanish I (C) [SGR #4, G]

SPAN 202 - Intermediate Spanish II (C) [SGR #4, G]
 THEA 100 - Introduction to Theatre (C) [SGR #4, IGR #2, G]
 THEA 201 - Film Appreciation (C) [SGR #4, IGR #2, G]
 THEA 305 - World Cinema: Film and Culture [G]
 THEA 350 - Film History [G]
 UHON 111 - Ideas in History [SGR #3, IGR #1, G]

APPENDIX II: EDUCATION ABROAD DATA

A. Faculty-Led Programs, AY 15-16

Program Name, Location	Students	Faculty/Staff	Term
Charles Darwin and the Galapagos Islands	10	1	Summer 2015
Field Methods in Archaeology	7	1	Summer 2015
Global Administration of Health Services (Germany)	16	1	Summer 2015
Greece Then and Now: Exploring the Origins of Humanistic Psychotherapy	10	1	Summer 2015
London, the Freuds and Darwin	9	1	Summer 2015
Radicalism and Revolution – Irish Political History and the IRA	15	1	Summer 2015
Leadership in Ireland	19	2	Winter Break 2016
Politics, Culture and History of the Arabian/Persian Gulf	15	1	Winter Break 2016
Guatemala Practicum/Service-Learning (non-credit)	17	2	Spring break 2016
Total	118	11	

B. Study Abroad

1. Total Outgoing/Country

Study Abroad Participation by Country, 2015-16	Students
<i>Africa</i>	2
Tanzania	1
South Africa	1
<i>Asia & Oceania</i>	14
Australia	10
China	3
New Zealand	1
<i>Europe</i>	42
France	2
Germany	4
Hungary	2
Ireland	8
Spain	4
Sweden	1
Italy	4
United Kingdom	17
<i>Central & South America</i>	8

Costa Rica	6
Belize	1
Guatemala	1
Ecuador	1
Total	66

2. Total Outgoing/Program Type

Study Abroad Participation by Program	Students
<i>Partnerships & Exchanges</i>	23
Perth, Australia	5
Oldenburg, Germany	2
Piliscaba, Hungary	2
South Wales, Wales (UK)	3
Wolfsburg, Germany	1
Jena, Germany	1
<i>Program Providers</i>	32
AIFS	7
CEA	1
CIEE	1
CIS	4
ISA	15
USAC	2
IEFE/PAU	2
Edge Hill	6
World Endeavors	2
<i>Independent/non-credits experiences</i>	11
Internships/Practicum/Field Experience	11
Total	66

3. Current Exchange and Partnerships

Institution Name	Location	BOR Approval Date	Valid Until	Exchange or partnership?
University of Western Australia (UWA)	Perth, Australia	Dec-13	Dec-17	Partnership
University of South Wales (formerly Glamorgan)	Trefforest, Wales (England)	Oct-13	Sep-15	Exchange
Friedrich Schiller University of Jena	Jena, Germany	Aug-11	Aug-16	Exchange
Carl von Ossietzky University of Oldenburg	Oldenburg, Germany	Aug-11	Aug-16	Partnership
Ostfalia University of Applied Sciences	Wolfenbuttel, Germany	Oct-11	Oct-16	Partnership

Pazmany Peter Catholic University	Piliscsaba, Hungary	Aug-11	Aug-16	Exchange
University of Vigo	Vigo, Spain	Jun-12	Jun-15	Partnership
University of Otaru	Otaru, Japan	Mar-11	Mar-16	Partnership

4. Parity Balances (2010-2016)

Exchange Parity

	FALL ONLY		SPRING ONLY		ACADEMIC YEAR	
	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming
Jena	1	1	3	0	4	6
South Wales	1	0	1	3	3	6
Pazmany	6	0	0	0	4	0
Totals	6	1	4	3	11	12
					TOTAL PARITY ALL TERMS	
					21	16

Partnership Parity

	FALL ONLY		SPRING ONLY		ACADEMIC YEAR	
	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming
Otaru	0	3	0	0	16	4
Ostfalia	1	7	4	0	0	2
Oldenburg*	2.5	12	0	1	2	0
UWA	2	2	5	2	1	0
Vigo	2	0	2	0	2	7
Totals	7.5	24	11	3	21	13
					TOTAL PARITY ALL TERMS	
					39.5	40

*The 0.5 represents a summer program offered to USD students that accounts for one-half term per student.

Overall Parity

	FALL ONLY		SPRING ONLY		ACADEMIC YEAR	
	Outgoing	Incoming	Outgoing	Incoming	Outgoing	Incoming
Exchanges	6	1	4	3	11	12
Partnerships	7.5	24	11	0	21	13
Totals	13.5	25	15	3	32	25
					TOTAL PARITY ALL TERMS	
					60.5	53

APPENDIX III: INTERNATIONAL STUDENT DATA

A. Total number in fall and spring semesters

	Undergraduate	Graduate	Non-degree*	Total
Fall 2015	116	102	12	232
Spring 2016	111	99	4	214

*Includes both ESL and exchange/partnership students

B. New students in fall and spring semesters

	Undergraduate	Graduate	Non-degree	Total
Fall 2015	38	39	12	88
Spring 2016	13	16	0	29

C. Total number of countries represented (fall and spring)

Fall 2015		Spring 2016	
Country	Total	Country	Total
Australia	2	Australia	1
Bangladesh	12	Bangladesh	11
Bolivia	1	Bolivia	1
Botswana	1	Botswana	1
Brazil	4	Brazil	3
Burkina Faso	1	Burkina Faso	1
Canada	11	Canada	10
China	41	China	36
Colombia	1	Colombia	1
Congo, Republic of	0	Congo, Democratic Republic of	1
Croatia	0	Croatia	1
		Curacao	2
Czech Republic	1	Czech Republic	1
Egypt	1	Egypt	1
El Salvador	1	El Salvador	1
Ethiopia	1		
France	1	Ethiopia	1
Germany	12	France	1
Ghana	6	Germany	3
Hong Kong	3	Ghana	5

India	21	Hong Kong	3
Indonesia	1	India	26
Iran	4	Indonesia	1
Iraq	1	Iran	4
Jamaica	3	Iraq	1
Japan	5	Jamaica	3
Jordan	1	Japan	3
Kazakhstan	1		
Kenya	2	Jordan	1
Korea, Republic of	19	Kenya	2
Kuwait	3	Korea, Republic of	18
Lebanon	1	Lebanon	1
Macau	1		
Malaysia	3	Kuwait	5
Mali	1		
Mexico	1	Macau	1
Nepal	17	Malaysia	3
Netherlands	3	Netherlands	2
Nigeria	4	Mexico	1
Pakistan	2		
Russia	1		
Saudi Arabia	5	Nepal	11
Serbia	2	Nigeria	7
Singapore	2	Pakistan	4
Spain	1		
South Africa	1	Russia	1
Sri Lanka	9	Saudi Arabia	5
Sweden	1	Serbia	2
Syria	1		
Taiwan	2	Singapore	2
Tunisia	1	South Africa	1
United Kingdom	5	Spain	2
Ukraine	3	Sri Lanka	7
United Arab Emirates	1	Sweden	1
Venezuela	2	Syria	1
		Taiwan	1
Vietnam	1	Tunisia	1
Yemen	1	Ukraine	2

		United Kingdom	4
		Venezuela	2
		Vietnam	1
		Uzbekistan	1
TOTAL (Countries)	54	TOTAL (Countries)	55
TOTAL (Students)	232	TOTAL (Students)	214

D. Numbers in each major/program (Undergraduate, Graduate)

Major/Program of Study	Fall 2016		Spring 2016	
	UG*	GR	UG*	GR
Accounting	6	5	6	3
Administration	0	1	0	0
Administrative Studies	0	0	0	0
Alcohol & Drug Abuse Studies	0	0	0	0
Alcohol and Drug Studies	0	0	0	0
American Indian Studies	0	0	0	0
Anthropology	0	0	0	0
Art	3	0	4	0
Art Education	1	0	1	0
Audiology	0	0	0	0
Biological Sciences	0	0	0	0
Biology	7	3	7	4
Biology Education	0	0	0	0
Biomedical Engineering	0	6	0	3
Biomedical Sciences	0	17	0	11
Business	0	0	0	0
Business Administration	0	1	0	4
Business-Management	1	0	0	0
Chemistry	0	6	1	5
Chemistry Education	0	0	0	0
Clinical Laboratory Science	0	0	0	0

Communication Disorders	0	0	0	0
Communication Sci & Disorders	0	0	0	0
Communication Studies	4	3	4	5
Computational Sci & Stats	0	0	0	0
Computer Science	13	21	9	28
Contemporary Media/Journalism	2	0	3	0
Counseling & Psychology in Ed	0	3	0	3
Criminal Justice Studies	3	0	4	0
Curriculum and Instruction	0	2	0	0
Dental Hygiene	0	0	0	0
Earth Science	2	0	1	0
Economics	0	0	2	0
Educational Administration	0	2	0	2
Elementary Education	0	0	0	0
	Fall 2015		Spring 2016	
English	1	3	1	2
English Education	0	0	0	0
Finance	3	0	4	0
French Studies	0	0	0	0
General Studies	0	0	0	0
German	0	0	0	0
Health Sciences	1	0	1	0
Health Services Admin	0	1	0	0
History	0	1	0	0
History Education	0	0	0	0
Human Resource Management	0	0	0	0
Interdisciplinary Studies	0	5	0	4
International Studies	1		0	0
Kinesiology/Exercise Science	1	0	1	0
Kinesiology/Sports Management	1	1	1	0
Law	0	2	0	2
Liberal Studies	0	0	0	0
Long Term Care Management	0	0	0	0
Management	0	0	0	0
Marketing	1	0	2	0
Materials Chemistry	0	9	0	9
Mathematics	4	1	4	1
Mathematics Education	0	0	0	0

Medical Technology	0	0	0	0
Medical Biology	8	0	6	0
Music	0	2	0	2
Music Education	0	0	0	0
Music Performance	3	1	1	1
Musical Arts	0	0	0	0
Natural Science	0	0	0	0
Not Seeking a Degree	12	0	4	0
Nursing	1	0	0	0
Occupational Therapy	0	0	0	0
Philosophy	0	0	0	0
Physical Education	0	0	1	0
Physical Therapy	0	0	0	0
Physician Assistant Studies	0	0	0	0
	Fall 2015		Spring 2016	
Physician Scientist	0	0	0	0
Physics	3	4	3	6
Political Science	1	5	0	3
Political Science Education	0	0	0	0
Pre-Business	27	0	27	0
Pre-Chiropractic - Tracking	0	0	0	0
Pre-Dental - Tracking	0	0	0	0
Pre-Dental Hygiene	0	0	0	0
Pre-Law - Tracking	0	0	0	0
Pre-Medicine - Tracking	2	0	2	0
Pre-Nursing	7	0	7	0
Pre-Occupnl Therapy -Tracking	0	0	0	0
Pre-Optometry - Tracking	0	0	0	0
Pre-Phys Therapy - Tracking	0	0	0	0
Pre-Physicians Assistant	0	0	0	0
Pre-Veterinary Med - Tracking	0	0	0	0
Psychology	5	1	4	1
Public Administration	0	0	0	0
Secondary Educ Specialization	0	0	0	0
Secondary Education	0	0	0	0
Social Work	0	0	0	0
Sociology	0	0	0	0
Spanish	0	0	0	0

Spanish Education	0	0	0	0
Special Education	0	0	0	0
Speech Communication	0	0	0	0
Speech Education	0	0	0	0
Speech-Language Pathology	0	1	0	0
State Govt Ldrship Excellence	0	0	0	0
Technology for Ed & Training	0	0	0	0
Theatre	0	0	0	0
Undeclared/Unknown	2	0	4	0
Totals	130	102	115	99

**All SPEC.SPEC and non-degree are included under the UG column*

E. Optional Practical Training (OPT)

Fall 2015: 30

Spring 2016: 57

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – R

DATE: December 6-8, 2016

SUBJECT: Annual Curriculum Summary Report

To streamline the curriculum review process, the Board of Regents authorizes the university Vice Presidents of Academic Affairs to approve minor course modifications and minor program modifications. The requirements for this process are established in the [Minor Course Modification Request](#) guidelines approved by the Academic Affairs Council. The campuses are required to provide an annual summary to the System Vice President for Academic Affairs and this is forwarded on to the Board for information.

The minor course modifications include the following:

- Course numbering
- Title
- Course prerequisite
- Course description (when it does not change course content)
- Decrease in hours of credit
- Course deletion
- Experimental courses

The minor program modifications include the following:

- Course deletion
- Course addition
- Revised courses

The following annual reports are attached:

- BHSU Attachment I
- DSU Attachment II
- NSU Attachment III
- SDSM&T Attachment IV
- SDSU Attachment V
- USD Attachment VI

INFORMATIONAL ITEM

Black Hills State University
Minor Course Modification Summary
Approved by Vice President for Academic Affairs
September 2015 - August 2016

University	Prefix & Number	Course Title	Minor*	Type of Change		Date Approved
		(Section Title for Experimental Course)		Deletion	Experimental**	
BHSU	EXPL 499	International Service Learning			A,B	11/2/2015
BHSU	EXPL 599	International Service Learning			A,B	11/2/2015
BHSU	MGMT 630	Management and Leadership		X		11/24/2015
BHSU	MGMT620	Applied Organizational Behavior		X		11/24/2015
BHSU	MGMT 650	Marketing: Establishing Presence & Demand	B			11/24/2015
BHSU	MGMT 670	Advanced Business Finance	B			11/24/2015
BHSU	MGMT 710	Linking Business to Global Markets	B			11/24/2015
BHSU	MGMT 720	Managerial Decision and Control	B			11/24/2015
BHSU	MGMT 730	Econoics: Insights and Applications	B			11/24/2015
BHSU	MGMT 740	Using Technologies for Competitive Edge	B			11/24/2015
BHSU	MGMT 750	Strategic Planning: Mapping the Future	B			11/24/2015
BHSU	MGMT 760	Applied Management Science	B			11/24/2015
BHSU	MGMT 770	Capstone Experience: Theory to Practice Internship	B			11/24/2015
BHSU	ED 292	Topics	N			1/22/2016
BHSU	ED 591	Independent Study	N			1/22/2016
BHSU	PE 216	Fitness Assessment	A,D			2/22/2016
BHSU	PE 216L	Fitness Assessment Lab	A,E			2/22/2016
BHSU	PE 101	The Exercise Science Major	C			2/22/2016
BHSU	PE 462	Exercise Leadership	C			2/22/2016
BHSU	EXS 494	Internship	N			2/29/2016
BHSU	PE 350	Exercise Physiology	G			2/29/2016
BHSU	PE 353	Kinesiology	G			2/29/2016
BHSU	PE 454	Biomechanics	G			2/29/2016
BHSU	MATH 498	Undergrad Research/Scholarship	N			3/14/2016
BHSU	CSC 250	Computer Science II	J			3/14/2016
BHSU	MIS 250	Computer Science II	J			3/14/2016
BHSU	MIS 150	Computer Science I	J			3/14/2016
BHSU	CSC 150	Computer Science I	J			3/14/2016
BHSU	MCOM 161	Graphic Communication	G			3/16/2016
BHSU	MCOM 265	Basic Photography	G			3/16/2016
BHSU	MCOM 266	Photojournalism	G			3/16/2016
BHSU	MCOM 165	History of Photography	G			3/16/2016
BHSU	MCOM 312	Intermediat Photography	G			3/16/2016
BHSU	MCOM 315	Computer Production & Imaging	G			3/16/2016
BHSU	MCOM 328	Advertising Media Communications	G			3/16/2016
BHSU	MCOM 364	Studio and Commercial Photography	G			3/16/2016
BHSU	MCOM 367	Color Photography	G			3/16/2016
BHSU	MCOM 448	Advanced Interactive Multimedia Design	G			3/16/2016
BHSU	MCOM 450	Alternative Photo Printing	G			3/16/2016

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Minor*	Type of Change		Date Approved
				Deletion	Experimental**	
BHSU	MCOM 464	Advanced Commercial and Studio Photography	G			3/16/2016
BHSU	MCOM 465	Contemporary Issues in Photography	G			3/16/2016
BHSU	ART 365	Art & Technology	A			5/4/2016
BHSU	MCOM 418	Interactive Multimedia Design	A, F			5/4/2016
BHSU	MCOM 448	Advanced Interactive Multimedia Design	A, F			5/4/2016
BHSU	MCOM 328	Advertising Media Communications	B, D			5/4/2016
BHSU	MCOM 361	Advanced Desktop Publishing	A, G			5/4/2016
BHSU	MCOM 261	Intermediate Desktop Publishing	A, G			5/4/2016
BHSU	MCOM 460	Professional Practices in Photographic Imaging	A, G			5/4/2016
BHSU	MCOM 365	Advanced Photography	G			5/4/2016
BHSU	ART 448	Advanced Interactive Multimedia Design	A, F			5/12/2016
BHSU	ART 328	Advertising Media Communications	B, D			5/12/2016
BHSU	MUS 215	Introduction to Music Technology	C			8/16/2016
BHSU	MUS 374	Percussion Instrumental Methods	C			8/16/2016
BHSU	OE 310	Outdoor Education Programs	B, F			8/16/2016
BHSU	OE 350	Environmental Interpretation	F			8/16/2016
BHSU	OE 376	Technology Integration	B, F			8/16/2016
BHSU	OE 392	Topics	N			8/16/2016
BHSU	POLS 498	Undergrad Research/Scholarship	N			8/16/2016
BHSU	SOC 498	Undergrad Research/Scholarship	N			8/16/2016

*Minor

A Course number	C Credit hours	E Course Co Requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

**Experimental

A Approved	C Second Offering
B First offering	D Deleted

Black Hills State University
Minor Program Modification Summary
Approved by Vice President for Academic Affairs
September 2015 - August 2016

University	Program Title	Type of Change			Date Approved
		Course Deletion	Course Addition	Revised Courses	
BHSU	BSED in Art Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Biology Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Business Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Chemistry Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Composite Communication/English Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Composite Speech/Communication Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Early Childhood/Special Education	SPED 300	SPED 100		1/20/2016
BHSU	BSED in Elementary Education	SPED 300	SPED 100		1/20/2016
BHSU	BSED in English Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in History Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Composite Math & Science Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Mathematics Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Music Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Physical Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Composite Science Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Composite Social Science Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Spanish Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	BSED in Speech/Speech Communications Education	SPED 405/SPED 300 choice	SPED 100		1/20/2016
BHSU	Minor in Psychology	Remove PSYC 318/L as an option from the Experimental area	Add PSYC 425 as an option under Developmental area; Add PSYC 301/L as an option under Experimental area, Add PSYC 441 as an option under Social-Personality area.		2/8/2016
BHSU	BSED in SPED	SPED 405/SPED 300 choice and SPED 432	SPED 100 and SPED 417		3/1/2016
BHSU	MBA in Applied Management	MGMT 620	MGMT 640		11/6/2015
BHSU	Research Minor - Mathematics	RESR 498, MCOM 488	MATH 498; Add choice of MCOM 452 or ENGL 379 as Communication Elective.	Change 12 credits of Supportive Electives to 9-12 credits. Add MATH 300/400, PHYS 211L, PHYS 213L, CSC 150, SCS 250 as choices for Supportive Electives.	3/15/2016

University	Program Title	Type of Change			Date Approved
		Course Deletion	Course Addition	Revised Courses	
BHSU	Minor in Business Administration	remove BADM 350 from required core. Remove ECON 202 option from required core.		Change 3 credits of electives to 6. Add ACCT 211 and BADM 350 to list of elective options.	5/3/2016
BHSU	BSED in Art Education			Change ART 430 requirement to a choice between ART 430 and ART 338.	5/3/2016

Dakota State University
Minor Course Modification Summary
Approved by Vice President for Academic Affairs
Date (August, 2016)

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental**	
DSU	ARTD 260	Stop-Motion Puppet Animation		X		4/28
DSU	ARTD 336	Digital Photography I	D			4/28
DSU	ARTD 382	3-D Design I	F			4/28
DSU	ARTD 385	3-D Design II	F			4/28
DSU	ARTD 439	3D Character Design & Modeling	F			4/28
DSU	ARTD 440	Advanced 3D Design		X		4/28
DSU	ARTD 441	3-D Character Animation	B, F			4/28
DSU	ARTD 480	Studio Processes	D			4/28
DSU	CIS 466	Survey of Network Applications	B, D			4/28
DSU	CSC 434	Web Application Security	D			4/28
DSU	CSC 466	Language Processing	D			4/28
DSU	CSC 482	Algorithms and Optimization	D			4/28
DSU	EXS 401	Fitness for Special Populations	B, D			4/28
DSU	EXS 405	Physiological Methods of Training	A, B, F			4/28
DSU	EXS 420	Risk Management		X		4/28
DSU	HIMS 701	Introduction to Healthcare Information	B, F			4/28
DSU	HIMS 742	Healthcare Information Infrastructure	B, D, F			4/28
DSU	HIMS 744	Healthcare Information Analysis	B, D, F			4/28
DSU	HIMS 745	Legal Issues in Health Informatics	B, D, F			4/28
DSU	HIMS 746	Data Management in Health Informatics	B, D, F			4/28
DSU	HIMS 747	Business of Health Informatics	B, D, F			4/28
DSU	HIMS 748	IS Tools and Applications for Healthcare Research	B, F			4/28
DSU	HIMS 788	Master's Research Prob/Project	D			4/28
DSU	INFA 725	Advanced Network Hacking		X		4/28
DSU	INFA 729	Advanced Web Hacking		X		4/28
DSU	INFA 734	Web Software Security		X		4/28
DSU	INFA 736	Offensive Network Security		X		4/28
DSU	INFA 741	Intro to Banking		X		4/28
DSU	INFA 743	Information Security Mgmt Systems Transactions		X		4/28
DSU	INFA 745	Compliance and Audit	D			4/28
DSU	INFS 601	Information Systems	C			4/28
DSU	INFS 701	Introduction to Healthcare Information		X		4/28
DSU	INFS 732	Emerging Technologies and Issues	D			4/28
DSU	INFS 734	Multi-tiered and Service-Oriented Architectures	D			4/28
DSU	INFS 742	Healthcare Information Infrastructure		X		4/28

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental**	
DSU	INFS 744	Healthcare Information Analysis		X		4/28
DSU	INFS 760	Enterprise Modeling and Data Management	D, E			4/28

***Minor**

A Course number	C Credit hours	E Course corequisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite 1 – Course restriction field	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

****Experimental**

A Approved	B First offering	C Second Offering	D Deleted
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Dakota State University Minor Program Modification Summary Approved by Vice President for Academic Affairs Date (August, 2016)					
University	Program Title	Type of Change			Date Approved
		Course Deletion	Course Addition	Revised Courses	
DSU	MS in Information Systems, General Specialization	X	X		4/28/16
DSU	MS in Information Systems, Healthcare Information Systems Specialization	X	X		4/28/16
DSU	BS in Education, English Education	X	X		4/28/16
DSU	Multimedia Web Design Minor	X	X		4/28/16
DSU	Bank Security Certificate	X	X		4/28/16
DSU	Ethical Hacking Certificate	X	X		4/28/16
DSU	Object Oriented Programming Certificate	X	X		4/28/16



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Annual Minor Course Modification Summary

The university Vice President for Academic Affairs has authority to approve all minor course modifications. Each university shall submit an annual summary of minor course modifications and experimental courses to the system Chief Academic Officer using this form. The summary is included in the Annual Curriculum Report to the Board of Regents at their October meeting.

Northern State University

September 1, 2015 – August 31, 2016

Name of Institution

Date

Alan D. Jaume
Vice President for Academic Affairs Signature

8/31/2016

Date

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
			Minor*	Deletion	Experimental**	
NSU	ART 370	Creative Photography I	B, D, F			5/15/2015
NSU	ART 470	Creative Photography II	B,D			5/15/2015
NSU	ART 488	Senior Thesis		X		5/15/2015
NSU	ART 489	Senior Exhibition	C, F			5/15/2015
NSU	ARTD 231	Graphic Design	C, F			5/15/2015
NSU	ARTD 331	Advertising Design I	C, F			5/15/2015
NSU	ARTD 445	Advertising Design II	D			5/15/2016
NSU	ARTD 488	Senior Thesis		X		5/15/2015
NSU	ARTD 489	Senior Exhibition	C, F			5/15/2015
NSU	MATH 191	Independent Study	N			9/3/2015
NSU	ARTD 391	Independent Study	N			9/4/2015
NSU	SOC 340	Sociology of the Community		X		9/14/2015
NSU	SOC 353	Sociology of Work		X		9/14/2015

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
			Minor*	Deletion	Experimental**	
NSU	SOC 462	Population Studies		X		9/14/2015
NSU	GER 494	Internship	N			9/18/2015
NSU	MUS 185	Recital Attendance	M			11/2/2015
NSU	EAP 035	Advanced Lab	C			11/2/2015
NSU	ART 292	Topics	N			11/17/2015
NSU	ART 192	Topics	N			11/30/2015
NSU	EAP 001	Pre-Beginner Reading	C			12/7/2015
NSU	EAP 002	Pre-Beginner Writing	C			12/7/2015
NSU	EAP 003	Pre-Beginner Listening and Speaking	C			12/7/2015
NSU	EAP 011	Beginner Reading	C			12/7/2015
NSU	EAP 012	Beginner Writing	C			12/7/2015
NSU	EAP 013	Beginner Listening and Speaking	C			12/7/2015
NSU	EAP 021	Intermediate Reading	C			12/7/2015
NSU	EAP 022	Intermediate Writing	C			12/7/2015
NSU	EAP 023	Intermediate Listening and Speaking	C			12/7/2015
NSU	EAP 031	Advanced Reading	C			12/7/2015
NSU	EAP 032	Advanced Writing	C			12/7/2015
NSU	EAP 033	Advanced Listening and Speaking	C			12/7/2015
NSU	THEA 192	Topics	N			12/22/2015
NSU	ARTD 192	Topics	N			1/19/2016
NSU	CHEM 314/314L	Criminalistics/Lab	D			2/1/2016
NSU	PE 459	Introduction to Research Methods	D			2/1/2016
NSU	THEA 292	Topics	N			2/16/2016
NSU	SOC 592	Topics	N			2/25/2016
NSU	MUS 466	The School Music Program/Media	B, F, O			3/14/2016
NSU	MUS 480	Secondary School Methods	C, F			3/14/2016
NSU	MUS 496	Field Experience	N			3/17/2016
NSU	POLS 492	Topics	N			3/17/2016
NSU	MIS 385	Data Mining	D			4/4/2016

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
			Minor*	Deletion	Experimental**	
NSU	MIS 484	Database Management Systems	D			4/4/2016
NSU	MUS 450	Advanced Music Methods in the Elementary School	C, F, O			4/4/2016
NSU	EDAD 730	Public School Finance	C			4/20/2016
NSU	MUS 794	Internship	N			4/25/2016
NSU	PSYC 791	Independent Study	N			5/19/2016
NSU	BIOL 495	Practicum	C			7/25/2016
NSU	BIOL 484/484L	Environmental Science and Conservation/Lab	A			8/17/2016
POLS	292	Topics	N			8/25/2016
LING	591	Independent Study	N			8/26/2016

Add lines as needed

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series
						O Registration Restrictions

****Experimental**

A Approved	C Second Offering
B First offering	D Deleted



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

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The university Vice President for Academic Affairs has authority to approve all minor program modifications. Each university shall submit an annual summary of minor course modifications and experimental courses to the system Chief Academic Officer using this form. The summary is included in the Annual Curriculum Report to the Board of Regents at their October meeting.

Northern State University

September 1, 2015 – August 31, 2016

Name of Institution

Date

Alan D. Jaume

8/31/2016

Vice President for Academic Affairs Signature

Date

University	Program Title	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
		Course Deletion	Course Addition	Revised Courses	
NSU	Fine Arts Specialization – Art (BA)			X	5/15/2015
NSU	Criminal Justice Specialization – Sociology (BA)			X	2/1/2016
NSU	Leadership and Administration (MSEd)			X	3/4/2016
NSU	Geography Minor			X	3/14/2016
NSU	Music – Instrumental (BME)			X	3/14/2016
NSU	Music – Vocal (BME)			X	4/4/2016
NSU	Music – Double (BME)			X	4/4/2016
NSU	Musical Theatre (BA)			X	4/4/2016
NSU	Birth through Preschool Special Education Endorsement			X	4/4/2016
NSU	Reading Minor			X	4/4/2016
NSU	Secondary Education (BSEd)			X	4/4/2016



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SDSM&T
Name of Institution

11/16/2016
Date

Dr. Demitris Kouris
Vice President for Academic Affairs Signature

11/16/2016
Date

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor	Deletion	Experimental	
SDSM&T	GEOL 212/L	Mineralogy & Crystallography/Lab	Course prerequisite	<input type="checkbox"/>		10/8/2015
SDSM&T	GEOL 322/L	Structural Geology/Lab	Course prerequisite	<input type="checkbox"/>		10/8/2015
SDSM&T	GEOL 341/L	Igneous & Metamorphic Petrology/Lab	Course prerequisite	<input type="checkbox"/>		10/8/2015
SDSM&T	GEOL 410	Field Geology	Course prerequisite	<input type="checkbox"/>		10/8/2015
SDSM&T	GEOL 464	Senior Research I	Course prerequisite	<input type="checkbox"/>		10/8/2015
SDSM&T	IENG 345	Entrepreneurship		<input checked="" type="checkbox"/>		10/8/2015
SDSM&T	MUS 117	Music in Performance I	Course description	<input type="checkbox"/>		10/8/2015
SDSM&T	ME 299/L	Introduction to Product Development & Systems Engineering/Lab		<input type="checkbox"/>	First offering	10/8/2015
SDSM&T	CSC 476/L/576/L	Mobile Computing Development	Course prerequisite	<input type="checkbox"/>		11/12/2015
SDSM&T	ME 499/599	Mechanics of Viscoelastic Solids		<input type="checkbox"/>	First offering	11/12/2015

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor	Deletion	Experimental	
SDSM&T	CENG 420/L	Design of Digital Signal Processing Systems	Course prerequisite	<input type="checkbox"/>		2/11/2016
SDSM&T	CENG/CSC 314/L	Assembly Language/Lab	Prefix	<input type="checkbox"/>		2/11/2016
SDSM&T	CSC 456/L	Operating Systems/Lab	Course prerequisite	<input type="checkbox"/>		2/11/2016
SDSM&T	EE 382/L	Applied Electromagnetics/Lab	Course Number	<input type="checkbox"/>		2/11/2016
SDSM&T	GEOE 662	Analytical Methods in Groundwater	Course Number	<input type="checkbox"/>		2/11/2016
SDSM&T	GEOE 766/L	Digital Modeling of Groundwater Flow Systems/Lab	Course title	<input type="checkbox"/>		2/11/2016
SDSM&T	IS 110	Explorations		<input checked="" type="checkbox"/>		2/11/2016
SDSM&T	CEE 456/556	Concrete Theory and Design	Course description	<input checked="" type="checkbox"/>		3/3/2016
SDSM&T	CENG/CSC 414/514	Introduction to Computer Vision	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	CENG/EE 421/L/521/L	Communication Systems/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	CENG 452/L/EE 452/L/552/L	Robotic Control Systems/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	EE 431/L/531/L	Power Systems/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	EE 456/L/556/L	Digital Control Systems/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	EE 481/L/581/L	Microwave Engineering/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	EE 483/L/583/L	Antennas for Wireless Communication/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	GEOE 451/L	Economic Geology/Lab	Prefix	<input type="checkbox"/>		3/3/2016
SDSM&T	GEOE 482/L/582/L	Applied Geomorphology/Lab	Course prerequisite	<input type="checkbox"/>		3/3/2016

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor	Deletion	Experimental	
SDSM&T	GEOE 664/L	Advanced Groundwater/Lab	Course Number	<input type="checkbox"/>		3/3/2016
SDSM&T	GEOL 473/L/573/L	Museum Exhibit Design/Lab	Credit hours	<input type="checkbox"/>		3/3/2016
SDSM&T	MATH 447/547	Design of Experiments	Course prerequisite	<input type="checkbox"/>		3/3/2016
SDSM&T	AES 673	Mesometeorology	Course Number	<input type="checkbox"/>		4/14/2016
SDSM&T	BIOL 431/L	Industrial Microbiology/Lab	Course Number	<input type="checkbox"/>		4/14/2016
SDSM&T	BIOL 444	DNA Structure and Function	Course Number	<input type="checkbox"/>		4/14/2016
SDSM&T	BIOL 470	Cancer Biology	Course description	<input type="checkbox"/>		4/14/2016
SDSM&T	CBE 484/584	Fundamentals of Biochemical Engineering	Course prerequisite	<input type="checkbox"/>		4/14/2016
SDSM&T	CEM 608	Construction Contracts	Course prerequisite	<input type="checkbox"/>		4/14/2016
SDSM&T	CEM 706	Managing Sustainable Projects	Course description	<input type="checkbox"/>		4/14/2016
SDSM&T	CEM 770	Case Studies in Construction		<input checked="" type="checkbox"/>		4/14/2016
SDSM&T	CENG 464	Computer Engineering Design I	Course title	<input type="checkbox"/>		4/14/2016
SDSM&T	CENG 465	Computer Engineering Design II	Course title	<input type="checkbox"/>		4/14/2016
SDSM&T	CSC 251	Finite Structures	Credit hours	<input type="checkbox"/>		4/14/2016
SDSM&T	CSC 449/549	Pattern Recognition	Course title	<input type="checkbox"/>		4/14/2016
SDSM&T	CSC 468/L/568/L	Graphical User Interface Programming	Course Number	<input checked="" type="checkbox"/>		4/14/2016
SDSM&T	CSC/CENG 415/L/515/L	Introduction to Robotics/Lab	Course prerequisite	<input type="checkbox"/>		4/14/2016
SDSM&T	EE 362	Electric and Magnetic Properties of Materials	Course description	<input type="checkbox"/>		4/14/2016
SDSM&T	GEOE/GEO L 700	Research Methods	Cross listing	<input type="checkbox"/>		4/14/2016

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor	Deletion	Experimental	
SDSM&T	GEOL 790	Seminar	Course description	<input type="checkbox"/>		4/14/2016
SDSM&T	IENG 215	Cost Estimating for Engineers I	Course prerequisite	<input type="checkbox"/>		4/14/2016
SDSM&T	IENG 216	Cost Estimating for Engineers II	Course prerequisite	<input type="checkbox"/>		4/14/2016
SDSM&T	MEM 445/545	Advanced Geostatistics and Grade Estimations	Credit hours	<input type="checkbox"/>		4/14/2016
SDSM&T	PHYS 225	Vibrations, Waves, and Optics	Course prerequisite	<input type="checkbox"/>		4/14/2016
SDSM&T	PHYS 414	Advanced Design Projects II	Credit hours	<input type="checkbox"/>		Click here to enter a date.



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SDSM&T

Name of Institution

Dr. Demitris Kouris

Vice President for Academic Affairs Signature

11/16/2016

Date

University	Program Title	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
		Course Deletion	Course Addition	Revised Courses	
SDSM&T	B.S. in Geological Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	10/8/2015
SDSM&T	B.S. in Mechanical Engineering	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	10/8/2015
SDSM&T	Geology Minor	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	10/8/2015
SDSM&T	Geospatial Technology Certificate	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	10/8/2015
SDSM&T	Ph.D. in Physics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	10/8/2015
SDSM&T	Petroleum Systems Certificate	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	11/12/2015
SDSM&T	B.S. in Computer Engineering	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	2/11/2016
SDSM&T	B.S. in Electrical Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2/11/2016
SDSM&T	M.S. in Computational Sciences and Robotics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	2/11/2016
SDSM&T	B.S. in Civil Engineering	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	3/3/2016
SDSM&T	B.S. in Mechanical Engineering	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	3/3/2016

SDSM&T	B.S. in Applied Biological Sciences	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4/14/2016
SDSM&T	B.S. in Computer Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	4/14/2016
SDSM&T	B.S. in Electrical Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	4/14/2016
SDSM&T	B.S. in Physics	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	4/14/2016
SDSM&T	Ph.D. in Biomedical Engineering	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	4/14/2016

Add lines as needed. Make sure to copy and paste formatting. Delete this note.



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SDSU
Name of Institution

9/13/2016
Date

Dennis D. Hedge
Vice President for Academic Affairs Signature

9/13/2016
Date

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor	Deletion	Experimental	
SDSU	ADV 343	Strategies – Public Relations		X		01/14/16
SDSU	ADV 442	Integrated Marketing Communication and Campaigns	Cross-list			01/14/16
SDSU	ADV 442L	Integrated Marketing Communication and Campaigns Lab	Cross-list			01/14/16
SDSU	ADV 472	Media Research and Planning	Cross-list			01/14/16
SDSU	AGEC 421	Farming and Food Systems Economics	Prerequisite, Registration Restriction			10/14/15
SDSU	AGEC 430	Agribusiness Marketing and Prices	Prerequisite			10/14/15
SDSU	AGEC 521	Farming and Food Systems Economics	Prerequisite			10/14/15
SDSU	AGEC 530	Agribusiness Marketing and Prices	Prerequisite			10/14/15
SDSU	AIS 291	Independent Study	X9X Series			09/14/15
SDSU	ARCH 691	Independent Study	X9X Series			04/06/16
SDSU	ART 332	Painting - Intermediate		X		03/11/16
SDSU	AS 233	Applied Animal Nutrition	Number, Title, Credit Hours, Prerequisite, Co-requisite			01/13/16

SDSU	AS 233L	Applied Animal Nutrition Lab	Number, Title, Co-requisite			01/13/16
SDSU	AS 323	Advanced Animal Nutrition	Number, Title, Prerequisite			01/13/16
SDSU	AS 345	Value Added Meat Products	Number, Co-requisite			01/13/16
SDSU	AS 345L	Value Added Meat Products Lab	Number, Co-requisite			01/13/16
SDSU	AS 350	Meat Product Safety and HACCP	Number, Prerequisite			01/13/16
SDSU	AS 365	Horse Production	Number, Prerequisite, Co-requisite			01/13/16
SDSU	AS 365L	Horse Production Lab	Number, Co-requisite			01/13/16
SDSU	AS 389	Current Issues in Animal Science	Description			04/08/16
SDSU	AS 433	Livestock Production	Number, Co-requisite			01/13/16
SDSU	AS 433L	Livestock Production Lab	Number, Co-requisite			01/13/16
SDSU	AS 474	Cow/Calf Management	Prerequisite			01/13/16
SDSU	AS 475	Feedlot Operations and Management	Prerequisite			01/13/16
SDSU	AS 477	Sheep and Wool Production	Prerequisite			01/13/16
SDSU	AS 478	Swine Production	Prerequisite			01/13/16
SDSU	AS 489	Current Issues in Animal Science	Number, Credit Hours			01/13/16
SDSU	AS 498	Undergraduate Research/Scholarship	X9X Series			02/12/16
SDSU	AS 791	Independent Study	X9X Series			12/21/15
SDSU	AST 304	Electrical Diagnostics for Farm Machinery	Prerequisite			04/14/16
SDSU	AST 490	Seminar	X9X Series			04/14/16
SDSU	AVIA 171	Introductory Flight I	Description			09/21/15
SDSU	AVIA 171	Introductory Flight I	Prerequisite, Co-requisite, Description			06/14/16
SDSU	AVIA 181	Introductory Flight II	Description			09/21/15

SDSU	AVIA 181	Introductory Flight II	Prerequisite, Co-requisite, Description			06/14/16
SDSU	AVIA 372	Professional Flight I	Description			09/21/15
SDSU	AVIA 372	Professional Flight I	Prerequisite, Co-requisite			06/14/16
SDSU	AVIA 377	Professional Flight II	Description			09/21/15
SDSU	AVIA 377	Professional Flight II	Prerequisite, Co-requisite			06/14/16
SDSU	AVIA 474	Certified Flight Instructor I	Description			09/21/15
SDSU	AVIA 474	Certified Flight Instructor I	Prerequisite, Co-requisite			06/14/16
SDSU	AVIA 475	Certified Flight Instructor II	Description			09/21/15
SDSU	AVIA 475	Certified Flight Instructor II	Prerequisite, Co-requisite			06/14/16
SDSU	AVIA 491	Independent Study	X9X Series			01/22/16
SDSU	BIOL 109	First Year Seminar	Co-requisite			03/16/16
SDSU	BIOL 109L	First Year Seminar Lab		X		03/16/16
SDSU	CA 496	Field Experience	X9X Series			01/12/16
SDSU	CA 496	Field Experience	X9X Series, prerequisite			01/12/16
SDSU	CHEM 242	Chemical Equilibrium and Thermodynamics		X		10/26/15
SDSU	CHEM 242L	Chemical Equilibrium and Thermodynamics Lab		X		10/26/15
SDSU	CHEM 345	Quantum Mechanics of Chemical Systems	Prerequisite			10/26/15
SDSU	CHEM 347	Chemical Kinetics	Prerequisite			10/26/15
SDSU	CHEM 348	Biophysical Chemistry	Prerequisite			10/26/15
SDSU	CHEM 433	Bioanalytical Chemistry	Prerequisite			10/26/15
SDSU	CHEM 484	Chemical Toxicology	Prerequisite			10/26/15
SDSU	CHEM 491L	Independent Study in Chemistry Lab	X9X Series			01/27/16
SDSU	CHEM 760	Laboratory Rotations in Biochemistry	Credit Hours			01/19/19
SDSU	CM 101	Introduction to Construction	Prerequisite			01/21/16
SDSU	CM 216	Construction Methods and Materials	Description			01/21/16
SDSU	CM 232	Cost Estimating	Co-requisite			01/21/16
SDSU	CM 455	Residential Construction	Co-requisite			12/22/15
SDSU	CM 455L	Residential Construction Lab	Co-requisite			12/22/15
SDSU	CM 460	Sustainable Building Systems Concepts & Analysis	Prerequisite			12/22/15

SDSU	CM 471	Capstone Experience	Registration Restriction			12/22/15
SDSU	DS 480	Dairy Farm Operations I	Co-requisite			03/14/16
SDSU	DS 580	Dairy Farm Operations I	Co-requisite			03/14/16
SDSU	DSGN 492	Topics	X9X Series			10/21/15
SDSU	ECE 196	Field Experience	X9X Series			10/26/16
SDSU	ECE 296	Field Experience	X9X Series			10/26/16
SDSU	ECE 396	Field Experience	X9X Series			10/26/16
SDSU	ECE 412	Kindergarten Education	Credit Hours			10/26/16
SDSU	ECE 441	Professional Issues in Child and Family Studies	Credit Hours, Description			10/26/16
SDSU	ECE 455	Administration and Supervision of Early Childhood Settings	Credit Hours, Prerequisite, Co-requisites			10/26/16
SDSU	ECE 470	Early Childhood Inclusion Strategies	Prerequisite, Description			10/26/16
SDSU	ECE 475	Pedagogy and Guidance in Primary Grade Classrooms	Credit Hours, Co-requisite, Description			10/26/16
SDSU	ECE 488	Student Teaching	Co-requisite			10/26/15
SDSU	ECON 592	Topics	X9X Series			02/16/16
SDSU	EE 766	Thin Film Materials and Devices	Title, Description			02/05/16
SDSU	EES 275	Introduction to Environmental Science	Prerequisite			02/01/16
SDSU	EES 425	Disturbance and Restoration Ecology	Prerequisite			02/01/16
SDSU	EES 791	Independent Study	X9X Series			02/01/16
SDSU	EES 792	Topics	X9X Series			02/01/16
SDSU	EFA 455	Advanced Events and Facilities Administration	Prerequisite, Registration Restriction			12/07/15
SDSU	ENTR 410	Financing Innovative Ideas	Prerequisite			04/06/16
SDSU	ESL 193	Workshop	X9X Series			04/27/16
SDSU	ESL 199	American Culture and Diversity			Approved	07/30/15
SDSU	ESL 199	International Civic Engagement			Approved	07/30/15
SDSU	ESL 199	Special Topics in American Universities			Approved	07/30/15
SDSU	ET 220	Analog Electronics	Credit Hours			12/22/15
SDSU	ET 325	Advanced Analog Electronics	Credit Hours			12/22/15

SDSU	EXCH 489	Student Exchange - International	Dual-list			02/12/16
SDSU	FS 495	Practicum	X9X Series			04/06/16
SDSU	GDES 292	Topics	X9X Series			02/05/16
SDSU	GE 569	Project Management	Credit Hours			05/03/16
SDSU	GEOG 310	Soil Geography and Land Use Interpretation	Course Number, Co-requisite, Dual-listing			04/07/16
SDSU	GEOG 310L	Soil Geography and Land Use Interpretation Studio	Title, Description			08/14/15
SDSU	GEOG 310L	Soil Geography and Land Use Interpretation Lab	Course Number, Co-requisite, Dual-listing			04/06/16
SDSU	GEOG 383L	Cartography Studio	Title, Description			08/17/15
SDSU	GEOG 484	Remote Sensing	Dual-list			04/14/16
SDSU	GEOG 484L	Remote Sensing Lab	Dual-list			04/14/16
SDSU	GEOG 485	Quantitative Remote Sensing	Dual-list			11/17/15
SDSU	GEOG 485L	Quantitative Remote Sensing Lab	Dual-list			11/17/15
SDSU	GSR 592	Topics	X9X Series			07/30/15
SDSU	GSR 699	Preparing Future Faculty			Approved	02/18/16
SDSU	HDFS 291	Independent Study	X9X Series			09/14/15
SDSU	HDFS 337	Human Development II: Adolescence	Course Number			05/20/16
SDSU	HDFS 347	Human Development III: Adulthood	Course Number			05/20/16
SDSU	HDFS 355	Program Design, Implementation and Evaluation	Course Number			05/20/16
SDSU	HLTH 200	Complementary and Alternative Health Care	Title, Description			11/30/15
SDSU	HMGT 291	Independent Study	X9X Series			05/20/16
SDSU	HMGT 371	Club Management	Title, Description			08/24/15
SDSU	HMGT 371L	Club Management Lab	Title, Description			08/24/15
SDSU	HO 311	Herbaceous Plants	Cross-listing			04/06/16

SDSU	HO 311L	Herbaceous Plants Lab	Cross-listing			04/06/16
SDSU	HO 312	Plant Propagation	Course Number, Co-requisite, Cross-listing, Dual-listing			04/06/16
SDSU	HO 312L	Plant Propagation Lab	Course Number, Co-requisite, Cross-listing, Dual-listing			04/06/16
SDSU	HO 411	Fruit Crop Systems	Cross-listing			04/06/16
SDSU	HO 413	Greenhouse Management	Title, Dual-listing			04/06/16
SDSU	HO 413L	Greenhouse Management Lab	Title, Dual-listing			04/06/16
SDSU	HO 415	Nursery Management	Course Number, Title, Cross-listing, Dual-listing			04/06/16
SDSU	HO 440	Vegetable Crop Systems	Course Number, Cross-listing			04/06/16
SDSU	HO 490	Seminar	X9X Series			04/06/16
SDSU	HO 511	Fruit Crop Systems	Cross-listing			04/06/16
SDSU	HO 540	Vegetable Crop Systems	Course Number, Cross-listing			04/06/16
SDSU	HSC 200	Complementary and Alternative Health Care	Title, Description			11/30/15
SDSU	HSC 791	Independent Study	X9X Series			01/26/16
SDSU	ID 199	Introduction to Interior Design			Approved	06/13/16
SDSU	MATH 141	Survey of Mathematics		X		08/14/15
SDSU	MATH 316	Discrete Math	Co-requisite			05/03/16
SDSU	MATH 371	Technology for Math Educators	Title, Credit Hours, Description			05/24/16
SDSU	MATH 435	Complex Variables I	Dual-list			07/30/15

SDSU	MATH 441	Advanced Probability Theory	Prerequisite			04/22/16
SDSU	MATH 541	Advanced Probability Theory	Prerequisite			04/22/16
SDSU	MATH 574	Scientific Computation II		X		07/30/15
SDSU	MCOM 155	Information Gathering		X		01/14/16
SDSU	MCOM 220L	Introduction to Digital Media Lab	Description			03/21/16
SDSU	MCOM 225	Introduction to Digital Production	Title, Description			01/14/16
SDSU	MCOM 225L	Introduction to Digital Production Lab	Title, Description			01/14/16
SDSU	MCOM 359	Advanced Digital Production	Title			01/14/16
SDSU	MCOM 359L	Advanced Digital Production Lab	Title			01/14/16
SDSU	MICR 424	Medical and Veterinary Virology	Prerequisite			03/16/16
SDSU	MICR 436	Molecular and Microbial Genetics	Number, Cross-listing			03/16/16
SDSU	MLS 401	Hematology II	Description			03/23/16
SDSU	MLS 481	Chemistry, Urinalysis and Body Fluids Clinical Practice		X		04/06/16
SDSU	MLS 482	Hematology and Hemostasis Clinical Practice		X		04/06/16
SDSU	MLS 483	Senior Capstone Clinical Practice	Title			08/27/15
SDSU	MLS 484	Immunohematology Clinical Practice		X		04/06/16
SDSU	MLS 485	Diagnostic Microbiology Clinical Practice		X		04/06/16
SDSU	MLS 486	Coagulation Clinical Practice		X		04/06/16
SDSU	MLS 489	Phlebotomy Clinical Practice	Title			08/27/15
SDSU	MLS 494	Internship		X		04/06/16
SDSU	MNET 243	Introduction to Materials Science	Prerequisite, Co-requisite, Description			01/21/16
SDSU	MNET 243L	Introduction to Materials Science Lab	Co-requisite			01/21/16
SDSU	MNET 251	Electricity & Electronics I	Prerequisite, Co-requisite, Description			01/21/16
SDSU	MNET 251L	Electricity & Electronics I Lab	Co-requisite			01/21/16
SDSU	NRM 282	Natural Resource Statistics	Prerequisite			02/10/16
SDSU	NRM 305	Insect Biology	Course Number, Title			04/06/16
SDSU	NRM 305L	Insect Biology Lab	Course Number, Title			04/06/16
SDSU	NRM 405	Entomology	Dual-listing			04/06/16

SDSU	NRM 405L	Entomology Lab	Dual-listing			04/06/16
SDSU	NURS 215	Professional Nursing		X		04/22/16
SDSU	NURS 265	Health Assessment and Interventions		X		04/22/16
SDSU	NURS 265L	Health Assessment and Interventions Lab		X		04/22/16
SDSU	NURS 280	Professional Communication		X		04/22/16
SDSU	NURS 280L	Professional Communication Lab		X		04/22/16
SDSU	NURS 310	Introduction to Public Health and Population Based Nursing		X		04/22/16
SDSU	NURS 310L	Introduction to Public Health and Population Based Nursing Lab		X		04/22/16
SDSU	NURS 325	Beginning Nursing Care of the Client with Health Problems		X		04/22/16
SDSU	NURS 325L	Beginning Nursing Care of the Client with Health Problems Lab		X		04/22/16
SDSU	NURS 380	Nursing Care of the Childbearing Family		X		04/22/16
SDSU	NURS 380L	Nursing Care of the Childbearing Family Lab		X		04/22/16
SDSU	NURS 465	Introduction to the Clinical Academic Partner Role		X		04/22/16
SDSU	NURS 565	Introduction to the Clinical Academic Partner Role		X		04/22/16
SDSU	NURS 860	Health Operations and Financial Management for Nurse Managers	Title			05/06/16
SDSU	NUTR 322	Assessment and Counseling Skills in Nutrition	Prerequisite			08/24/15
SDSU	NUTR 323	Nutrition Across the Lifecycle	Prerequisite			08/24/15
SDSU	NUTR 341	Food Science for Nutrition and Dietetics	Prerequisite			11/03/15
SDSU	NUTR 422	Advanced Human Nutrition	Prerequisite			08/24/15
SDSU	NUTR 422	Advanced Human Nutrition	Title, Description			04/27/16
SDSU	NUTR 522	Advanced Human Nutrition	Title, Description			04/27/16
SDSU	NUTR 662	Sociocultural Aspect of Nutrition	Credit Hours			04/06/16
SDSU	NUTR 794	Internship	X9X Series			12/22/15
SDSU	NUTR 795	Practicum	Credit Hours			02/01/16
SDSU	OM 240	Decision Making Processes in Management	Prerequisite			09/02/15
SDSU	OM 425	Production/Operations Management	Prerequisite			12/22/15
SDSU	OM 460	Manufacturing Cost Analysis	Prerequisite			12/22/15
SDSU	OM 462	Quality Management	Prerequisite			12/22/15
SDSU	OM 463	Supply Chain Management	Prerequisite			12/22/15
SDSU	OM 465	Quality Control Applications	Prerequisite			12/22/15

SDSU	OM 469	Project Management	Registration Restriction			12/22/15
SDSU	OM 560	Manufacturing Cost Analysis	Prerequisite			12/22/15
SDSU	OM 562	Quality Management	Prerequisite			12/22/15
SDSU	OM 650	Research Methods in Management	Description			12/22/15
SDSU	OM 791	Independent Study	X9X Series			12/22/15
SDSU	OM 792	Topics	X9X Series			12/22/15
SDSU	PE 478	Student Teaching I	Credit Hours			12/07/15
SDSU	PE 479	Student Teaching II	Credit Hours			12/07/15
SDSU	PHA 425	Biomedical Science II	Prerequisite			10/28/15
SDSU	PHA 445	Pharmacotherapeutics I	Prerequisite			10/28/15
SDSU	PHA 650	Introduction to Advanced Concepts in Pharmaceutical Sciences	Course Number			08/27/15
SDSU	PHA 699	Pharmacogenomics			Approved	10/26/15
SDSU	PHYS 318	Advanced Laboratory I	Credit Hours, Prerequisites			12/10/15
SDSU	PS 303	Seed Technology	Course Number, Co-requisite, Dual-listing			04/06/16
SDSU	PS 303L	Seed Technology Lab	Course Number, Co-requisite, Dual-listing			04/06/16
SDSU	PS 305	Insect Biology	Course Number, Title			04/06/16
SDSU	PS 305L	Insect Biology Lab	Course Number, Title			04/06/16
SDSU	PS 310	Soil Geography and Land Use Interpretation	Course Number, Co-requisite, Dual-listing			04/07/16
SDSU	PS 310L	Soil Geography and Land Use Interpretation Studio	Title, Description			08/15/15
SDSU	PS 310L	Soil Geography and Land Use Interpretation Lab	Course Number, Co-			04/06/16

			requisite, Dual-listing			
SDSU	PS 323	Soil Fertility and Plant Nutrient Management	Course Number, Dual-listing			04/06/16
SDSU	PS 326	Precision Ag Data Mapping	Course Number, Dual-listing			04/14/16
SDSU	PS 333	Diseases of Field Crops	Course Number, Title, Credit Hours, Co-requisite, Description, Dual-listing			04/06/16
SDSU	PS 333L	Diseases of Field Crops Lab		X		04/06/16
SDSU	PS 343	Weed Science	Course Number, Co- requisite, Dual-listing			04/06/16
SDSU	PS 343L	Weed Science Lab	Course Number, Co- requisite, Dual-listing			04/06/16
SDSU	PS 362	Environmental Soil Management	Course Number, Co- requisite, Dual-listing			04/06/16
SDSU	PS 362L	Environmental Soil Management Lab	Description			08/15/15
SDSU	PS 362L	Environmental Soil Management Lab	Course Number, Co- requisite, Dual-listing			04/06/16
SDSU	PS 405	Entomology	Dual-listing			04/06/16
SDSU	PS 405L	Entomology Lab	Dual-listing			04/06/16
SDSU	PS 413	Greenhouse Management	Title, Dual- listing			04/06/16
SDSU	PS 413L	Greenhouse Management Lab	Title, Dual- listing			04/06/16

SDSU	PS 440	Crop Management with Precision Farming	Prerequisite, Dual-listing			04/06/16
SDSU	PS 440L	Crop Management with Precision Farming Lab	Dual-listing			04/06/16
SDSU	PS 483	Irrigation- Crop and Soil Practices	Dual-listing			04/06/16
SDSU	PSYC 305L	Learning and Conditioning Lab		X		02/09/16
SDSU	PSYC 367L	Psychological Gender Issues Lab		X		02/09/16
SDSU	PSYC 406L	Cognitive Psychology Lab		X		02/09/16
SDSU	PSYC 427	Child Psychopathology	Prerequisite			02/09/16
SDSU	PSYC 441L	Social Psychology Lab		X		02/09/16
SDSU	PSYC 477L	Psychological and Testing Methods Lab		X		02/09/16
SDSU	PSYC 692	Topics	X9X Series			12/10/15
SDSU	PSYC 792	Topics	X9X Series			12/10/15
SDSU	PSYC 794	Internship	X9X Series			12/10/15
SDSU	PSYC 798	Master's Thesis	X9X Series			12/10/15
SDSU	PUBR 491	Independent Study	X9X Series			01/14/16
SDSU	RANG 791	Independent Study	X9X Series			02/16/16
SDSU	RANG 792	Topics	X9X Series			02/16/16
SDSU	SOC 294	Internship	X9X Series			02/05/16
SDSU	SOC 710	Research Methods	Description			10/26/15
SDSU	SOC 711	Qualitative Research Methods	Description			10/26/15
SDSU	SOC 712	Sociological Theory I	Description			10/26/15
SDSU	SOC 713	Sociological Theory II	Description			10/26/15
SDSU	SOC 720	Scholarship of Teaching and Learning for Sociologists		X		10/26/15
SDSU	SOC 762	Applied Demography	Description			10/26/15
SDSU	SPCM 292	Topics	X9X Series			02/05/16
SDSU	SPCM 605	Current Approaches to Communication	Number, Title, Description			09/16/15
SDSU	STAT 445	Nonparametric Statistics	Prerequisite			04/22/16
SDSU	STAT 545	Nonparametric Statistics	Prerequisite			04/22/16
SDSU	STAT 382	Probability and Statistics I	Prerequisite			04/22/16
SDSU	STAT 414	R Programming	Prerequisite			04/06/16
SDSU	STAT 460	Time Series Analysis	Prerequisite			04/22/16
SDSU	STAT 482	Probability and Statistics II	Prerequisite			04/22/16
SDSU	STAT 560	Time Series Analysis	Prerequisite			04/22/16
SDSU	STAT 691	Independent Study	X9X Series			05/24/16
SDSU	STAT 721	Statistic Computing/Simulation	Prerequisite			11/06/15
SDSU	UC 199	Academic Recovery			Approved	11/20/15

SDSU	UC 199	Academic Recovery	Co-requisite			06/20/16
SDSU	UC 492	Topics	X9X Series			07/30/15
SDSU	UC 492	Topics	Credit Hours			04/19/16
SDSU	VET 424	Medical & Veterinary Virology	Prerequisite			03/16/16
SDSU	WL 294	Internship	X9X Series			04/15/16
SDSU	WL 411	Principles of Wildlife Management	Prerequisite			02/10/16
SDSU	WL 718	Ecology of Aquatic Invertebrates	Number, Co-requisite, Dual-listing			02/10/16
SDSU	WL 718L	Ecology of Aquatic Invertebrates Lab	Number, Co-requisite, Dual-listing			02/10/16
SDSU	WMST 494	Internship	X9X Series			10/20/15
SDSU	WMST 498	Undergraduate Research/Scholarship	X9X Series			10/20/15



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Annual Minor Program Modification Summary

The university Vice President for Academic Affairs has authority to approve all minor program modifications. Each university shall submit an annual summary of minor course modifications and experimental courses to the system Chief Academic Officer using this form. The summary is included in the Annual Curriculum Report to the Board of Regents at their October meeting.

SDSU

Name of Institution

Dennis D. Hedge

Vice President for Academic Affairs Signature

9/13/2016

Date

University	Program Title	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
		Course Deletion	Course Addition	Revised Courses	
SDSU	Agricultural and Biosystems Engineering (B.S.)	X	X	X	05/18/16
SDSU	Agricultural Systems Technology (B.S.)	X	X	X	05/18/16
SDSU	Agronomy Minor			X	04/07/16
SDSU	Animal Science (MS)			*	04/07/16
SDSU	Animal Science (PhD)			*	04/07/16
SDSU	Architecture (B.F.A.)			X	05/03/16
SDSU	Architecture (B.F.A.)			*	05/04/16
SDSU	Athletic Training (MS)			*	03/22/16
SDSU	Biochemistry (B.S.)	X	X		10/14/15
SDSU	Biochemistry (Ph.D.)			X	01/19/16
SDSU	Biotechnology (BS)			X	02/10/16
SDSU	Chemistry (B.S.)	X	X		10/14/15
SDSU	College of Agriculture and Biological Sciences - College Requirements		X	X	02/02/16

SDSU	Communication Studies and Journalism (MS) - Communication Studies Specialization			*	02/25/16
SDSU	Dairy Manufacturing (B.S.) – Microbiology Specialization			X	04/06/16
SDSU	Data Science (MS)			*	04/12/16
SDSU	Doctor of Nursing Practice (D.N.P.) - NP, CRNA, CNS, and CNM (Post Masters to D.N.P.)			*	05/18/16
SDSU	Doctor of Nursing Practice (D.N.P.) - Family Nurse Practitioner Specialization (Post Masters to D.N.P.)			*	05/18/16
SDSU	Doctor of Nursing Practice (D.N.P.) - Family Nurse Practitioner Specialization (B.S. to D.N.P.)			*	05/18/16
SDSU	Doctor of Nursing Practice (D.N.P.) - Family Psychiatric Mental Health Nurse Practitioner Specialization (B.S. to D.N.P.)			*	05/18/16
SDSU	Doctor of Nursing Practice (D.N.P.) - Neonatal Nurse Practitioner Specialization (B.S. to D.N.P.)			*	05/18/16
SDSU	Doctor of Nursing Practice (D.N.P.) - Pediatric Clinical Nurse Specialist Specialization (B.S. to D.N.P.)			*	05/18/16
SDSU	Doctor of Nursing Practice (D.N.P.) - Pediatric Nurse Practitioner Specialization (B.S. to D.N.P.)			*	05/18/16
SDSU	Early Childhood Special Education (ECSE) Endorsement	X	X		11/04/15
SDSU	Ecology and Environmental Science (B.S.)	X	X		02/01/16
SDSU	Ecology and Environmental Science (B.S.)			X	04/27/16
SDSU	English Minor	X	X		01/25/16
SDSU	Equine Science Minor			X	02/12/16
SDSU	Family and Consumer Sciences Education (B.S.)			X	05/20/16
SDSU	French Studies (BA) and Teaching Specialization			X	12/10/15
SDSU	General Studies (BGS)			X	02/19/16
SDSU	Gerontology Minor			X	05/20/16
SDSU	Global Studies (B.A.)	X			09/15/15
SDSU	Graphic Design (B.F.A.)			*	05/04/16
SDSU	Health Communication Minor		X		06/02/16
SDSU	Health Education (B.S.)			X	05/20/16
SDSU	Health Science Minor			X	05/20/16
SDSU	Horticulture (B.S.)	X	X	X	04/07/16
SDSU	Hospitality Management (BS)			*	05/20/16
SDSU	Human Development and Family Studies (B.S.)			X	05/20/16

SDSU	Human Development and Family Studies Minor			X	05/20/16
SDSU	Industrial Organizational Psychology (MS)			*	03/22/16
SDSU	Informatics Minor		X		08/12/15
SDSU	Informatics Minor			X	04/06/16
SDSU	Interior Design (B.F.A.)			X	05/04/16
SDSU	Landscape Architecture (B.L.A.)			*	05/04/16
SDSU	Leadership & Management of Nonprofit Organizations Minor	X	X	X	06/24/16
SDSU	Leadership and Management of Nonprofit Organizations (LMNO) Minor		X		11/06/15
SDSU	Leadership Minor		X		11/06/15
SDSU	Management Foundations Certificate	X	X		03/15/16
SDSU	Master of Public Health (MPH)	X	X		04/06/16
SDSU	Mathematics (B.S.) - Teaching Specialization	X	X	X	05/24/16
SDSU	Mathematics (MS)	X	X	*	04/12/16
SDSU	Mathematics (MS) - Statistics Specialization	X	X	*	04/12/16
SDSU	Meat Science Minor			X	02/12/16
SDSU	Meat Science Minor		X		03/21/16
SDSU	Medical Laboratory Science (B.S.)	X	X	X	08/26/15
SDSU	Museum Studies Minor	X	X		04/12/16
SDSU	Natural Resource Law Enforcement (B.S.)	X	X	X	03/15/16
SDSU	Nursing - RN Upward Mobility Program	X	X		03/11/16
SDSU	Nursing (M.S.) - Family Nurse Practitioner Specialization			*	05/18/16
SDSU	Nursing (M.S.) - Nurse Educator Specialization			*	05/18/16
SDSU	Nursing (M.S.) - Clinical Nursing Leadership Specialization			*	05/18/16
SDSU	Nursing (Ph.D.)			*	05/18/16
SDSU	Operations Management (B.S.)			X	12/22/15
SDSU	Operations Management (M.S.)			*	03/15/16
SDSU	Peace and Conflict Studies Minor	X	X		01/25/16
SDSU	Pest Management Minor			X	04/07/16
SDSU	Physical Education Teacher Education (PETE) (B.S.)			X	01/05/16
SDSU	Physics (B.S.)		X	X	12/10/15
SDSU	Post Masters Clinical Nurse Leadership Certificate			*	05/18/16
SDSU	Post Masters Family Nurse Practitioner Certificate			*	05/18/16
SDSU	Post Masters Nurse Educator Certificate			*	05/18/16
SDSU	Precision Agriculture Minor			X	04/07/16
SDSU	Professional Writing Minor	X	X	X	01/25/16

SDSU	Rangeland Ecology and Management Minor	X	X		02/16/16
SDSU	Sociology (MS) - Community Development Specialization			*	05/18/16
SDSU	Soil Science Certification			X	04/07/16
SDSU	Soil Science Minor			X	04/07/16
SDSU	Statistics (MS)			*	04/12/16
SDSU	Statistics (MS)			*	05/20/16
SDSU	Statistics Minor	X	X		05/24/16
SDSU	Studio Arts (B.F.A.) - Art Education Specialization			X*	05/04/16
SDSU	Studio Arts (B.F.A.) - Ceramics Specialization			*	05/04/16
SDSU	Studio Arts (B.F.A.) - Painting Specialization			*	05/04/16
SDSU	Studio Arts (B.F.A.) - Printmaking Specialization			*	05/04/16
SDSU	Studio Arts (B.F.A.) - Sculpture Specialization			*	05/04/16
SDSU	Studio Arts Minor			X	05/04/16
SDSU	Systems Management Certificate	X	X		03/15/16

* The program modification specified/revised admission or academic requirements.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Annual Minor Course Modification Summary

The university Vice President for Academic Affairs has authority to approve all minor course modifications. Each university shall submit an annual summary of minor course modifications and experimental courses to the system Chief Academic Officer using this form. The summary is included in the Annual Curriculum Report to the Board of Regents at their October meeting.

USD

Name of Institution

9/16/2016

Date

Elizabeth M. Freeburg

Vice President for Academic Affairs Signature

9/16/2016

Date

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	ADS 416	Native American Substance Use and Abuse	A			09/14/2015
USD	AHED 745	Comp Studies Adult Education		<input checked="" type="checkbox"/>		05/26/2016
USD	ANTH 261	Human Sexuality	G			01/11/2016
USD	ARTH 401	Women, History, and Visual Culture	G			02/08/2016
USD	ARTH 405	Roman Art and Archaeology		<input checked="" type="checkbox"/>		05/26/2016
USD	ARTH 410	17th-18th Century European Art		<input checked="" type="checkbox"/>		05/26/2016
USD	BADM 338	Green Entrepreneurship		<input checked="" type="checkbox"/>		05/26/2016
USD	BADM 427	Supply Chain Management	H			05/19/2016
USD	BADM 470	Marketing Planning and Strategy	D			10/05/2015
USD	BADM 520	Foundations of Calculus and Statistics for Business	D			05/19/2016
USD	BADM 723	Data Management and Warehousing	F			05/19/2016
USD	BADM 780	Strategic Management	D			05/19/2016

*Minor

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	BIOC 730	Principles of Biochemistry	A			04/21/2016
USD	BIOC 731	Principles of Biochemistry Laboratory	A			04/21/2016
USD	BIOC 754	Proteins and Enzymes		<input checked="" type="checkbox"/>		05/26/2016
USD	BIOC 761	Metabolic Regulation		<input checked="" type="checkbox"/>		05/26/2016
USD	BIOC 763	Methods Biochemical Analysis		<input checked="" type="checkbox"/>		05/26/2016
USD	BIOL 417	Field Ecology	D, F			02/18/2016
USD	BIOL 417L	Field Ecology	D, F			02/18/2016
USD	BIOL 517	Field Ecology	D, F			02/18/2016
USD	BIOL 517L	Field Ecology	D, F			02/18/2016
USD	CJUS 367	Statistics in the Discipline	B, F			04/11/2016
USD	COUN 415	Counseling Children & Adolescent		<input checked="" type="checkbox"/>		05/26/2016
USD	COUN 730	Couples Counseling: Theory & Technique		<input checked="" type="checkbox"/>		05/26/2016
USD	COUN 739	Advanced Clinical Assessment Counselors		<input checked="" type="checkbox"/>		05/26/2016
USD	CPHD 491	Independent Study	N			01/11/2016
USD	CPHD 602	Rotations	C			12/17/2015
USD	DCOM 436	Common Problems of the Elderly		<input checked="" type="checkbox"/>		05/26/2016
USD	ECON 782	Managerial Economics	D			10/05/2015
USD	EDAD 710	Elementary School Administration	B			11/19/2015
USD	EDAD 711	Secondary School Admin		<input checked="" type="checkbox"/>		11/19/2015
USD	EDAD 731	School Business Administration	D			05/19/2016
USD	EDAD 794	Internship	D			05/19/2016
USD	EDAD 795	Practicum	D			05/19/2016
USD	EDAD 832	The School Plant	B			03/17/2016
USD	EDER 873	Advanced Qualitative Research		<input checked="" type="checkbox"/>		05/26/2016

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	EMPA 764	Research in Administrative Practice	F			05/21/2015
USD	ENGL 499	World Drama			Approved	12/07/2015
USD	ENGL 723	Seminar: Old English		<input checked="" type="checkbox"/>		05/26/2016
USD	ENTR 311	Finance and Acct for Entrepreneurs	C			05/09/2016
USD	EPSY 422	Psychology of Adolescence	C			05/09/2016
USD	EPSY 841	Research in Human Cognition		<input checked="" type="checkbox"/>		05/26/2016
USD	EPSY 889	Internship/Field Experience (PhD)		<input checked="" type="checkbox"/>		05/26/2016
USD	ESCI 321	Earth Resources	B			02/08/2016
USD	ESL 195	Practicum	N			03/14/2016
USD	FAMP 340	Interdisciplinary Health Care Teams	B			10/05/2015
USD	FAMP 802	Healthcare for the Underserved	C			05/09/2016
USD	FREN 499	World Drama			Approved	12/07/2015
USD	GER 499	World Drama			Approved	12/07/2015
USD	HIST 349	Women in American History	G			01/11/2016
USD	HIST 351	Indigenous Women	G			01/11/2016
USD	HIST 370	The American West	A			09/14/2015
USD	HIST 472	US West History in Film		<input checked="" type="checkbox"/>		05/26/2016
USD	HSAD 400	Health Services Management and Epidemiology	B, D, F			10/05/2015
USD	HSAD 410	Health Services Financing	B, D, F			10/15/2015
USD	HSAD 510	Health Services Financing	B, D, F			10/15/2015
USD	HSC 898	Dissertation	N			12/17/2015
USD	IMC 606	Respiratory System	A			09/14/2015
USD	IMC 607	Renal and Urinary System	A			09/14/2015
USD	IMC 730	Friday Longitudinal Integrated Clerkship (FLIC)	B, C			11/09/2015
USD	INTA 240	Meth & Materials Architecture		<input checked="" type="checkbox"/>		05/26/2016
USD	INTS 300	Study Abroad		<input checked="" type="checkbox"/>		05/26/2016

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	KSS 353	Kinesiology	D			05/09/2016
USD	KSS 792	Topics	N			04/11/2016
USD	LATI 102	Advanced Elementary Latin	D			01/11/2016
USD	LATI 213	Vergil the Aeneid		<input checked="" type="checkbox"/>		05/26/2016
USD	LAW 701	Torts I	B			04/11/2016
USD	LAW 703	Property I	B			04/11/2016
USD	LAW 751	Torts II		<input checked="" type="checkbox"/>		04/11/2016
USD	LAW 753	Property II		<input checked="" type="checkbox"/>		04/11/2016
USD	LAW 801	Business Organizations I	B, C			11/09/2015
USD	LAW 802	Business Organizations II		<input checked="" type="checkbox"/>		11/09/2015
USD	LAW 857	Legal Profession	B			04/11/2016
USD	LAW 892	Topics	C			05/09/2016
USD	MATH 517	Matrix Theory		<input checked="" type="checkbox"/>		05/26/2016
USD	MCOM 161	Fundamentals of Desktop Publishing	B			11/09/2015
USD	MEDC 846	Pulmonary Medicine	F			05/09/2016
USD	MEDC 859	Hospice & Palliative Care	C			11/09/2016
USD	MFL 499	World Drama			Approved	12/07/2015
USD	MICR 422	Microbiology and Infect Disease Lab	D			04/11/2016
USD	MLS 415	Communicable Diseases & Public Health	D			01/11/2016
USD	MSA 764	Research in Administrative Practice	F			02/04/2016
USD	MTRO 101	Meteorology	D			05/09/2016
USD	MTRO 101L	Meteorology	D			05/09/2016
USD	MTRO 201	Meteorology	A			10/05/2015
USD	MTRO 201L	Meteorology Lab	A			10/05/2015

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	MUAP 742	Individual Instruction-Percussion VII		<input checked="" type="checkbox"/>		05/26/2016
USD	MUS 314	Post Tonal Theory	A			10/05/2015
USD	MUS 330	History of Music I	D			10/05/2015
USD	MUS 331	History of Music II	D			09/14/2015
USD	MUS 591	Independent Study	N			02/18/2016
USD	MUS 750	The School Music Program	C			09/17/2015
USD	MUS 765	Supervision & Administration	C			09/17/2015
USD	MUS 783	Public Recital	K			09/17/2015
USD	MUS 791	Independent Study	N			02/18/2016
USD	MUS 794	Internship	N			12/17/2015
USD	NATV 351	Indigenous Women	G			01/11/2016
USD	NATV 416	Native American Substance Use and Abuse		<input checked="" type="checkbox"/>		09/14/2015
USD	OCTH 792	Topics	D			11/19/2015
USD	PE 350	Exercise Physiology	D			05/09/2016
USD	PE 779	Supervision of Sports – Disabilities		<input checked="" type="checkbox"/>		05/26/2016
USD	PHAR 720	Medical Pharmacology	F			12/17/2015
USD	PHGY 752	Fluid Balance & Electrolytes		<input checked="" type="checkbox"/>		05/26/2016
USD	PHGY 753	Respiration		<input checked="" type="checkbox"/>		05/26/2016
USD	PHGY 754	Circulation & Hemodynamics		<input checked="" type="checkbox"/>		05/26/2016
USD	PHPH 720	Physiology & Pharmacology I		<input checked="" type="checkbox"/>		05/26/2016
USD	PHPH 721	Physiology & Pharmacology II		<input checked="" type="checkbox"/>		05/26/2016
USD	PHTH 701	Introduction to Patient/Client Management	F			05/19/2016
USD	PHTH 702	Physical Agents and Electrotherapy	F			05/19/2016
USD	PHTH 704	Physical Therapy Examination	F			05/19/2016
USD	PHTH 706	Client and Community Health Education in PT	F			05/19/2016
USD	PHTH 708	Teaching in Physical Therapy	B, C, F	<input type="checkbox"/>		05/19/2016

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	PHTH 710	Movement Science	F			05/19/2016
USD	PHTH 712	Professional Conduct and Ethics	F			05/19/2016
USD	PHTH 713	Ethical Decision Making & Leadership Physical Therapy	B			05/19/2016
USD	PHTH 714	Integumentary Physical Therapy I	F			05/19/2016
USD	PHTH 718	Clinical Pathophysiology	B, C, F			04/21/2016
USD	PHTH 720	Differential Diagnosis	B, C, F			04/21/2016
USD	PHTH 722	Diagnostic Imaging	B, C, F			04/21/2016
USD	PHTH 724	Clinical Education I	F			05/19/2016
USD	PHTH 730	Musculoskeletal Physical Therapy I	F			05/19/2016
USD	PHTH 732	Musculoskeletal Physical Therapy II	F			05/19/2016
USD	PHTH 734	Neuromuscular Physical Therapy I	F			05/19/2016
USD	PHTH 736	Cardiovascular/Pulmonary Physical Therapy	F			05/19/2016
USD	PHTH 738	Healthcare Management and Systems	F			05/19/2016
USD	PHTH 740	Musculoskeletal Physical Therapy III	F			05/19/2016
USD	PHTH 742	Geriatric Physical Therapy	F			05/19/2016
USD	PHTH 744	Neuromuscular Physical Therapy II	F			05/19/2016
USD	PHTH 748	Pediatric Physical Therapy	F			05/19/2016
USD	PHTH 752	Clinical Application of Imaging	C, F			05/19/2016
USD	PHTH 754	Integumentary Physical Therapy II	F			05/19/2016
USD	PHTH 762	Clinical Education II	F			05/19/2016
USD	PHTH 764	Clinical Education III	F			05/19/2016
USD	PHTH 772	Clinical Education IV	F			05/19/2016
USD	PHTH 774	Clinical Education V	F			05/19/2016
USD	PHTH 780	Basic Research Design and Statistics	F			05/19/2016
USD	PHTH 781	Evidence Based Practice	F			05/19/2016
USD	PHTH 783	Qualitative and Quantitative Data Analysis	F			05/19/2016
USD	PHTH 786	Research Proposal Course in Health Sciences	F			05/19/2016

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	PHTH 787	Research Project in Health Sciences	F			05/19/2016
USD	PHTH 790	Seminar in Physical Therapy	F			05/19/2016
USD	PHYS 187	Introduction to Astronomy II	E			10/05/2015
USD	PHYS 781	Nuclear and Particle Physics	A			11/19/2015
USD	POLS 367	Statistics in the Discipline	B, F			04/11/2016
USD	POLS 455	International Human Rights	G			01/11/2016
USD	PSYC 434	Artificial Intelligence		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 455	Advanced Disaster Response		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 459	Advanced Seminar: Select Topics in Disaster		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 534	Artificial Intelligence		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 659	International Disaster Psychology		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 738	Seminar in Human Info Processing		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 759	Special Topics: Disaster Psychology		<input checked="" type="checkbox"/>		05/26/2016
USD	PSYC 768	Clinical Supervision Practicum	C			04/21/2016
USD	PSYC 778	Survey Research Methods		<input checked="" type="checkbox"/>		05/26/2016
USD	PTRY 792	Topics	N			09/14/2015
USD	PUBH 791	Independent Study	N			09/17/2015
USD	SEED 395	Practicum	N			05/31/2016
USD	SOC 261	Human Sexuality	G			01/11/2016
USD	SOC 416	Contemporary Sociological Theory		<input checked="" type="checkbox"/>		05/26/2016
USD	SOC 481	Sociology of the Family	G			01/11/2016
USD	SOCW 350	Social Work with Families and Groups	D			05/09/2016
USD	SPAN 320	Intense Spanish Grammar Review	D			10/05/2015
USD	SPAN 391	Independent Study	N			04/11/2016
USD	SPAN 438	Latin American Civilization	D			10/05/2015
USD	SPAN 499	World Drama			Approved	12/07/2015

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series

University	Prefix & Number	Course Title (Section Title for Experimental Course)	Type of Change			Date Approved
			Minor*	Deletion	Experimental	
USD	SPCM 370	Communication and Social Identity	G			01/11/2016
USD	SPCM 415	Gender and Communication	G			01/11/2016
USD	SPCM 460	Family Communication	G			01/11/2016
USD	THEA 739	Directing Laboratory		<input checked="" type="checkbox"/>		05/26/2016

***Minor**

A Course number	C Credit hours	E Course co-requisite	G Cross listing	I Enrollment Limit	K Repeatable credit	M Grading option
B Course title	D Course prerequisite	F Course description	H Dual listing	J Univ. Dept. Code	L Prefix	N x9x Series



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Annual Minor Program Modification Summary

The university Vice President for Academic Affairs has authority to approve all minor program modifications. Each university shall submit an annual summary of minor course modifications and experimental courses to the system Chief Academic Officer using this form. The summary is included in the Annual Curriculum Report to the Board of Regents at their October meeting.

USD

Name of Institution

Elizabeth M. Freeburg

Vice President for Academic Affairs Signature

9/16/2016

Date

University	Program Title	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
		Course Deletion	Course Addition	Revised Courses	
USD	All Arts & Sciences, B.S.		<input checked="" type="checkbox"/>		10/5/2015
USD	Child and Adolescent Development Minor	<input checked="" type="checkbox"/>			5/9/2016
USD	Coaching Minor			<input checked="" type="checkbox"/>	3/14/2016
USD	Computer Science Minor			<input checked="" type="checkbox"/>	5/9/2016
USD	Computer Science, B.A.			<input checked="" type="checkbox"/>	5/9/2016
USD	Computer Science, B.S.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		10/5/2015
USD	Computer Science, B.S.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	5/9/2016
USD	Educational Administration, Ed.D.-PreK 12 Principal Specialization				4/21/2016
USD	Educational Administration, Ed.D.-Curriculum Director Specialization	<input checked="" type="checkbox"/>			4/21/2016
USD	Educational Administration, Ed.D.-School District Superintendent Specialization	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		5/19/2016
USD	Educational Administration, Ed.S.			<input checked="" type="checkbox"/>	11/19/2015
USD	Educational Administration, Ed.S.-Curriculum Director Specialization	<input checked="" type="checkbox"/>			4/21/2016

University	Program Title	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
		Course Deletion	Course Addition	Revised Courses	
USD	Educational Administration, Ed.S.-School District Superintendent Specialization	<input checked="" type="checkbox"/>			4/21/2016
USD	Educational Administration, M.A.			<input checked="" type="checkbox"/>	11/19/2015
USD	Educational Administration, M.A.-Curriculum Director Specialization	<input checked="" type="checkbox"/>			4/21/2016
USD	Educational Administration, M.A.-School District Superintendent Specialization	<input checked="" type="checkbox"/>			4/21/2016
USD	Finance Minor		<input checked="" type="checkbox"/>		5/9/2016
USD	History, M.A.			<input checked="" type="checkbox"/>	12/17/2015
USD	Interdisciplinary Studies, M.A.		<input checked="" type="checkbox"/>		4/21/2016
USD	K-12 English as a New Language Minor			<input checked="" type="checkbox"/>	4/11/2016
USD	Management, B.B.A.			<input checked="" type="checkbox"/>	5/9/2016
USD	Marketing Minor		<input checked="" type="checkbox"/>		5/9/2016
USD	Music Performance, B.M.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		10/5/2015
USD	Music, M.M.-Music Education Specialization Plan A and B			<input checked="" type="checkbox"/>	2/18/2016
USD	Musical Arts, B.M.A.		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	10/5/2015
USD	Occupational Therapy, M.S.		<input checked="" type="checkbox"/>		9/17/2015
USD	Occupational Therapy, O.T.D.		<input checked="" type="checkbox"/>		9/17/2015
USD	Physical Therapy, D.P.T.		<input checked="" type="checkbox"/>		4/21/2016
USD	Physical Therapy, D.P.T.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		1/21/2016
USD	Physics, B.S.			<input checked="" type="checkbox"/>	5/9/2016
USD	Political Science, M.A.- American Political Institutions and Public Policy			<input checked="" type="checkbox"/>	5/19/2016
USD	Political Science, M.A.-International Relations			<input checked="" type="checkbox"/>	5/19/2016
USD	Public Health Minor			<input checked="" type="checkbox"/>	5/9/2016
USD	Reading K12 Teaching Minor			<input checked="" type="checkbox"/>	4/11/2016
USD	Spanish, B.A.	<input checked="" type="checkbox"/>			1/11/2016

University	Program Title	Type of Change <i>Place an "X" in the appropriate box</i>			Date Approved
		Course Deletion	Course Addition	Revised Courses	
USD	Transitional Doctorate of Physical Therapy, t.D.P.T.	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	1/21/2016
USD	Transitional Doctorate of Physical Therapy, t.D.P.T.		<input checked="" type="checkbox"/>		4/21/2016
USD	Transitional Doctorate of Physical Therapy, t.D.P.T.			<input checked="" type="checkbox"/>	5/19/2016

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – A

DATE: December 6-8, 2016

SUBJECT: 2016 Housing and Auxiliary Facilities System Revenue Bonds

Funded Projects

The Board needs to approve the issuance of Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the “*Bonds*”), which will provide: 1) \$7,000,000 in proceeds for the construction of a new NSU residence hall facility, 2) \$12,400,000 in proceeds for an addition and improvements to the SDSU Student Wellness Center, and 3) \$1,000,000 in proceeds for parking facility improvements at SDSU. A brief summary of each component follows:

NSU Residence Hall Facility – The Board approved the preliminary facility statement for a new residence hall in December 2014. The Program Plan was approved in December of 2014 and the Design Plan was approved in April of 2016. The total estimated cost of the building is \$7,350,000, with \$7,000,000 in bonds proceeds and \$350,000 from NSU’s Auxiliary System Repair/Replacement/Renewal Funds. The building is currently under construction and will be comprised of three stories with suite and semi-suite style rooms. A total of 144 beds will be included in this facility. The beds are comprised of ten 2-person suites, fourteen 4-person suites and seventeen 4-person semi-suites. The building includes an elevator and a recycling room. It will be ADA compliant and be built to meet LEED Silver requirements. The new hall will be approximately 42,895 gross square feet. It is located on a vacant lot in the northwest corner of the NSU campus. The facility will be fully air conditioned with wireless network access throughout the building. The main floor contains an office and reception area along with an apartment for the hall director. Each floor will have a common area with a kitchen as well as meeting/study room and laundry facility space.

SDSU Student Wellness Center Addition and Improvements – The Board approved the preliminary facility statement for the Wellness Center addition and improvement in April 2015 along with an increase to the General Activity Fee in the amount of \$4.50 to fund the debt service. The Program Plan was approved in October 2016 and the Design Plan is to be approved in December 2016. The total estimated cost of the building is \$14,400,000, with \$12,400,000 in bonds proceeds and \$2,000,000 in accumulated GAF cash. The addition will be constructed

(Continued)

RECOMMENDED ACTION OF THE EXECUTIVE DIRECTOR

DRAFT MOTION 20161206_7-A: I move to approve the Action Items 1, 2, 3 and 4 set forth in the body of this Board item. Each action should be approved on separate motion and seconded, and a roll call vote on each should be taken and recorded.

along the north side of the existing Wellness Center. This project is designed to create a new community and campus entry on the east face of the building while maintaining the main campus entry on the building's south side. The addition will be 37,498 gross square feet. Some refinements have been made to the design to allow more floor area for fitness areas, the lobby, and the conference/training space. In adding on to the existing facility, some remodeling will be needed for the administrative offices relocation and the student health clinic remodeling. A total of 9,270 square feet is set to be remodeled. The new space will include additional courts, fitness areas and support space. A check-in area for all students and community members will be relocated to this addition. The east side of the addition will house racquetball courts and a multipurpose activity court. The multipurpose area will allow hosting of activities that may require exterior access. In addition, an outdoor programs area will be established to allow students to check-out outdoor equipment such as canoes, tents and sleeping bags. Additional fitness equipment will be required throughout the fitness areas. Retractable nets will be provided in all court areas. Dasher boards, safety glazing, outdoor fitness equipment, treadmills, fitness equipment, strength training equipment, basketball standards, recreational court standards, and other equipment will be provided.

SDSU Parking Facility Improvements – The proposal will include a lot across from Frost Arena, an extensive makeover of the Wagner parking lot and improvements to the large residence lot on the east side of the residence halls all at an estimated cost of \$1,000,000.

Bond Rating and Underwriter

The last Housing and Auxiliary System Revenue Bonds deal in 2015 was assigned a rating of “Aa3” by Moody's. We are confident that rate will continue for the 2016 deal and should know by the December Board meeting.

It should be noted that Piper Jaffray & Co is the bond underwriter for the 2016 bonds.

Board Action

The Board is requested to authorize the financing of (i) the construction of a new residence hall for the Institutional System for Northern State University (“NSU”), including capitalized interest for the period to April 1, 2017 (the “NSU Project”); (ii) an addition and improvement to the student wellness center and parking facility improvements for the Institutional System for South Dakota State University (“SDSU”) (the “SDSU Project”); and (iii) the costs of issuance, through the issuance of the referenced Bonds.

The bond counsel for the Bonds has prepared appropriate resolutions and documents to proceed with the next phases of the financing. The four action items needing approval by the Board include the following resolutions:

Action 1

1. Authorizing the issuance of an additional series of Bonds under the Amended and Restated Bond Resolution adopted by the Board on October 21, 2004 (the “*Original Resolution*”) to finance:

- (i) the NSU Project;
- (ii) the SDSU Project; and
- (iii) costs of issuance of the Bonds

(Attachment I - Twelfth Supplemental System Revenue Bond Resolution (the “*Twelfth Supplemental Bond Resolution*”));

Action 2

2. Approving the contract with the underwriter, Piper Jaffray & Co., who will market the Bonds for the Board; *provided, however*, that the aggregate principal amount of Bonds sold pursuant thereto shall not exceed \$21,000,000, shall mature not later than April 1, 2041, shall bear interest at a true interest cost not exceeding 4.50%, and shall be sold at an underwriter’s discount of not more than 0.575% of the proceeds of the Bonds (Attachment II—Bond Purchase Agreement);

Action 3

3. Ratifying the distribution of the preliminary official statement and approving the distribution of the official statement to reflect the actual terms of the transaction once they are determined and the Bonds are ready for sale (Attachment III—draft Preliminary Official Statement);

Action 4

4. Authorizing the President of the Board, the President of Northern State University, the President of South Dakota State University, the Executive Director of the Board and other Board officials to perform those acts and to execute those documents necessary to complete the Bond issue and the execution and delivery of the Twelfth Supplemental Bond Resolution and the Bond Purchase Agreement; and

5. Making the certifications required prior to the issuance of additional Bonds under Section 14(K) of the Original Resolution based on the Actual Net Revenues of the System for each of the two most recent Fiscal Years and the Projected Net Revenues of the System for each of the specified three Fiscal Years (Attachment IV).

Except for the distribution of the preliminary official statement, the documents approved under this action will not be completed and executed until the Bonds are issued. The Bond Purchase Agreement and the official statement will not be completed and executed until the Bonds are sold to the underwriter.

The contents of the documents referenced in the first three items are as follows:

The first document referenced in the resolution is the Twelfth Supplemental Bond Resolution, under which the Bonds are to be issued. The Twelfth Supplemental Bond Resolution supplements the Original Resolution, as supplemented and amended to date, and describes the terms of the Bonds as additional parity bonds under the Original Resolution, and outlines the conditions under which the Bonds may be redeemed, describes the disposition that will be made of the Bond proceeds, stipulates that the Bonds will not constitute a debt chargeable to the general revenues of the State, and, when adopted, authorizes the sale of the Bonds.

The second document referenced in the resolution is the Bond Purchase Agreement between the Board and the underwriter. This document reiterates the various assurances that the Board must give in order to establish that the issuance of the Bonds is within its legal authority and is otherwise consistent with State law; that the issuance has been effected in the manner required by law; that the statements made on the Board's behalf in the various documents prepared in furtherance of the transaction are accurate; that no proceedings are underway, by referendum, court action or otherwise, to impede the completion of the Bond issue; that the Board will cooperate with the underwriter as needed to complete the sale of the Bonds; that the Board operates the properties of the System consistently with governing law, and that the Board will notify the underwriter of any changed circumstances or new information that would affect the accuracy of the documents or the marketability of the Bonds. The document also provides for termination of the agreement, identifies additional certifications and opinions of counsel required to complete the transaction, provides for mutual covenants and stipulates that Board members will not be liable to the underwriter.

The third document referenced is the Preliminary Official Statement, which is provided to prospective purchasers in order to assist them in determining whether the Bonds are a sound investment. The Preliminary Official Statement describes the Bonds to be issued, the manner of their purchase, transfer and redemption, the expected use of Bond proceeds, the source of funds for their repayment, the various financial, demographic and programmatic factors that provide assurance that there will be sufficient System revenues to retire the Bonds, the Bond rating and their federal tax treatment and the continuing disclosure obligations of the Board with respect to the Bonds. The Official Statement will be prepared in final form once the amount, interest rate and the date of sale are determined.

The Twelfth Supplemental Bond Resolution was prepared by bond counsel. The Preliminary Official Statement and the Bond Purchase Agreement were prepared by counsel to the underwriter.

SOUTH DAKOTA BOARD OF REGENTS

A RESOLUTION AUTHORIZING AND PROVIDING FOR THE ISSUANCE OF HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BONDS BY THE SOUTH DAKOTA BOARD OF REGENTS; PRESCRIBING ALL THE DETAILS OF SAID BONDS, AND SUPPLEMENTING THE RESOLUTION AUTHORIZING THE ISSUANCE OF HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BONDS APPROVED OCTOBER 21, 2004, AS SUPPLEMENTED AND AMENDED BY RESOLUTIONS ADOPTED BY THE BOARD ON DECEMBER 6, 2005, AS AMENDED, NOVEMBER 22, 2006, AS AMENDED, DECEMBER 13, 2007, AS AMENDED, MARCH 28, 2008, AS AMENDED, OCTOBER 22, 2008, AS AMENDED, MAY 21, 2009, AS AMENDED, OCTOBER 12, 2011, AS AMENDED, DECEMBER 12, 2012, DECEMBER 4, 2013, AS AMENDED, AUGUST 14, 2014 AND DECEMBER 2, 2015.

TWELFTH SUPPLEMENTAL SYSTEM REVENUE
BOND RESOLUTION APPROVED DECEMBER 7, 2016

Re: Housing and Auxiliary Facilities System Revenue Bonds, Series 2016

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A RESOLUTION AUTHORIZING AND PROVIDING FOR THE ISSUANCE OF HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BONDS BY THE SOUTH DAKOTA BOARD OF REGENTS; PRESCRIBING ALL THE DETAILS OF SAID BONDS, AND SUPPLEMENTING THE RESOLUTION AUTHORIZING THE ISSUANCE OF HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BONDS APPROVED OCTOBER 21, 2004, AS SUPPLEMENTED AND AMENDED BY RESOLUTIONS ADOPTED BY THE BOARD ON DECEMBER 6, 2005, AS AMENDED, NOVEMBER 22, 2006, AS AMENDED, DECEMBER 13, 2007, AS AMENDED, MARCH 28, 2008, AS AMENDED, OCTOBER 22, 2008, AS AMENDED, MAY 21, 2009, AS AMENDED, OCTOBER 12, 2011, AS AMENDED, DECEMBER 12, 2012, DECEMBER 4, 2013, AS AMENDED, AUGUST 14, 2014 AND DECEMBER 2, 2015.

*

*

*

WHEREAS, under the terms and provisions of South Dakota Codified Laws, Chapter 13-49, the Board of Regents (the “*Board*”) was created to, among other matters, control and have jurisdiction of six state-supported universities, including Black Hills State University (“*BHSU*”), Dakota State University (“*DSU*”), Northern State University (“*NSU*”), South Dakota School of Mines and Technology (“*SDSMT*”), South Dakota State University (“*SDSU*”) and the University of South Dakota (“*USD*”) (collectively, the “*Institutions*” and each, an “*Institution*”); and

WHEREAS, under the terms and provisions of South Dakota Codified Laws, Chapter 13-51A (the “*Act*”), the Board is authorized to issue bonds to acquire any one project, or more than one, or any combination thereof, for each Institution under its jurisdiction and to refund bonds heretofore issued; and

WHEREAS, the Board on October 21, 2004, did duly adopt a resolution (herein called the “*Original Resolution*”) amending and restating previous resolutions relating to the Series 2003 SDSMT Bonds, the Series 2003 USD Bonds, the Series 2004 BHSU Bonds and the Series 2004 SDSU Bonds (all as defined in the Original Resolution) and authorizing the issuance of \$12,965,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2004A (the “*Series 2004A Bonds*”), and establishing a combined system of housing and auxiliary facilities (the “*System*”) pursuant to which each Institution continues to operate its existing system (collectively, the “*Institutional Systems*” and each, an “*Institutional System*”) but the revenues of which are subject to being used by the Board to avoid a potential default on each series of bonds issued by the Board on behalf of any Institution in the System pursuant to the Original Resolution (as more specifically defined in the Original Resolution, the “*Bonds*”); and

WHEREAS, the Board on December 6, 2005 did authorize the issuance and delivery of its \$14,810,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2005A (the “*Series 2005A Bonds*”) and the \$1,000,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2005B (Taxable) (the “*Series 2005B Bonds*” and with the Series 2005A Bonds, the “*Series 2005 Bonds*”) pursuant to the Original Resolution, as supplemented by a First Supplemental System Revenue Bond

Resolution (as amended on June 10, 2015, the "*First Supplemental Resolution*"), which Series 2005 Bonds were issued for projects for USD and SDSU; and

WHEREAS, the Board on November 22, 2006 did authorize the issuance and delivery of its \$9,015,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2006 (the "*Series 2006 Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Second Supplemental System Revenue Bond Resolution (as amended on July 19, 2011, the "*Second Supplemental Resolution*"), which Series 2006 Bonds were issued for projects for SDSU and BHSU; and

WHEREAS, the Board on December 13, 2007 did authorize the issuance and delivery of its \$8,540,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2007 (the "*Series 2007 Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Third Supplemental System Revenue Bond Resolution (as amended on July 19, 2011, the "*Third Supplemental Resolution*"), which Series 2007 Bonds were issued for projects for BHSU and DSU; and

WHEREAS, the Board on March 28, 2008 did authorize the issuance and delivery of its \$4,770,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2008A (the "*Series 2008A Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Fourth Supplemental System Revenue Bond Resolution (as amended on July 19, 2011, the "*Fourth Supplemental Resolution*"), which Series 2008A Bonds were issued for projects for DSU; and

WHEREAS, the Board on October 22, 2008 did authorize the issuance and delivery of its \$5,230,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2008B (the "*Series 2008B Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Fifth Supplemental System Revenue Bond Resolution (as amended on July 19, 2011, the "*Fifth Supplemental Resolution*"), which Series 2008B Bonds were issued for projects for SDSMT and NSU; and

WHEREAS, the Board on May 21, 2009 did authorize the issuance and delivery of its \$90,325,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2009 (Build America Program - Taxable) (the "*Series 2009 Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Sixth Supplemental System Revenue Bond Resolution, as amended on June 10, 2015 (the "*Sixth Supplemental Resolution*"), which Series 2009 Bonds were issued for projects for NSU, SDSMT, SDSU and USD; and

WHEREAS, the Board on October 12, 2011 did authorize the issuance and delivery of its \$63,480,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2011 (the "*Series 2011 Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Seventh Supplemental System Revenue Bond Resolution (as amended on June 10, 2015, the "*Seventh Supplemental Resolution*"), which Series 2011 Bonds were issued for projects for NSU and SDSU; and

WHEREAS, the Board on December 12, 2012 did authorize the issuance and delivery of its \$11,990,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2013A (the "*Series 2013A Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by an Eighth Supplemental System Revenue Bond Resolution (the "*Eighth Supplemental Resolution*"), which Series 2013A Bonds were issued for projects for USD and the refunding of the Series 2003 USD Bonds; and

WHEREAS, the Board on November 7, 2013 did adopt a Ninth Supplemental System Revenue Bond Resolution, which was amended and restated in its entirety on December 4, 2013 and further amended on June 10, 2015, pursuant to which the Board did authorize the issuance and delivery of its \$39,905,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2014A (the "*Series 2014A Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by an Amended and Restated Ninth Supplemental System Revenue Bond Resolution, as amended (the "*Ninth Supplemental Resolution*"), which Series 2014A Bonds were issued for projects for SDSU, BHSU and SDSMT and the refunding of certain of the outstanding Series 2004 SDSU Bonds and all of the outstanding Series 2004 BHSU Bonds; and

WHEREAS, the Board on August 14, 2014 did authorize the issuance and delivery of its \$13,760,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2014B (the "*Series 2014B Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by a Tenth Supplemental System Revenue Bond Resolution (the "*Tenth Supplemental Resolution*"), which Series 2014B Bonds were issued for projects for SDSMT and the refunding of certain of the outstanding Series 2003 SDSMT Bonds and Series 2004A Bonds, and paying the cost of certain expenses relating to the issuance of the Series 2014B Bonds; and

WHEREAS, the Board on December 2, 2015 did authorize the issuance and delivery of its \$22,525,000 aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2015 (the "*Series 2015 Bonds*") pursuant to the Original Resolution, as supplemented, and as further supplemented by an Eleventh Supplemental System Revenue Bond Resolution (the "*Eleventh Supplemental Resolution*"), which Series 2015 Bonds were issued for projects for DSU and USD, and the refunding of certain of the outstanding Series 2005A Bonds, and paying the cost of certain expenses relating to the issuance of the Series 2015 Bonds; and

WHEREAS, the Board, upon due consideration and investigation, does now find and determine that it is advisable and necessary (a)(i) for the use and benefit of NSU and its student body to pay the costs of the construction of a new residence hall for the NSU Institutional System (as more particularly described in *Exhibit A-1*, the "*Series 2016 NSU Project*"); (ii) for the use and benefit of SDSU and its student body to pay the costs of an addition and improvements to the student wellness center and parking facility improvements for the SDSU Institutional System (as more particularly described in *Exhibit A-1*, the "*Series 2016 SDSU Project*"); (b) to pay the interest on those Series 2016 Bonds (defined below) relating to the Series 2016 NSU Project for the period set forth in *Exhibit C*; and (c) to pay certain expenses relating to the issuance of the Series 2016 Bonds, pursuant to the Original Resolution; and

WHEREAS, in order to accomplish the purposes hereinabove referred to, it is advantageous to the Board and necessary that the Board borrow money and issue and sell Bonds under the provisions of the Act and the Original Resolution; and

WHEREAS, the Board now desires to create and to authorize the issue and delivery of an additional issue of Bonds under and in accordance with the Original Resolution, as supplemented by this Twelfth Supplemental System Revenue Bond Resolution (this "*Twelfth Supplemental Resolution*") thereto, which additional Bonds shall be known as "Housing and Auxiliary Facilities System Revenue Bonds, Series 2016" (the "*Series 2016 Bonds*") and shall be issued for the purpose of financing the Series 2016 NSU Project (including interest on those Series 2016 Bonds relating to the Series 2016 NSU Project for the period set forth in *Exhibit C*), the Series 2016 SDSU Project, and paying the cost of certain expenses relating to the issuance of the Series 2016 Bonds:

NOW, THEREFORE, Be It and It Is Hereby Resolved by the South Dakota Board of Regents, as follows:

ARTICLE I

DEFINITIONS; PLEDGE OF REVENUES

Section 1.1. Defined Terms. (a) Terms used in this Twelfth Supplemental Resolution and not defined herein shall have the same meanings set forth in the Original Resolution, except that the following definitions in the Original Resolution are hereby amended to read as follows:

"*Existing Facilities*" means, for each Institution, the facilities (including equipment) of such Institution described in *Exhibit A-2*, together with all improvements, repairs, extensions or replacements, hereafter constructed or acquired that have not been converted to non-income use or abandoned for non-economic feasibility, as determined by resolution of the Board and filed with the Executive Director.

"*RRR Requirement*" means an amount equal to 5% of the cost of construction, furnishing and equipping all facilities in an Institutional System (the "*Accumulation Amount*"). Each Institution shall make an annual deposit (the "*Annual Deposit*") of 10% of the annual amount transferred to its Bond and Interest Sinking Fund Account (unless there has been a transfer from its Repair and Replacement Reserve Account to eliminate a deficiency in its Bond and Interest Sinking Fund Account or its Debt Service Reserve Account, as provided in Section 11, paragraph FOURTH). All of the funds in the Repair and Replacement Reserve Account may be used for any and all of the purposes set forth in Section 11, paragraph FOURTH, and there is no cash balance requirement for the Repair and Replacement Reserve Account, which an Institution can access until there is a zero balance therein. Annual Deposits are required in each Fiscal Year until the Accumulation Amount is funded. From time to time, if the amount in the Repair and Replacement Reserve Account falls below the Accumulation Amount, the Institution shall resume making an Annual Deposit in each Fiscal Year until the Accumulation Amount is funded.

(b) For purposes of this Twelfth Supplemental Resolution, in addition to the terms defined in the WHEREAS Clauses, the following terms shall have the following meanings:

“Bond Registrar” for the Series 2016 Bonds means First Bank & Trust in Brookings, Brookings, South Dakota, and its successors and assigns.

“Favorable Opinion of Bond Counsel” means, with respect to any action the occurrence of which requires such an opinion, a written opinion of legal counsel acceptable to the Board, having a national reputation in the field of municipal law whose opinions are generally accepted by purchasers of municipal obligations, to the effect that such actions will not adversely affect the exclusion of interest on the Series 2016 Bonds from federal gross income for purposes of the Code.

“Permitted Investments” for the proceeds of the Series 2016 Bonds are any investments permitted by law.

“Record Date” means the fifteenth day of the calendar month preceding the calendar month in which an interest payment date occurs.

“Series 2016 Expense Fund” means the fund of that name established in Section 3.1(a)(ii) of this Twelfth Supplemental Resolution into which a part of the proceeds of the Series 2016 Bonds will be deposited and which will be used for the purpose of paying the costs of issuance of the Series 2016 Bonds.

“Series 2016 NSU Bond and Interest Subaccount” means the subaccount of that name established in Section 3.1(a)(i)(A) of this Twelfth Supplemental Resolution.

“Series 2016 NSU Capitalized Interest Subaccount” means the subaccount of that name of the Series 2016 NSU Project Construction Fund created in Section 3.1(a)(iii) of this Twelfth Supplemental Resolution.

“Series 2016 NSU Project” is described in *Exhibit A-1*.

“Series 2016 NSU Project Construction Fund” means the fund of that name established in Section 3.1(a)(iii) of this Twelfth Supplemental Resolution.

“Series 2016 NSU Proportion” is defined in *Exhibit C*.

“Series 2016 SDSU Bond and Interest Subaccount” means the subaccount of that name established in Section 3.1(a)(i)(B) of this Twelfth Supplemental Resolution.

“Series 2016 SDSU Project” is described in *Exhibit A-1*.

“Series 2016 SDSU Project Construction Fund” means the fund of that name established in Section 3.1(a)(iv) of this Twelfth Supplemental Resolution.

“Series 2016 SDSU Proportion” is defined in *Exhibit C*.

Section 1.2. Pledge of Revenues. The pledge of revenues and income contained in Section 10 of the Original Resolution is hereby ratified and confirmed. The Series 2016 Bonds

are payable from and secured by a pledge of and lien on the following sources in the following order of priority:

(a) the Net Revenues of the NSU Institutional System, as to the Series 2016 NSU Proportion; and the Net Revenues of the SDSU Institutional System, as to the Series 2016 SDSU Proportion;

(b) uncommitted funds of the Repair and Replacement Reserve Accounts of NSU and SDSU, as to the Series 2016 NSU Proportion and the Series 2016 SDSU Proportion, respectively;

(c) 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 Institutions within the succeeding 12 months;

(d) uncommitted funds in the Repair and Replacement Reserve Accounts of the other Institutions, in an amount and from such Institutions as determined by the Executive Director; and

(e) such other funds which may be pledged or used as authorized by the Act;

together with the outstanding Series 2006 Bonds, Series 2007 Bonds, Series 2008A Bonds, Series 2008B Bonds, Series 2009 Bonds, Series 2011 Bonds, Series 2013A Bonds, Series 2014A Bonds, Series 2014B Bonds and Series 2015 Bonds (collectively, the “*Prior Parity Bonds*”), and any Parity Bonds issued in the future which are secured on a parity with the Series 2016 Bonds.

The Series 2016 Bonds are not secured by a Debt Service Reserve Subaccount.

ARTICLE II

SERIES 2016 BONDS AND THE ISSUANCE THEREOF

Section 2.1. Authorization of Series 2016 Bonds. For the purpose of paying (i) the costs of the Series 2016 NSU Project and the Series 2016 SDSU Project; (ii) interest on those Series 2016 Bonds relating to the Series 2016 NSU Project for a period set forth in *Exhibit C*; and (iii) the expenses incurred in connection with the issuance of the Series 2016 Bonds, there is hereby created an issue of Bonds of the Board in an aggregate principal amount not exceeding \$21,000,000, as provided by the Act and the proceedings of the Board adopted on December 7, 2016. Said aggregate principal amount of Series 2016 Bonds is hereby authorized to be executed, issued and delivered as a unit and as one bond issue in accordance with the terms and conditions of this Twelfth Supplemental Resolution. Set forth on *Exhibit C* are percentages, designated the “*Series 2016 NSU Proportion*” and the “*Series 2016 SDSU Proportion*” which shall be used to make certain calculations required by the Original Resolution and this Twelfth Supplemental Resolution.

Section 2.2. Findings of the Board. Pursuant to Section 14(K) of the Original Resolution, the Board hereby makes the following determinations:

(a) The Series 2016 NSU Project and the Series 2016 SDSU Project shall be a part of the System and the revenues derived from the operation of the Series 2016 NSU Project and the Series 2016 SDSU Project are pledged as additional security for the payment of all Bonds outstanding and the Series 2016 Bonds.

(b) The Board is current in all transfers and deposits to be made under the terms of the Bond Resolution.

(c) The Board is in full compliance with all of the covenants and undertakings in connection with all Bonds currently outstanding and payable from the Net Revenues of the System or any part of it, and no event of default has occurred or is continuing under the Bond Resolution.

(d) (i) *Historic Test.* As shown on *Schedule I* attached hereto, Actual Net Revenues of the System for each of the two most recent Fiscal Years equal at least 120% of Annual Debt Service on all Outstanding Bonds, there being no outstanding additional obligations issued on a parity with the Bonds; and

(ii) *Projected Test.* As shown on *Schedule I* attached hereto, Projected Net Revenues of the System for each of the three full Fiscal Years immediately succeeding the end of the capitalized interest period are equal to at least 120% of Annual Debt Service on all Outstanding Bonds, plus the Series 2016 Bonds, there being no additional obligations. The Projected Net Revenues from the Series 2016 NSU Project and the Series 2016 SDSU Project are included in this calculation.

(e) (i) The amount of each semiannual deposit into the Bond and Interest Sinking Fund Account of NSU is hereby modified, so that such deposit shall now include a sum equal to the interest which will be payable by NSU on the Series 2016 Bonds as shown in *Exhibit C* on the next succeeding interest payment date (after taking into account capitalized interest, if any) and one-half of the principal maturing as shown in *Exhibit C*, within the next succeeding twelve-month period.

(ii) The amount of each semiannual deposit into the Bond and Interest Sinking Fund Account of SDSU is hereby modified, so that such deposit shall now include a sum equal to the interest which will be payable by SDSU on the Series 2016 Bonds as shown in *Exhibit C* on the next succeeding interest payment date and one-half of the principal maturing as shown in *Exhibit C* within the next succeeding twelve-month period.

(f) The Series 2016 Bonds shall not be secured by a Debt Service Reserve Subaccount.

(g) The minimum amount to be accumulated in the Renewal and Replacement Reserve Account of NSU with respect to the Series 2016 NSU Project shall be an amount equal to the existing RRR Requirement for NSU and at least an additional five percent of

the cost of construction of the Series 2016 NSU Project plus the cost of any furnishings and moveable equipment for the Series 2016 NSU Project which is financed with the proceeds of the Series 2016 Bonds.

(h) The minimum amount to be accumulated in the Renewal and Replacement Reserve Account of SDSU with respect to the Series 2016 SDSU Project shall be an amount equal to the existing RRR Requirement for SDSU and at least an additional five percent of the cost of construction of the Series 2016 SDSU Project plus the cost of any furnishings and moveable equipment for the Series 2016 SDSU Project which is financed with the proceeds of the Series 2016 Bonds.

Section 2.3. Terms of the Series 2016 Bonds. (a) The Series 2016 Bonds shall be issued as fully registered Bonds in the denomination of \$5,000 and integral multiples thereof (but no single Series 2016 Bond shall represent installments of principal maturing on more than one date), and shall be numbered 1 and upward. The Series 2016 Bonds shall bear interest from their date or from the most recent interest payment date to which interest has been paid, or duly provided for, until the principal amount of the Series 2016 Bonds is paid, or such earlier date or dates as provided in the form of Series 2016 Bonds set forth in *Exhibit B*, such interest (computed upon the basis of a 360 day year of twelve 30-day months) payable semiannually on the first days of April and October in each year until paid, commencing on April 1, 2017, and shall mature on April 1 of each of the years, in the amounts, bear interest per annum and be subject to optional and mandatory redemption, all as provided in *Exhibit C*. The aggregate principal amount of the Series 2016 Bonds shall be as set forth in *Exhibit C*.

All redemptions shall be made in the manner, upon the notice, and with the effect provided in *Exhibit C* and in the form of Series 2016 Bond set forth in *Exhibit B*.

Interest on each Series 2016 Bond shall be paid by check or draft of the Bond Registrar, in lawful money of the United States of America, to the person in whose name such Series 2016 Bond is registered at the close of business on the Record Date; *provided, however*, that interest on the Series 2016 Bonds held by a registered owner of at least \$100,000 in aggregate principal amount of the Series 2016 Bonds may also be paid by wire transfer of immediately available funds to any bank in the continental United States as such registered owner shall specify in a written request to the Bond Registrar. The principal of the Series 2016 Bonds shall be payable when due upon presentation and surrender thereof in lawful money of the United States of America at the principal corporate trust office of the Bond Registrar.

Section 2.4. Execution and Authentication of Series 2016 Bonds. The Series 2016 Bonds shall be signed by the facsimile signatures of the President and Executive Director of the Board and the seal of the Board or a facsimile thereof shall be impressed or imprinted thereon and in case any officer whose signature shall appear on any Series 2016 Bond shall cease to be such officer before the delivery of such Series 2016 Bond, such signature shall nevertheless be valid and sufficient for all purposes, the same as if such officer had remained in office until delivery.

All Series 2016 Bonds shall have thereon a certificate of authentication substantially in the form set forth in *Exhibit B* hereto duly executed by the Bond Registrar as authenticating agent of the Board and showing the date of authentication. No Series 2016 Bond shall be valid or obligatory

for any purpose or be entitled to any security or benefit under the Bond Resolution unless and until such certificate of authentication shall have been duly executed by the Bond Registrar by manual signature, and such certificate of authentication upon any such Series 2016 Bond shall be conclusive evidence that such Series 2016 Bond has been authenticated and delivered under the Bond Resolution. The certificate of authentication on any Series 2016 Bond shall be deemed to have been executed by the Bond Registrar if signed by an authorized officer of the Bond Registrar, but it shall not be necessary that the same officer sign the certificate of authentication on all of the Series 2016 Bonds issued hereunder.

Section 2.5. Form of Series 2016 Bonds. The Series 2016 Bonds shall be prepared in substantially the form attached hereto as *Exhibit B*.

ARTICLE III

PROCEEDS OF THE SERIES 2016 BONDS

Section 3.1. Creation of Funds and Accounts; Application of Series 2016 Bond Proceeds.

(a) There are hereby created and designated the following funds, accounts and subaccounts:

(i) a separate subaccount of the Bond and Interest Sinking Fund Account of each of the following Institutional Systems: (A) for NSU's Institutional System, the "*Series 2016 NSU Bond and Interest Subaccount*;" and (B) for SDSU's Institutional System, the "*Series 2016 SDSU Bond and Interest Subaccount*;"

(ii) a separate Expense Fund under the Bond Resolution, designated the "*Series 2016 Expense Fund*;"

(iii) a separate Project Construction Fund under the Bond Resolution, designated the "*Series 2016 NSU Project Construction Fund*" and a subaccount of the Series 2016 NSU Project Construction Fund designated as the "*Series 2016 NSU Capitalized Interest Subaccount*;" and

(iv) a separate Project Construction Fund under the Bond Resolution, designated the "*Series 2016 SDSU Project Construction Fund*."

(b) All deposits to the funds and accounts described in clause (a) shall be made with the Depository.

(c) The proceeds of the Series 2016 Bonds shall be deposited in the amounts set forth in *Exhibit C*, as follows:

(i) the amount necessary to finance the Series 2016 NSU Project, to the Series 2016 NSU Project Construction Fund, with the amount equal to the interest on those Series 2016 Bonds relating to the Series 2016 NSU Project for the period set forth in *Exhibit C*, to the Series 2016 NSU Capitalized Interest Subaccount;

(ii) the amount necessary to finance the Series 2016 SDSU Project, to the Series 2016 SDSU Project Construction Fund; and

(iii) the remaining proceeds of the Series 2016 Bonds, to the Series 2016 Expense Fund.

(d) Amounts in the Series 2016 Expense Fund shall be used to pay the expenses of the issuance of the Series 2016 Bonds not paid on the date of the delivery of the Series 2016 Bonds. Any excess after payment of such expenses shall be deposited by the Executive Director in one or both of the Series 2016 Project Construction Funds, or as otherwise determined by the Executive Director.

Section 3.2. Series 2016 NSU Project Construction Fund. Except as otherwise provided in the Bond Resolution, all moneys held in the Series 2016 NSU Project Construction Fund shall be used or held for use solely for the payment of the cost of the Series 2016 NSU Project and for capitalized interest for the period set forth in *Exhibit C*. The moneys in the Series 2016 NSU Project Construction Fund and the Series 2016 NSU Capitalized Interest Subaccount that are not needed for expenditures therefrom may be invested and reinvested in any Permitted Investments, having a maturity date, or becoming due at the option of the holder, not more than three years subsequent to the date of investment or the completion of the Series 2016 NSU Project, whichever is sooner, having due regard to the estimates of NSU as to the times such moneys will be needed. Interest on, or any profit or loss realized, from such investments prior to the completion of the Series 2016 NSU Project shall be deposited in or charged to the Series 2016 NSU Project Construction Fund.

The description of the Series 2016 NSU Project set forth herein (the “*Series 2016 NSU Project Description*”) may be supplemented or amended at any time by the Board, without the consent of any Series 2016 Bondholder as long as the facilities to be added to the Series 2016 NSU Project Description are authorized by the Act and upon receipt of a Favorable Opinion of Bond Counsel with respect to such supplement or amendment. Prior to the application of money in the Series 2016 NSU Project Construction Fund for the cost of facilities to be included in the amended Series 2016 NSU Project Description and if the facilities to be so included are not already a part of the NSU Institutional System, the Board shall adopt a resolution which describes such new facilities in sufficient detail to allow such facilities to be included in the NSU Institutional System and which includes such facilities in the NSU Institutional System. The Board shall also adopt a resolution which amends the Series 2016 NSU Project Description; *provided* that, if the Board has previously delegated authority to make expenditures consistent with such changes to the Series 2016 NSU Project Description, such delegation shall control.

If, upon the completion of the Series 2016 NSU Project, such proceeds received from the sale of the Series 2016 Bonds deposited in the Series 2016 NSU Project Construction Fund or transferred therein from the Series 2016 Expense Fund, and the investment income thereon and on the Series 2016 NSU Capitalized Interest Subaccount, shall exceed the cost of the Series 2016 NSU Project, any surplus shall be (i) paid into the Series 2016 NSU Bond and Interest Subaccount of the Bond and Interest Sinking Fund Account of NSU and shall be used for the next interest payment on the Series 2016 Bonds or (ii) used for any purpose approved by Bond Counsel.

Section 3.3. Series 2016 SDSU Project Construction Fund. Except as otherwise provided in the Bond Resolution, all moneys held in the Series 2016 SDSU Project Construction Fund shall be used or held for use solely for the payment of the cost of the Series 2016 SDSU Project. The moneys in the Series 2016 SDSU Project Construction Fund that are not needed for expenditures therefrom may be invested and reinvested in any Permitted Investments, having a maturity date, or becoming due at the option of the holder, not more than three years subsequent to the date of investment or the completion of the Series 2016 SDSU Project, whichever is sooner, having due regard to the estimates of SDSU as to the times such moneys will be needed. Interest on, or any profit or loss realized, from such investments prior to the completion of the Series 2016 SDSU Project shall be deposited in or charged to the Series 2016 SDSU Project Construction Fund.

The description of the Series 2016 SDSU Project set forth herein (the “*Series 2016 SDSU Project Description*”) may be supplemented or amended at any time by the Board, without the consent of any Series 2016 Bondholder as long as the facilities to be added to the Series 2016 SDSU Project Description are authorized by the Act and upon receipt of a Favorable Opinion of Bond Counsel with respect to such supplement or amendment. Prior to the application of money in the Series 2016 SDSU Project Construction Fund for the cost of facilities to be included in the amended Series 2016 SDSU Project Description and if the facilities to be so included are not already a part of the SDSU Institutional System, the Board shall adopt a resolution which describes such new facilities in sufficient detail to allow such facilities to be included in the SDSU Institutional System and which includes such facilities in the SDSU Institutional System. The Board shall also adopt a resolution which amends the Series 2016 SDSU Project Description; *provided that*, if the Board has previously delegated authority to make expenditures consistent with such changes to the Series 2016 SDSU Project Description, such delegation shall control.

If, upon the completion of the Series 2016 SDSU Project, such proceeds received from the sale of the Series 2016 Bonds deposited in the Series 2016 SDSU Project Construction Fund or transferred therein from the Series 2016 Expense Fund, and the investment income thereon, shall exceed the cost of the Series 2016 SDSU Project, any surplus shall be (i) paid into the Series 2016 SDSU Bond and Interest Subaccount of the Bond and Interest Sinking Fund Account of SDSU and shall be used for the next interest payment on the Series 2016 Bonds or (ii) used for any purpose approved by Bond Counsel.

ARTICLE IV

MISCELLANEOUS

Section 4.1. Non-Arbitrage; Tax Law Compliance. The Board further covenants that it will not make any investment or do any other act or thing during the period that any Series 2016 Bonds are outstanding which would cause the Series 2016 Bonds to become or be classified as “arbitrage bonds” within the meaning of Section 148 of the Code and the regulations thereunder now or hereafter proposed or published in the Federal Register or as promulgated in final form.

The Board also agrees and covenants with the purchasers and holders of the Series 2016 Bonds from time to time outstanding that, to the extent possible under South Dakota law, it will comply with whatever federal tax law is adopted in the future which applies to the Series 2016

Bonds and affects the exclusion of interest on the Series 2016 Bonds from federal gross income of the owners thereof.

The Board agrees to comply with all provisions of the Code, which if not complied with by the Board, would cause the interest on the Series 2016 Bonds not to be excludable from gross income of the owners thereof for federal income tax purposes. Without limiting the generality of the foregoing agreement, the Board agrees: (a) through its officers, to make such further specific covenants, representations and assurances as may be necessary or advisable; (b) to comply with all representations, covenants and assurances contained in the Tax Exemption Certificate and Agreement to be prepared by counsel approving the Series 2016 Bonds; (c) to consult with such counsel and to comply with such advice as may be given; (d) to pay to the United States, as necessary, such sums of money representing required rebates of excess arbitrage profits relating to the Series 2016 Bonds; (e) to file such forms, statements and supporting documents as may be required and in a timely manner; and (f) if deemed necessary or advisable by its officers, to employ and pay fiscal agents, financial advisors, attorneys and other persons to assist the Board in such compliance.

Section 4.2. Continuing Disclosure Undertaking. The Executive Director of the Board is hereby authorized, empowered and directed to execute and deliver a Continuing Disclosure Undertaking (the “*Continuing Disclosure Undertaking*”) in substantially the same form as approved by the Board, or with such changes therein as the individual executing the Continuing Disclosure Undertaking on behalf of the Board shall approve, his execution thereof to constitute conclusive evidence of his approval of such changes. When the Continuing Disclosure Undertaking is executed and delivered on behalf of the Board as herein provided, the Continuing Disclosure Undertaking will be binding on the Board and the officers, employees and agents of the Board, and the officers, employees and agents of the Board are hereby authorized, empowered and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Continuing Disclosure Undertaking as executed. Notwithstanding any other provision of this Twelfth Supplemental Resolution, the sole remedies for failure to comply with the Continuing Disclosure Undertaking shall be the ability of the beneficial owner of any Series 2016 Bond to seek mandamus or specific performance by court order, to cause the Board to comply with its obligations under the Continuing Disclosure Undertaking.

Section 4.3. Interpretation and Construction. This Twelfth Supplemental Resolution is supplemental to and is adopted in accordance with Section 14(K) of the Original Resolution. The amendment to the definition of “*RRR Requirement*” in Section 1.1 of this Twelfth Supplemental Resolution is adopted in accordance with Section 16(B)(a) of the Original Resolution. In all respects not inconsistent with this Twelfth Supplemental Resolution, the Original Resolution is hereby ratified, approved and confirmed, and all of the definitions, terms, covenants and restrictions of the Original Resolution shall remain applicable except as otherwise expressly provided. All of the terms and provisions of this Twelfth Supplemental Resolution shall be deemed to be a part of the terms and provisions of the Original Resolution and the Original Resolution and this Twelfth Supplemental Resolution shall be read, taken and construed as one and the same instrument. In executing any Series 2016 Bond authorized by this Twelfth Supplemental

Resolution each officer, agent or employee of the Board, NSU or SDSU shall be entitled to all of the privileges and immunities afforded to them under the terms of the Original Resolution.

Section 4.4. Sale of Series 2016 Bonds. As soon as may be after this Twelfth Supplemental Resolution becomes effective, the Series 2016 Bonds shall be sold with such terms and provisions as are not inconsistent herewith and within the limitations prescribed by the Board in its proceedings adopted on December 7, 2016, such officers' approval and the Board's approval of such terms and provisions to be evidenced by the execution and delivery of this Twelfth Supplemental Resolution by the duly authorized officers of the Board executed as herein provided, shall be deposited with the Executive Director of the Board, and delivered by the Executive Director to the purchasers thereof, upon receipt of the purchase price therefor. The Executive Director is hereby authorized, empowered and directed to execute an Official Statement, a Bond Purchase Agreement and all other necessary closing documents and certificates in connection with the sale of the Series 2016 Bonds, in substantially the form approved by the Board or with such changes therein as the Executive Director shall approve, the execution of any such document by the Executive Director to constitute conclusive evidence of the approval by the Executive Director of such changes.

Section 4.5. Completion of Exhibit C. The Executive Director is authorized to approve the terms of the Series 2016 Bonds within the parameters set forth herein. Promptly after the issuance of the Series 2016 Bonds, the Executive Director shall file with the Board Secretary the completed *Exhibit C* showing the terms of the Series 2016 Bonds.

Section 4.6. Severability Provisions. It is the intention hereof to confer upon the Board the whole of the powers provided for in the Act, and if any one or more sections, clauses, sentences and parts of this Twelfth Supplemental Resolution shall for any reason be questioned in any court of competent jurisdiction, and shall be adjudged unconstitutional or invalid, such judgment shall not affect, impair or invalidate the remaining provisions hereof, but shall be confined to the specific section, clause, sentence and part so determined, and that all resolutions or parts thereof in conflict herewith are hereby repealed.

THIS TWELFTH SUPPLEMENTAL RESOLUTION shall take effect upon its adoption.

Adopted this 7th day of December, 2016.

President

ATTEST:

Executive Director

(Seal)

SCHEDULE I**EVIDENCE OF COMPLIANCE WITH PARITY TEST**

(a) (i) *Historic Test.* Actual Net Revenues of the System for FY15 and FY16 are \$31,690,259 and \$31,304,797, respectively, each of which is at least 120% of Annual Debt Service on all Outstanding Bonds, there being no outstanding additional obligations issued on a parity with the Bonds; and

(ii) *Projected Test.* Projected Net Revenues of the System for each of the three full Fiscal Years immediately succeeding April 1, 2017, which the Board currently anticipates will be the end of the capitalized interest period, are \$34,477,491 (FY 18), \$35,758,535 (FY 19) and \$36,605,786 (FY 20), each of which is at least 120% of Annual Debt Service on all Outstanding Bonds, plus the Series 2016 Bonds, there being no additional obligations. The Projected Net Revenues from the Series 2016 NSU Project and the Series 2016 SDSU Project are included in this calculation.

(b) The minimum amount to be accumulated in the Renewal and Replacement Reserve Account of NSU with respect to the Series 2016 NSU Project shall be an amount equal to the existing RRR Requirement for NSU and at least an additional five percent of the cost of construction of the Series 2016 NSU Project plus the cost of any furnishings and moveable equipment for the Series 2016 NSU Project which is financed with the proceeds of the Series 2016 Bonds.

(c) The minimum amount to be accumulated in the Renewal and Replacement Reserve Account of SDSU with respect to the Series 2016 SDSU Project shall be an amount equal to the existing RRR Requirement for SDSU and at least an additional five percent of the cost of construction of the Series 2016 SDSU Project plus the cost of any furnishings and moveable equipment for the Series 2016 SDSU Project which is financed with the proceeds of the Series 2016 Bonds.

EXHIBIT A-1

THE SERIES 2016 PROJECTS

THE SERIES 2016 NSU PROJECT

The construction of a new residence hall for NSU, including furnishings and equipment relating thereto.

THE SERIES 2016 SDSU PROJECT

An addition and improvements to the student wellness center, including furnishings and equipment relating thereto, and parking facility improvements for SDSU.

EXHIBIT A-2

EXISTING FACILITIES

BHSU:

Housing Facilities:

Heidepriem Hall
Crow Peak Hall
Wenona Cook Hall
Thomas Hall
University Apartments

Student Union

Parking Facilities

Dining Services

University Bookstore

DSU:

Residence Halls:

Zimmerman Hall
Higbie Hall
Richardson Hall
Emry Hall
Series 2015 DSU Project

Student Union

NSU:

Resident Halls:

Briscoe Hall
Jerde Hall
Lindberg Hall
McArthur-Welsh Hall
Steele Hall
Kramer Hall
Series 2016 Facility

Student Union

SDSMT:

Connolly Hall
Palmerton Hall
Peterson Hall
Surbeck Student Center

SDSU:

Housing Facilities:

Binnewies Hall

Brown Hall

Caldwell Hall

Hansen Hall

Jackrabbit Grove (Ben Reifel, Theodore W. Schultz, Hallie Walker Hyde, and Honors Halls)

Jackrabbit Village (Spencer, Abbott and Thorne Halls)

Mathews Hall

Meadows North

Meadows South

Pierson Hall

Waneta Hall

Young Hall

11th Street Apartments

12th Avenue Apartments

Garden Square Units

State Village Family Units (constructed in 1971)

Student Wellness Center

Dining Facilities:

Larsen Commons

Student Union Building

Parking Facilities

Residence Halls located at Lots 5-8, Block 2

Saunders Addition, City of Brookings

Residence Halls located at Lots 1-4, Block 2 of Thornbers Addition,
City of Brookings

USD:

Beede Hall

Brookman Hall

Burgess Hall

McFadden Hall

Mickelson Hall

Norton Hall

Olson Hall

Richardson Hall

The Commons

Cherry Street Rentals

Muenster University Center

Student Wellness Center, including parking lot

Coyote Village Housing, including parking lot

EXHIBIT B**FORM OF SERIES 2016 BOND**REGISTERED
No. _____REGISTERED
\$ _____UNITED STATES OF AMERICA
SOUTH DAKOTA BOARD OF REGENTS
HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BOND,
SERIES 2016Interest _____ Maturity _____ Dated _____
Rate: _____% Date: April 1, _____ Date: December __, 2016 CUSIP: _____

Registered Owner: CEDE & CO.

Principal Amount:

The Board of Regents of the State of South Dakota (the “*Board*”), created and existing under the laws of the State of South Dakota, hereby acknowledges itself to owe and for value received promises to pay, but only from the sources herein identified, to the Registered Owner identified above, or registered assigns as hereinafter provided, on the Maturity Date identified above, unless previously called for earlier redemption, the Principal Amount identified above and to pay interest (computed on the basis of a 360-day year of twelve 30-day months) on such Principal Amount from the date of this Series 2016 Bond or from the most recent interest payment date to which interest has been paid or duly provided for at the Interest Rate per annum set forth above on April 1 and October 1 of each year commencing April 1, 2017, until said Principal Amount is paid. The principal of this Series 2016 Bond is payable upon presentation and surrender hereof, in lawful money of the United States of America at the principal corporate trust office of First Bank & Trust in Brookings, Brookings, South Dakota, as bond registrar and paying agent (the “*Bond Registrar*”). Payment of the installments of interest shall be made to the Registered Owner hereof as shown on the registration books of the Board maintained by the Bond Registrar at the close of business on the 15th day of the month next preceding each interest payment date and shall be paid by check or draft of the Bond Registrar, payable in lawful money of the United States of America, mailed to the address of such Registered Owner as it appears on such registration books or at such other address furnished in writing by such Registered Owner to the Bond Registrar; *provided, however*, that interest on the Series 2016 Bonds held by a Registered Owner of at least \$100,000 in aggregate principal amount of the Series 2016 Bonds may also be paid by wire transfer of immediately available funds to any bank in the continental United States as such Registered Owner shall specify in a written request to the Bond Registrar.

This Bond is one of a duly authorized series of \$_____,000 principal amount of the Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the “*Series 2016 Bonds*”) of the Board, issued or to be issued pursuant to a Resolution of the Board duly adopted October 21, 2004, as supplemented (said Resolution as so supplemented being herein referred to as the “*Bond Resolution*”) for the purpose of financing (i) the costs of the construction of a new residence hall for the Institutional System for Northern State University (“*NSU*”), (ii) the costs of an addition

and improvements to the student wellness center and parking facility improvements for the Institutional System for South Dakota State University (“*SDSU*”), (iii) interest on those Series 2016 Bonds relating to the Series 2016 NSU Project until April 1, 2017, and (iv) the costs of issuance of the Series 2016 Bonds, all under and pursuant to the Board of Regents Revenue Bond Act of 1971, as amended (the “*Act*”), and the Bond Resolution, to which Bond Resolution reference is hereby made for a statement of the funds and revenues from which this Series 2016 Bond and the issue of which it is a part is payable and the conditions and restrictions pursuant to which this Series 2016 Bond has been issued and pursuant to which additional bonds on a parity herewith may be issued. Capitalized terms not defined herein shall have the meanings assigned in the Bond Resolution.

The Series 2016 Bonds are of like tenor and date, except as to maturity, interest rate and redemption provisions.

This Series 2016 Bond and the series of which it is a part, together with such Bonds as have been and may hereafter be issued under the provisions of the authorizing Bond Resolution (collectively, the “*Bonds*”), are payable solely from and secured by a pledge of and lien on (i) the Net Revenues of the NSU Housing and Auxiliary Facilities System (the “*NSU Institutional System*”), as to the Series 2016 NSU Proportion, (ii) the Net Revenues of the SDSU Housing and Auxiliary Facilities System (the “*SDSU Institutional System*”), as to the Series 2016 SDSU Proportion, (iii) uncommitted funds held in the Repair and Replacement Reserve Accounts of NSU and SDSU, as to the Series 2016 NSU Proportion and the Series 2016 SDSU Proportion, respectively, (iv) Net Revenues of the other Institutions but only after provision for payment of Annual Debt Service of the Bonds issued on behalf of such Institution in the current Fiscal Year, (v) uncommitted funds in the Repair and Replacement Reserve Accounts of the other Institutional Systems, in the amount and from such Institutions as determined by the Board, and (vi) such other funds which may be pledged or used as authorized by the Act. This Bond, and the series of which it forms a part, does not constitute an indebtedness of any Institution, the Board or the State of South Dakota, within any constitutional or statutory limitation, and neither the taxing power nor the general credit of the Institutions, of the Board or of the State of South Dakota is pledged to the payment of this Bond or the interest thereon in the Bond Resolution.

All of the Bonds are equally and ratably secured by said pledge and lien without priority or preference one over the other by reason of series designation, denomination, number, maturity, date or terms of redemption prior to maturity, date of sale or delivery or otherwise; *provided, however*, that Bonds may be issued in the future which are secured by a Debt Service Reserve Account. The Series 2016 Bonds are not secured by a Debt Service Reserve Account.

Subject to the limitations and upon payment of the charges provided in the Bond Resolution, Series 2016 Bonds may be exchanged for registered Series 2016 Bonds of other authorized denominations.

The Series 2016 Bonds maturing on or after April 1, 2027 are subject to redemption prior to maturity at the option of the Board in whole or in part (in integral multiples of \$5,000), in any order of maturity and within a single maturity as determined by the Board, on any date occurring

on or after October 1, 2026 at a price equal to the principal amount of Series 2016 Bonds to be redeemed plus accrued interest to the date of redemption.

The Series 2016 Bonds maturing April 1, 20__ are subject to mandatory sinking fund redemption prior to maturity, in integral multiples of \$5,000 selected by the Bond Registrar, through the operation of the related Bond and Interest Sinking Fund Account as provided in the Bond Resolution, on April 1 of each of the years and in the principal amounts shown below, at a price equal to the principal amount of Series 2016 Bonds to be redeemed plus accrued interest thereon to the redemption date but without premium.

Series 2016 Bonds Maturing April 1, 20__

YEAR	AMOUNT
20__	\$ _____
20__*	\$ _____

* Final Maturity

The Board shall receive a credit against its obligation to have amounts on deposit in the related Bond and Interest Sinking Fund Account in respect of the principal of the Series 2016 Bonds required to be redeemed or paid on any date listed above (i) to the extent that the Board delivers to the Bond Registrar for cancellation on or prior to any such date one or more Series 2016 Bonds or (ii) to the extent Series 2016 Bonds are called for optional redemption. In addition, the principal amount of any such Series 2016 Bonds which have been redeemed pursuant to any partial optional redemption shall be credited against the obligation of the Board to have the amounts listed above with respect to the principal of such Series 2016 Bonds on deposit in such Institution's Bond and Interest Sinking Fund as determined by the Board.

In the event a Series 2016 Bond is in a denomination larger than \$5,000, a portion of such Series 2016 Bond may be redeemed but only in a principal amount equal to \$5,000 or any integral multiple thereof. Notice of each redemption shall be given as described in the Bond Resolution; *provided, however*, that failure to give such notice or any defect therein, as to any Series 2016 Bond shall not affect the validity of the proceedings for the redemption of any other Series 2016 Bonds. All Series 2016 Bonds, or portions thereof, so called for redemption will cease to bear interest on the specified redemption date, provided funds for such redemption are on deposit at the place of payment at that time, and shall no longer be protected by the Bond Resolution and shall not be deemed to be Outstanding under the provisions of the Bond Resolution.

The Board shall have the option of calling Bonds, when subject to redemption according to their terms, of any one or more series, at its discretion.

With respect to any optional redemption of the Series 2016 Bonds, unless moneys sufficient to pay the principal of and interest on, the Series 2016 Bonds to be redeemed shall have been received by the Bond Registrar prior to the giving of such notice of redemption, such notice

shall state that said redemption shall be conditional upon the receipt of such moneys by the Bond Registrar on or prior to the date fixed for redemption.

The Board hereby covenants with the Owner of this Series 2016 Bond that it will keep and perform all the covenants and agreements in the Bond Resolution adopted by it authorizing the issuance of this Series 2016 Bond and the series of which it forms a part.

The Bond Resolution provides that the Board may prepay or provide for the payment of the entire indebtedness of all Outstanding Bonds, any series thereof or any portion thereof, by depositing with the Bond Registrar moneys and/or Government Securities in an amount, together with the income or increment to accrue thereon, sufficient to pay or redeem all such Bonds. In such case, the liability of the Board in respect of such Bonds shall continue but the Owners thereof shall thereafter be entitled to payment only from the moneys and/or Government Securities deposited with the Bond Registrar. Upon such deposit, such Bonds of such series or any such portion thereof shall cease to be entitled to any lien, benefit or security under the Bond Resolution. The Board shall remain the obligor on such Bonds of such series, or any such portion thereof, but the Owners thereof shall be entitled to payment (to the exclusion of all other owners of Bonds) solely out of such cash and funds received from such Government Securities.

Reference is hereby made to the Bond Resolution for a more complete description of the nature and extent of the security, the rights of the Owners of the Bonds and the terms and conditions upon which the Bonds are to be issued and secured, to all the provisions of which Bond Resolution, each holder by the acceptance hereof assents.

This Series 2016 Bond is transferable by the registered Owner hereof in person or by his attorney duly authorized in writing at the principal corporate trust office of the Bond Registrar, but only in the manner, subject to the limitations and upon payment of the charges provided in the Bond Resolution and upon surrender and cancellation of this Series 2016 Bond. Upon such transfer a new registered Series 2016 Bond or Series 2016 Bonds of the same tenor, maturity and rate of interest, of an authorized denomination or denominations, for the same aggregate principal amount will be issued to the transferee in exchange therefor. The Board and the Bond Registrar may deem and treat the registered Owner hereof as the absolute owner hereof for the purpose of receiving payment of or on account of principal hereof and interest due hereon and for all other purposes and neither the Board nor the Bond Registrar nor any paying agent shall be affected by any notice to the contrary. The Bond Registrar shall not be required to transfer or exchange any Series 2016 Bond (i) during the period after the fifteenth day of the month next preceding any interest payment date with respect to such Series 2016 Bond and ending on such interest payment date, (ii) after notice calling a Series 2016 Bond for redemption has been given, or (iii) during a period of fifteen days next preceding the giving of a notice of redemption of any Series 2016 Bond.

With the consent of the Board and to the extent permitted by and as provided in the Bond Resolution, the terms and provisions of the Bond Resolution, or of any instrument supplemental thereto, may be modified or altered.

This Series 2016 Bond does not constitute an obligation of the State of South Dakota within the meaning or application of any Constitutional or statutory limitation or provision, and the Owner

thereof shall never have the right to demand payment of this Series 2016 Bond or interest hereon out of any funds other than the revenues and income pledged for payment thereof.

It is hereby certified and recited that all conditions, acts and things required by law to exist or to be done precedent to and in the issuance of this Series 2016 Bond did exist, have happened, been done and performed in regular and due form and time as required by law; and that the amount of this Series 2016 Bond, and the series of which it is one, and the total authorized issue of Series 2016 Bonds of which this series is a part, do not exceed any limit prescribed by the Constitution or statutes of the State of South Dakota.

This Series 2016 Bond shall not be valid or become obligatory for any purpose until the certificate of authentication hereon shall have been signed by the Bond Registrar.

IN WITNESS WHEREOF, the South Dakota Board of Regents has caused this Series 2016 Bond to be signed by the duly authorized facsimile signature of the President of the Board, a facsimile of its corporate seal to be imprinted hereon, and attested by the facsimile signature of the Executive Director of the Board, all as of the Dated Date identified above.

SOUTH DAKOTA BOARD OF REGENTS

(FACSIMILE SEAL)

(Facsimile Signature)
President

(Facsimile Signature)
Executive Director

CERTIFICATE
OF
AUTHENTICATION

Date of Authentication: _____, _____

This Series 2016 Bond is one of the Series
2016 Bonds described in the within
mentioned Resolution.

FIRST BANK & TRUST IN BROOKINGS,
Brookings, South Dakota
as Bond Registrar

By _____
Authorized Officer

(FORM OF ASSIGNMENT)

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns, and transfers unto

(Please Print or Typewrite Name and Address of Assignee)

the within Series 2016 Bond and does hereby irrevocably constitute and appoint, _____, attorney-in-fact, to transfer the said Series 2016 Bond on the Bond Register with full power of substitution in the premises.

Dated: _____

Signature guaranteed: _____

NOTICE: The signature to this assignment must correspond with the name of the registered Owner as it appears upon the face of the within Series 2016 Bond in every particular, without alteration or enlargement or any change whatever.

EXHIBIT C**SERIES 2016 BOND TERMS****SERIES 2016 BONDS:**

The Series 2016 Bonds shall be issued in the aggregate principal amount of \$_____, shall be dated December [21], 2016, shall be numbered 1 and upward, shall mature on April 1 of each of the years and shall bear interest (calculated on the basis of a 360-day year comprising 12 months of 30 days each) at the rates per annum as follows:

YEAR	PRINCIPAL AMOUNT	INTEREST RATE
20__	\$_____	_____%

The first interest payment date for the Series 2016 Bonds is April 1, 2017.

The capitalized interest period will end on April 1, 2017.

DEPOSIT OF SERIES 2016 BOND PROCEEDS:

1. \$_____ to the Series 2016 NSU Project Construction Fund.
2. \$_____ to the Series 2016 NSU Capitalized Interest Subaccount.
3. \$_____ to the Series 2016 SDSU Project Construction Fund.
4. \$_____ to the Series 2016 Expense Fund.

OPTIONAL REDEMPTION:

The Series 2016 Bonds maturing on or after April 1, 2027 are subject to redemption prior to maturity at the option of the Board in whole or in part (in integral multiples of \$5,000), in any order of maturity as determined by the Board, on any date occurring on or after October 1, 2026, at a price equal to the principal amount of the Series 2016 Bonds to be redeemed plus accrued interest to the date of redemption.

At least 45 days prior to the redemption date, the Board shall designate in writing to the Bond Registrar the principal amount of Series 2016 Bonds to be redeemed. If less than all of the Series 2016 Bonds shall be called for redemption, the particular Series 2016 Bonds to be redeemed shall be selected by the Bond Registrar, in such a manner as the Bond Registrar in its discretion may deem fair and appropriate, in the principal amount designated to the Bond Registrar by the Board; *provided, however*, that the portion of any Series 2016 Bonds to be redeemed shall be in integral multiples of \$5,000.

MANDATORY REDEMPTION OF SERIES 2016 BONDS:

The Series 2016 Bonds maturing on April 1, 20__ and April 1, 20__ are subject to mandatory sinking fund redemption prior to maturity, in integral multiples of \$5,000 selected by the Bond Registrar, on April 1 of each the years and in the principal amounts shown below, at a redemption price equal to the principal amount to be redeemed plus accrued interest to the redemption date, but without premium.

SERIES 2016 BONDS MATURING APRIL 1, 20__

YEAR	PRINCIPAL AMOUNT
20__	\$ _____
20__ *	_____

* Final Maturity

SERIES 2016 BONDS MATURING ON APRIL 1, 20__

YEAR	PRINCIPAL AMOUNT
20__	\$ _____
20__ *	_____

* Final Maturity

The Board shall receive a credit against its obligation to have amounts on deposit in the related Bond and Interest Sinking Fund Account in respect of the principal of the Series 2016 Bonds required to be redeemed or paid on any date listed above (i) to the extent that the Board delivers to the Bond Registrar for cancellation on or prior to any such date one or more Series 2016 Bonds maturing on such date or (ii) to the extent Series 2016 Bonds maturing on such dates are called for optional redemption. In addition, the principal amount of any such Series 2016 Bonds which have been redeemed pursuant to any partial optional redemption shall be credited against future sinking fund requirements, as determined by the Board.

REDEMPTION PROCEDURES:

The Bond Registrar shall give notice of redemption of the Series 2016 Bonds in accordance with the following provisions:

Notice of the redemption of Series 2016 Bonds will be given by mailing a copy of the redemption notice by first class mail or by electronic notice at least 30 days prior to the date fixed for such redemption to The Depository Trust Company, as the securities depository or any successor securities depository, as the registered owner of the Series 2016 Bonds, so long as the global book-entry system is used for recording ownership of the Series 2016 Bonds.

In the event that the global book-entry system is no longer used for recording ownership of the Series 2016 Bonds, notice of each redemption shall be given by mailing a copy of the redemption notice by first class mail (postage prepaid) not less than 30 days nor more than 60 days prior to the date fixed for such redemption to the registered owners of the Series 2016 Bonds, or portions thereof, to be redeemed at the address shown on the registration books; *provided, however*, that failure to give such notice or any defect therein, as to any Series 2016 Bond shall not affect the proceedings for the redemption of any other Series 2016 Bonds.

With respect to any optional redemption of the Series 2016 Bonds, unless moneys sufficient to pay the principal of and interest on the Series 2016 Bonds to be redeemed shall have been received by the Bond Registrar prior to the giving of such notice of redemption, such notice shall state that said redemption shall be conditional upon the receipt of such moneys by the Bond Registrar on or prior to the date fixed for redemption.

For purposes of any redemption of less than all of the Series 2016 Bonds of a single maturity, the particular Series 2016 Bonds or portions of Series 2016 Bonds to be redeemed shall be selected by lot by the Bond Registrar by such method as the Bond Registrar shall deem fair and appropriate (except when the Series 2016 Bonds are held in a book-entry system, in which case the selection of Series 2016 Bonds to be redeemed will be made in accordance with procedures established by The Depository Trust Company or any other securities depository); *provided* that such method shall provide for the selection of redemption of Series 2016 Bonds or portions thereof so that any \$5,000 Series 2016 Bond or \$5,000 portion of a Series 2016 Bond shall be as likely to be called for redemption as any other such \$5,000 Series 2016 Bond or \$5,000 portion of a Series 2016 Bond.

Notice of redemption having been given as described above and in the Bond Resolution, and notwithstanding failure to receive such notice, the Series 2016 Bonds or portions of Series 2016 Bonds so to be redeemed will, on the redemption date, become due and payable at the redemption price therein specified, and from and after such date (unless the Board shall default in the payment of the redemption price) such Series 2016 Bonds or portions of Series 2016 Bonds shall cease to bear interest. Upon surrender of such Series 2016 Bonds or redemption in accordance with said notice, such Series 2016 Bonds will be paid by the Bond Registrar at the redemption price.

SERIES 2016 NSU PROPORTION:

Amount of Series 2016 Bond proceeds deposited in the Series 2016 NSU Project Construction Fund for the Series 2016 NSU Project: \$ _____

Amount of Series 2016 Bond proceeds deposited in the Series 2016 NSU Capitalized Interest Subaccount: \$ _____

Amount of Series 2016 Bond proceeds allocated to NSU deposited in the Series 2016 Expense Fund: \$ _____

Amount of Underwriter's discount allocated to NSU: \$ _____

Total (the "*Series 2016 NSU Proportion*"): \$ _____

SERIES 2016 NSU DEBT SERVICE:

See Schedule C-1
attached hereto

SERIES 2016 SDSU PROPORTION:

Amount of Series 2016 Bond proceeds deposited in the Series 2016 SDSU Project Construction Fund for the Series 2016 SDSU Project: \$ _____

Amount of Series 2016 Bond proceeds allocated to SDSU deposited in the Series 2016 Expense Fund: \$ _____

Amount of Underwriter's discount allocated to SDSU: \$ _____

Total (the "*Series 2016 SDSU Proportion*"): \$ _____

SERIES 2016 SDSU DEBT SERVICE:

See Schedule C-2
attached hereto

Debt Service

South Dakota Board of Regents

Northern State University - Housing and Auxiliary Facilities System Revenue Bonds, Series 2016

Debt Service

South Dakota Board of Regents

South Dakota State University - Housing and Auxiliary Facilities System Revenue Bonds, Series 2016

Combined Debt Service

South Dakota Board of Regents
Housing and Auxiliary Facilities System Revenue Bonds, Series 2016

BOND PURCHASE AGREEMENT

between

SOUTH DAKOTA BOARD OF REGENTS

and

PIPER JAFFRAY & CO.

December __, 2016

\$ _____

**South Dakota Board of Regents
Housing and Auxiliary Facilities System
Revenue Bonds, Series 2016**

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Exhibit A - Legal Opinion of Issuer's Counsel

BOND PURCHASE AGREEMENT

1. Parties and Relevant Dates

Issuer: South Dakota Board of Regents

Underwriter: Piper Jaffray & Co.

Securities: \$_____ Housing and Auxiliary Facilities System Revenue Bonds, Series 2016

Acceptance Deadline: December __, 2016, 5:00 p.m. (Chicago time).

Effective Date and Time of Formal Award: December 8, 2016, 5:00 p.m. (Chicago time).

Closing Date: December 21, 2016.

2. Defined Terms

All capitalized terms used in this Agreement and not otherwise defined are used as defined in the Bond Resolution or the Official Statement:

Acceptance Deadline: The date set forth in Section 1, being the date and time by which the Issuer must accept this Agreement.

Accountants: State of South Dakota Department of Legislative Audit, the public accountants of the Issuer whose independent accountant's reports on applying agreed-upon procedures are included in the Preliminary Official Statement and the Official Statement.

Act: The Board of Regents Revenue Bond Act of 1971, as amended.

Agreement: This Bond Purchase Agreement, dated the Effective Date, including **Schedule I** attached hereto.

Bond Counsel: Chapman and Cutler LLP, Chicago, Illinois.

Bond Resolution: The amended and restated bond resolution of the Issuer adopted on October 21, 2004, as supplemented from time to time thereafter, including a Twelfth Supplemental System Revenue Bond Resolution adopted by the Board on December 7, 2016.

Closing Date: The date set forth in Section 1 of this Agreement, being the date of the issuance and delivery of the Securities.

Continuing Disclosure Undertaking: The continuing disclosure undertaking or agreement, if any, entered into by the Issuer with respect to the Securities in accordance with Rule 15c2-12.

Creditors' Rights Laws: Limitations on enforceability as may result from bankruptcy, insolvency, reorganization, moratorium and other similar laws affecting creditors' rights generally from time to time in effect and from the application of general principles of equity and from public policy limitations on the exercise of any rights to indemnification and contribution.

DTC: The Depository Trust Company.

Effective Date and Time: The date and time that this Agreement is effective, as set forth in Section 1 of this Agreement.

End of the Underwriting Period: The later of (i) the Closing Date or (ii) when the Underwriter no longer retains an unsold balance of the Securities.

Exchange Act: The Securities Exchange Act of 1934, as amended.

Excluded Sections: For purposes of the representations and warranties of the Issuer set forth in Section 9(a)(viii), the indemnification provisions set forth in Section 16 and the opinions of Issuer's Counsel required pursuant to Section 13, the "Excluded Sections" of the Preliminary Official Statement and the Official Statement shall be: (i) the section describing DTC and its book-entry-only procedures, (ii) the section captioned "Tax Matters," and (iii) the section captioned "Underwriting" if provided in writing by the Underwriter. "Excluded Sections" of the Preliminary Official Statement shall also include the information permitted to be excluded from a preliminary official statement pursuant to Rule 15c2-12.

Good Faith Deposit: The amount to be provided as a good faith deposit by the Underwriter to the Issuer, if and to the extent set forth in this Agreement under Section 7.

Issuer: The Issuer of the Securities, identified in Section 1.

Issuer Documents: All financing documents to which the Issuer is a party relating to the issuance of and security for the Securities, as such documents are amended and supplemented to the Closing Date, including, but not limited to:

- (i) this Agreement,
- (ii) the Bond Resolution;
- (iii) any Continuing Disclosure Undertaking, if contained separately or in the Bond Resolution, and
- (iv) the Tax Exemption Certificate and Agreement;

Issuer's Counsel: Guilherme Costa, Counsel to the Board.

MSRB: Municipal Securities Rulemaking Board.

Official Statement: Official Statement dated the Effective Date, relating to the Securities, together with all appendices or exhibits, any materials incorporated by reference therein and any amendments or supplements thereto.

Paying Agent: The First Bank & Trust in Brookings, Brookings, South Dakota, acting as paying agent for the Securities.

Preliminary Official Statement: Preliminary Official Statement dated November __, 2016, relating to the Securities, together with all appendices or exhibits, any materials incorporated by reference therein and any amendments or supplements thereto.

Primary Offering Disclosure Period: The period commencing with the first submission to an Underwriter of an order for the purchase of the Securities or the purchase of such Securities from the Issuer, whichever first occurs, and ending 25 days after the final delivery by the Issuer or its agent of all Securities to or through the underwriting syndicate or sole underwriter.

Purchase Price: The amount specified in Section 5 as the Purchase Price to be paid by the Underwriter at the Closing for the purchase of the Securities on the Closing Date.

Registrar: The First Bank & Trust in Brookings, Brookings, South Dakota, acting as paying agent for the Securities.

Rule 15c2-12: Rule 15c2-12 promulgated by the SEC under the Exchange Act.

SEC: Securities and Exchange Commission of the United States.

Securities: The Securities identified in Section 1 on the first page of this Agreement, as more specifically described in **Schedule I**.

Securities Act: The Securities Act of 1933, as amended.

State: South Dakota.

Pledged Revenues and Income: The revenues and/or other funds pledged or otherwise identified by the Issuer as security or the source of payment for the Securities as set forth in the Issuer Documents.

Trust Indenture Act: Trust Indenture Act of 1939, as amended.

Underwriter: The firm identified as such in Section 1 of this Agreement.

Underwriter's Counsel: Duane Morris LLP, Chicago, Illinois.

3. Offer to Purchase the Securities; Execution of Terms and Acceptance

The Issuer and the Underwriter are entering into this Bond Purchase Agreement (the "Agreement"), to provide for the purchase and sale of the Securities. The Securities are further described in **Schedule I**.

The Underwriter hereby offers to purchase all (but not less than all) of the Securities from, and to enter into this Agreement with, the Issuer. This offer is subject to acceptance by the Issuer by the Acceptance Deadline and, if not so accepted, will be subject to withdrawal by the Underwriter by written notice delivered to the Issuer at any time prior to acceptance. The Issuer shall accept this Agreement by its execution hereof. Upon such execution, the Agreement will be binding upon the Underwriter and the Issuer. This Agreement is effective as of the Effective Date and Time.

4. Purchase of the Securities

The Underwriter shall purchase from the Issuer, and the Issuer shall sell to the Underwriter, all (but not less than all) of the Securities on the Closing Date at the aggregate Purchase Price set forth below, plus accrued interest, if any. The Securities shall bear interest at the rates per annum, mature on the dates, be sold to the public at the prices and be subject to optional and mandatory sinking fund redemption prior to maturity and to such other terms and provisions, all as set forth in **Schedule I**. The Securities otherwise shall be as described in the Official Statement, the Bond Resolution and the Issuer Documents. The Underwriter's agreement to purchase the Securities from the Issuer is made in reliance upon the Issuer's representations, covenants and warranties and on the terms and conditions set forth in this Agreement.

The Issuer acknowledges and agrees that: (i) the primary role of the Underwriter, as underwriter, is to purchase securities for resale to investors in an arms-length commercial transaction between the Issuer and the Underwriter and that the Underwriter has financial and other interests that differ from those of the Issuer; (ii) the Underwriter is not acting as a municipal advisor, financial advisor or fiduciary to the Issuer or any other person or entity and has not assumed any advisory or fiduciary responsibility to the Issuer with respect to the transaction contemplated hereby and the discussions, undertakings and proceedings leading thereto (irrespective of whether the Underwriter has provided other services or are currently providing other services to the Issuer on other matters); (iii) the only obligations the Underwriter has to the Issuer with respect to the transaction contemplated hereby expressly are set forth in this Agreement; and (iv) the Issuer has consulted its own legal, accounting, tax, financial and other advisors, as applicable, to the extent it has deemed appropriate in connection with the transaction contemplated herein.

5. Purchase Price

The Purchase Price of the Securities is \$_____ (representing the principal amount of the Securities, less an Underwriter's discount of \$_____, and plus/minus original issue premium/discount of \$_____), plus accrued interest, if any, to the Closing Date. The Purchase Price shall be payable on the Closing Date by the Underwriter to or as directed by the Issuer by wire transfer in immediately available funds. In accordance with Section 18, the Underwriter also will be reimbursed for those out-of-pocket expenses described therein.

6. Public Offering

The Underwriter agrees to make a bona fide initial public offering of all the Securities in compliance with federal and state securities laws, at a price not in excess of the initial offering price set forth in the Official Statement. The Underwriter may change the initial offering price or prices as they deem necessary in connection with the offering of the Securities without any requirement of prior notice, and may offer and sell the Securities to certain institutions at prices lower than those stated in the Official Statement. Upon the request of Bond Counsel, the Underwriter shall execute and deliver prior to the Closing an issue price certificate or similar certificate in form and substance reasonably satisfactory to Bond Counsel and the Underwriter.

7. Good Faith Deposit

No Good Faith Deposit will be delivered.

8. Official Statement

The Issuer hereby consents to and ratifies the use and distribution by the Underwriter of the Preliminary Official Statement in connection with the public offering of the Securities by the Underwriter, and further confirms the authority of the Underwriter to use, and consents to the use of, the final Official Statement with respect to the Securities in connection with the public offering and sale of the Securities. The Issuer hereby represents and warrants that the Preliminary Official Statement previously furnished to the Underwriter was “deemed final” by the Issuer as of its date for purposes of Rule 15c2-12, except for permitted omissions.

- (a) The Issuer, at its cost, shall provide, or cause to be provided, to the Underwriter within seven business days after the date of this Agreement (or within such shorter period as may be approved by the Underwriter or required by applicable rule) such number of copies of a final Official Statement as reasonably requested by the Underwriter, but in sufficient quantity to permit the Underwriter to comply with paragraph (b)(4) of Rule 15c2-12, and Rule G-32 and any other applicable rules of the SEC and the MSRB.
- (b) The Issuer authorizes the Underwriter to file, to the extent required by any applicable SEC or MSRB rule, and the Underwriter agrees to so file, the Official Statement with the MSRB or its designee. If an amended Official Statement is prepared during the “primary offering disclosure period,” and if required by any applicable SEC or MSRB rule, the Underwriter also shall make the required filings of the amended Official Statement. The Issuer shall provide the Underwriter with the information necessary to complete MSRB Form G-32 for all filings to be made under this Section 8.
- (c) The Preliminary Official Statement and the Official Statement may be delivered in printed and a “designated electronic format” as defined in the MSRB’s Rule G-32 and as may be agreed by the Issuer and the Underwriter. If the Official Statement has been prepared in electronic form, the Issuer hereby confirms that it does not object to distribution of the Official Statement in electronic form.

- (d) The Issuer shall not supplement or amend the Official Statement or cause the Official Statement to be supplemented or amended without the prior written consent of the Underwriter. The Issuer covenants to notify the Underwriter promptly if, on or prior to the 25th day after the End of the Underwriting Period, (or such other period as may be agreed to by the Issuer and the Underwriter) any event shall occur, or information comes to the attention of the Issuer, that is reasonably likely to cause the Official Statement (whether or not previously supplemented or amended) to contain any untrue statement of a material fact or to omit to state a material fact necessary to make the statements therein, in the light of the circumstances under which they were made, not misleading, and if in the opinion of the Underwriter such event requires the preparation and distribution of a supplement or amendment to the Official Statement, to prepare and furnish to the Underwriter, at the Issuer's expense, such number of copies of the supplement or amendment to the Official Statement, in (i) a "designated electronic format" consistent with the requirements of the MSRB's Rule G-32 and (ii) a printed format form in substance mutually agreed upon by the Issuer and the Underwriter, as the Underwriter may reasonably request. If such notification shall be given subsequent to the Closing Date, the Issuer also shall furnish, or cause to be furnished, such additional legal opinions, certificates, instruments and other documents as the Underwriter may reasonably deem necessary to evidence the truth and accuracy of any such supplement or amendment to the Official Statement.

9. Representations and Warranties

- (a) Representations and Warranties of the Issuer. The Issuer hereby agrees with, and makes the following representations and warranties to, the Underwriter, as of the date hereof and as of the Closing Date, which representations and warranties shall survive the Closing:
- (i) The Issuer is duly created and existing under the constitution and laws of the State and has full legal right, power and authority under the constitution and laws of the State, including the Act, to adopt the Bond Resolution, to execute and deliver the Issuer Documents and the Official Statement, to issue, sell and deliver the Securities as provided herein, and to carry out and to consummate the transactions contemplated by the Bond Resolution, the Issuer Documents and the Official Statement.
 - (ii) By all necessary official action of the Issuer prior to or concurrently with the acceptance hereof, the Issuer has duly authorized and approved (A) the distribution of the Preliminary Official Statement and the execution, delivery and distribution of the Official Statement for use by the Underwriter in connection with the public offering of the Securities, (B) the issuance and sale of the Securities upon the terms set forth herein and as contemplated by the Bond Resolution, the Issuer Documents and the Official Statement and (C) the execution and delivery of, and the

performance by the Issuer of the obligations on its part contained in, the Securities, the Bond Resolution and the Issuer Documents.

- (iii) The Securities will be issued in conformity with and entitled to the benefit and security of the Bond Resolution and the Issuer Documents, including the pledge or application thereunder of the Pledged Revenues and Income.
- (iv) This Agreement constitutes a legal, valid and binding obligation of the Issuer enforceable in accordance with its terms; the other Issuer Documents, when duly executed and delivered, will constitute the legal, valid and binding obligations of the Issuer enforceable in accordance with their respective terms; and the Securities, when issued, authenticated and delivered in accordance with the Issuer Documents and sold to the Underwriter as provided herein, will be the legal, valid and binding obligations of the Issuer enforceable in accordance with their terms; in all cases, except as the enforceability of this Agreement, the other Issuer Documents and the Securities may be limited by application of Creditors' Rights Laws.
- (v) Except as may be described in the Preliminary Official Statement or the Official Statement, the Issuer is not in breach of or default in any material respect under (if applicable) its charter documents, its articles of incorporation or its bylaws or under any applicable constitutional provision, law or administrative regulation of the State or the United States or any applicable judgment or decree or any loan agreement, indenture, bond, note, resolution, agreement or other instrument to which the Issuer is a party or to which the Issuer is or any of its property or assets are otherwise subject, and no event has occurred and is continuing which constitutes or with the passage of time or the giving of notice, or both, would constitute a material default or event of default by the Issuer under any of the foregoing.
- (vi) The adoption, execution and delivery of the Securities, the Bond Resolution and the Issuer Documents, and compliance with the provisions on the Issuer's part contained therein, will not conflict with or constitute a breach of or default under any constitutional provision, law, administrative regulation, judgment, decree, loan agreement, indenture, bond, note, resolution, agreement or other instrument to which the Issuer is a party or to which the Issuer or any of its property or assets are otherwise subject, and such adoption, execution, delivery or compliance will not result in the creation or imposition of any lien, charge or other security interest or encumbrance of any nature upon the Pledged Revenues and Income, if any, of the Issuer to be pledged to secure the Securities or under the terms of any such law, regulation or instrument, except as provided by the Securities, the Bond Resolution and the Issuer Documents.

- (vii) All authorizations, approvals, consents and orders of any governmental authority, legislative body, board, agency or commission having jurisdiction which are required for the due authorization of, which would constitute a condition precedent to, or the absence of which would materially adversely affect, the issuance of the Securities or the due performance by the Issuer of its obligations under the Bond Resolution, the Issuer Documents and the Securities have been duly obtained or will be obtained prior to the Closing.
- (viii) The Preliminary Official Statement as of its date did not, and the Official Statement as of its date does not and as of the Closing Date will not, contain any untrue statement of a material fact or omit to state a material fact necessary in order to make the statements therein, in the light of the circumstances under which they were made, not misleading; provided that, the Issuer makes no statement as to the Excluded Sections of the Preliminary Official Statement or the Official Statement.
- (ix) The historical financial information included in the Official Statement under the captions “HISTORICAL AND PROJECTED CASH FLOWS OF THE SYSTEM” and in Appendix E – “FINANCIAL STATEMENTS OF THE HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BOND FUNDS FOR THE FISCAL YEARS ENDED JUNE 30, 2016 and 2015 (Unaudited)” present fairly the financial condition and results of operations for the System at the dates and for the periods specified. For the period June 30, 2016, to the date hereof, there has been (i) no material adverse change in the financial position of the Board, any Institution or the System, (ii) no increase in the long-term debt of the Board or any Institution with respect to the System, (iii) no material loss or interference with the operation of the System from fire, explosion, flood or other calamity, whether or not covered by insurance, or from any labor dispute or court or governmental action, order or decree, and (iv) no development involving a prospective material adverse change, in or affecting the general affairs, management, financial position or results of operations of any Institution and the System, except in all cases as the Official Statement discloses has occurred or may occur.
- (x) There is no action, suit, proceeding, inquiry or investigation, at law or in equity, before or by any court, agency, public board or body, pending or, to the knowledge of the Issuer, threatened against the Issuer: (A) affecting the existence of the Issuer or the titles of its officers to their respective offices, (B) seeking to prohibit, restrain or enjoin the issuance, sale or delivery of the Securities or the pledge or collection by the Issuer of the Pledged Revenues and Income or the making of any other required deposits with respect to the Securities, (C) in any way contesting or affecting the validity or enforceability of, or the power or authority of the Issuer to issue, adopt or to enter into (as applicable), the Securities, the Bond Resolution or the Issuer Documents, (D) contesting in any way the

completeness or accuracy of the Preliminary Official Statement or the Official Statement, or any amendment or supplement thereto, (E) except as disclosed in the Official Statement, wherein an unfavorable decision, ruling or finding would materially adversely affect the financial position or condition of the Issuer or would result in any material adverse change in the ability of the Issuer to pledge or apply the Pledged Revenues and Income or to pay debt service on the Securities, or (F) contesting the status of the interest on the Securities as excludable from gross income for federal income tax purposes, in each case as described in the Official Statement.

- (xi) The Issuer has received all licenses, permits or other regulatory approvals required, if any, for the pledge, collection and/or application by the Issuer of the Pledged Revenues and Income and the Issuer is not in material default, and no event has occurred which would constitute or result in a material default, under any such licenses, permits or approvals.
- (xii) If required in accordance with Rule 15c2-12, the Issuer has entered or will enter into the Continuing Disclosure Undertaking and, unless otherwise described in the Official Statement or set forth below, the Issuer has not failed during the previous five years to comply in all material respects with any previous undertakings in a written continuing disclosure contract or agreement under Rule 15c2-12.
- (xiii) The Bond Resolution, the Issuer Documents and the Securities conform to the description thereof contained in the Official Statement.
- (xiv) The Issuer has the legal authority to apply proceeds of the Securities for the purposes contemplated by the Bond Resolution and the Issuer Documents, including for the payment or reimbursement of incidental expenses in connection with the marketing, issuance and delivery of the Securities to the extent required by this Agreement and in compliance with applicable law.

(b) Covenants of the Issuer.

The Issuer hereby covenants with the Underwriter that:

- (i) Prior to the Closing Date, except as otherwise contemplated by the Official Statement, the Issuer shall not create, assume or guarantee any indebtedness payable from, or pledge or otherwise encumber, the Pledged Revenues and Income or other assets, properties, funds or interests that will be pledged as security for the Securities pursuant to the Issuer Documents.
- (ii) The Issuer shall cooperate with the Underwriter in the qualification of the Securities for offering and sale and the determination of their eligibility for investment under the laws of such jurisdictions, to the extent

applicable, as the Underwriter may request; provided that the Issuer shall not be required to qualify as a foreign corporation in, or submit to the general jurisdiction of, any other state or to file any general or special consents to service of process under the laws of any jurisdiction.

- (iii) The Issuer shall not knowingly take or omit to take any action that, under existing law, may adversely affect the exclusion from gross income for federal income tax purposes, of the interest on the Securities.
- (c) Representations and Warranties of the Underwriter. The Underwriter hereby agrees with, and makes the following representations and warranties to, the Issuer, as of the date hereof and as of the Closing Date, which representations and warranties shall survive the Closing:
 - (i) The Underwriter is an entity duly organized, validly existing and in good standing under the laws of the jurisdiction of its organization.
 - (ii) This Agreement has been duly authorized, executed and delivered by the Underwriter and, assuming the due authorization, execution and delivery by the Issuer, is the legal, valid and binding obligation of the Underwriter enforceable in accordance with its terms, except as the enforceability of this Agreement may be limited by application of Creditors' Rights Laws.
 - (iii) The Underwriter is licensed by and registered with the Financial Industry Regulatory Authority as a broker-dealer and the MSRB as a municipal securities dealer.

10. [Reserved]

11. Rating

The following rating on the Securities shall be in effect on the Closing Date:

Moody's: "Aa3"

12. Closing

- (a) The delivery of and payment for the Securities shall be the "Closing" for the Securities and shall occur at or prior to 1:00 p.m., New York City time, on the Closing Date, or at such other time or on such other date as may be mutually agreed by the Underwriter and the Issuer. The location of the Closing shall be at the offices of Chapman and Cutler LLP, 111 West Monroe Street, Chicago, Illinois 60603.
- (b) At the Closing, the Issuer shall deliver or cause to be delivered the Securities to DTC or to the Registrar or Paying Agent on behalf of the Underwriter, as further described in paragraph (c) below. The Securities shall be delivered in definitive form, duly executed by the Issuer and authenticated by the Registrar or Paying

Agent, together with the other documents identified in Section 13. Subject to satisfaction of the conditions contained in this Agreement, the Underwriter will accept delivery of the Securities as described above and pay the Purchase Price, plus accrued interest, if any, on the Securities from their dated date to, but not including, the Closing Date, in immediately available funds, payable to the order of the Issuer.

- (c) Delivery of the definitive Securities shall be made through the facilities of DTC's book-entry-only system in New York, New York, or at such other location as may be designated by the Underwriter prior to the Closing. The Securities will be delivered as fully-registered bonds, bearing CUSIP numbers, with a single bond for each maturity of each series of the Securities (or, if so provided in **Schedule I**, for each separate interest rate within a maturity), and registered in the name of Cede & Co., as nominee of DTC, which will act as securities depository for the Securities. Unless otherwise requested by the Underwriter, the Securities will be delivered under DTC's FAST delivery system.

13. Closing Conditions

The Underwriter shall receive on the Closing Date, in form and substance satisfactory to Bond Counsel and to the Underwriter, each item specified below, unless waived by the Underwriter:

- (i) The approving opinion of Bond Counsel, addressed to the Underwriter (or addressed to the Issuer with a reliance letter addressed to the Underwriter), dated the Closing Date, and in substantially the form included as an appendix to the Official Statement.
- (ii) The supplemental opinion of Bond Counsel, addressed to the Underwriter and the Issuer, dated the Closing Date, to the effect that:
 - (A) this Agreement has been duly authorized, executed and delivered by the Issuer and constitutes the legal, valid and binding agreement of the Issuer, enforceable against the Issuer in accordance with its terms, except as such enforceability may be limited by Creditors' Rights Laws
 - (B) the Securities are exempt from registration pursuant to the Securities Act and the Bond Resolution and any related trust indenture are exempt from qualification as an indenture pursuant to the Trust Indenture Act
- (iii) A negative assurances letter of Bond Counsel to the effect that the statements and information contained in the Official Statement, as of its date and as of the date of such opinion, relating to the Securities, the security and sources of payment for the Securities and the tax status of the Securities fairly and accurately summarize the provisions of the documents or matters of law indicated therein, as of such dates, and the

statements describing the Bond Resolution and the Issuer Documents contained in the Official Statement, as of its date and as of the date of such opinion, fairly and accurately summarize the provisions of such documents purported to be summarized as of such dates;

- (iv) The opinion of Issuer's Counsel addressed to the Underwriter and the Issuer, dated the Closing Date, in the form attached hereto as Exhibit A.
- (v) The opinion of Underwriter's Counsel, addressed to the Underwriter, dated the Closing Date, to the effect that: (A) the Securities are exempt from registration under the Securities Act and the Bond Resolution and any related trust indenture are exempt from qualification under the Trust Indenture Act and (B) the Continuing Disclosure Undertaking meets the requirements of Rule 15c2-12. In addition, such counsel shall state in its letter containing the foregoing opinion or in a separate letter addressed to the Underwriter that, without having undertaken to determine independently, or to assume responsibility for, the accuracy, completeness or fairness thereof, and based solely on their participation in meetings and telephone conferences at which representatives of the Issuer, Bond Counsel and the Underwriter were at various times present, nothing has come to the attention of such counsel that would lead them to believe that the information and statements in the Preliminary Official Statement as of its date and the Official Statement, as of its date and as of the date of such letter, contained or contain any untrue statement of a material fact or omitted or omit to state a material fact necessary in order to make the statements therein, in the light of the circumstances under which they were made, not misleading; provided that, no view need be expressed as to the financial statements of the Issuer, any other financial, forecast, technical or statistical data, and any information in the Preliminary Official Statement as of its date and the Official Statement respecting DTC.
- (vi) A certificate dated the Closing Date of an authorized officer of the Issuer to the effect that:
 - (A) the representations and warranties of the Issuer contained in this Agreement are true and correct in all material respects on and as of the Closing Date with the same effect as if made on the Closing Date;
 - (B) the Issuer has complied with all of the agreements and satisfied all of the conditions on its part to be performed or satisfied at or prior to the Closing;
 - (C) no event affecting the Issuer has occurred since the date of the Official Statement which either makes untrue or incorrect in any material respect as of the Closing Date any statement or information contained in the Preliminary Official Statement or the

Official Statement or is not reflected in the Official Statement but should be reflected therein in order to make the statements and information therein not misleading in any material respect; and

- (D) there is no action, suit, proceeding or investigation before or by any court or public board or body pending or threatened against the Issuer to restrain or enjoin the issuance, execution or delivery of the Securities or in any manner questioning the proceedings or authority for the issuance of the Securities or affecting directly or indirectly the validity of the Securities or of any provisions made or authorized for their payment or contesting the existence of the Issuer or the title of any of its officers to their respective offices.
- (vii) Written evidence that the rating(s) on the Securities by the applicable rating services, as set forth in Section 11, are in effect as of the Closing Date.
- (viii) A tax certificate or tax regulatory agreement, executed by a duly authorized officer of the Issuer, in form and substance satisfactory to Bond Counsel, setting forth, among other things, in the manner permitted by the Internal Revenue Code of 1986, as amended, and the regulations promulgated thereunder, the reasonable expectations of the Issuer as of the Closing Date as to the use of proceeds of the Securities and of any other funds of the Issuer expected to be used to pay debt service on the Securities and the facts and estimates on which such expectations are based, and stating that, to the best of knowledge and belief of such certifying officer, the expectations set forth therein are reasonable.
- (ix) An Information Return for Tax-Exempt Bond Issues (Internal Revenue Service Form 8038-G), in a form satisfactory to Bond Counsel for filing, executed by a duly authorized officer of the Issuer.
- (x) A copy of the Blanket Letter of Representations to DTC relating to the Securities signed by the Issuer.
- (xi) True and complete copies of all opinions, certificates and other documents delivered under the Bond Resolution and the Issuer Documents;
- (xii) Such additional legal opinions, certificates, instruments and other documents as the Underwriter or Bond Counsel reasonably may request, in form and substance satisfactory to the Underwriter or Bond Counsel, as the case may be, to evidence (A) compliance by the Issuer with legal requirements reasonably relating to the transactions contemplated by the Official Statement and this Agreement, (B) the truth and completeness, as of the date thereof, of the statements and information contained in the Preliminary Official Statement, (C) the truth and completeness, as of the date thereof and as of the time of the Closing, of the statements and

information contained in the Official Statement, (D) the truth and completeness, as of the time of the Closing, of the representations and warranties of the Issuer contained in this Agreement and the certificates and other documents referred to in this Agreement, and (E) the due performance or satisfaction by the Issuer at or prior to the Closing of all agreements then to be satisfied.

14. Issue Price Certificate

Upon request of Bond Counsel, the Underwriter shall execute and deliver on the Closing Date an issue price or similar certificate pursuant to this Section, Section 6 and Section 13, in form and substance reasonably satisfactory to the Issuer, Bond Counsel and the Underwriter.

15. Accountants' Letter

No Accountants' letters will be delivered in connection with issuance of the Securities.

16. No Indemnification; Limitation of Liability

It is understood and agreed that the Issuer is a constituent agency of the State of South Dakota and that it has not been authorized to enter into a contract of indemnity for the benefit of a third party or parties. It is understood and agreed further that no member of the Issuer and no officer, agent or employee thereof, shall be charged personally by the Underwriter with any liability, or held liable to the Underwriter under any term or provision of this Bond Purchase Agreement, or because of its execution or attempted execution, or because of any breach, or attempted or alleged breach, thereof.

17. Termination

The Underwriter shall have the right to cancel its obligation to purchase the Securities and to terminate this Agreement by written notice to the Issuer if, between the Effective Date to and including the Closing Date, in the Underwriter's sole and reasonable judgment any of the following events shall occur (each a "Termination Event"):

- (a) the market price or marketability of the Securities, or the ability of the Underwriter to enforce contracts for the sale of the Securities, shall be materially adversely affected by any of the following events:
 - (i) There shall have occurred any legislative, executive or regulatory action or any court decision which, in the judgment of the Underwriter, casts sufficient doubt on the legality of, or the exclusion from gross income for federal income tax purposes of interest on obligations such as, the Securities, so as to materially impair the marketability or lower the market price of such obligations or otherwise make it impracticable or inadvisable to proceed with the offering or delivery of the Securities on the terms and in the manner contemplated in this Agreement and the Official Statement.

- (ii) there shall have occurred (1) an outbreak or escalation of hostilities or the declaration by the United States of a national emergency or war or (2) any other calamity or crisis in the financial markets of the United States or elsewhere; or
 - (iii) a general suspension of trading on the New York Stock Exchange or other major exchange shall be in force, or minimum or maximum prices for trading shall have been fixed and be in force, or maximum ranges for prices for securities shall have been required and be in force on any such exchange, whether by virtue of determination by that exchange or by order of the SEC or any other governmental authority having jurisdiction; or
 - (iv) legislative action shall have been taken by the Congress of the United States, or a decision by a court of the United States shall be rendered, or a ruling, regulation, proposed regulation or statement by or on behalf of the SEC or other governmental agency having jurisdiction of the subject matter shall be made, which in the judgment of the Underwriter, results in any obligations of the general character of the Securities, the Bond Resolution or the Issuer Documents, or any comparable securities of the Issuer, not being exempt from the registration, qualification or other requirements of the Securities Act or the Trust Indenture Act or otherwise, or would be in violation of any provision of the federal securities laws; or
 - (v) except as disclosed in or contemplated by the Official Statement, any material adverse change in the affairs of the Issuer shall have occurred; or
 - (vi) any rating on securities of the Issuer which are secured by a pledge or application of the Pledged Revenues and Income on a parity with the Securities is reduced or withdrawn or placed on credit watch with negative outlook by any major credit rating agency; or
- (b) any event or circumstance shall exist that either makes untrue or incorrect in any material respect any statement or information in the Official Statement (other than any statement provided by the Underwriter) or is not reflected in the Official Statement but should be reflected therein in order to make the statements therein, in the light of the circumstances under which they were made, not misleading and, in either such event, the Issuer refuses to permit the Official Statement to be supplemented to supply such statement or information, or the effect of the Official Statement as so supplemented is to materially adversely affect the market price or marketability of the Securities or the ability of the Underwriter to enforce contracts for the sale of the Securities; or
- (c) a general banking moratorium shall have been declared by federal or State authorities having jurisdiction and be in force; or
- (d) a material disruption in securities settlement, payment or clearance services affecting the Securities shall have occurred; or

- (e) any new restriction on transactions in securities materially affecting the market for securities (including the imposition of any limitation on interest rates) or the extension of credit by, or a charge to the net capital requirements of, underwriters shall have been established by the New York Stock Exchange, the SEC, any other federal or State agency or the Congress of the United States, or by Executive Order; or
- (f) a decision by a court of the United States shall be rendered, or a stop order, release, regulation or no-action letter by or on behalf of the SEC or any other governmental agency having jurisdiction of the subject matter shall have been issued or made, to the effect that the issuance, offering or sale of the Securities, including the underlying obligations as contemplated by this Agreement or by the Official Statement, or any document relating to the issuance, offering or sale of the Securities, is or would be in violation of any provision of the federal securities laws at the Closing Date, including the Securities Act, the Exchange Act and the Trust Indenture Act.

Upon the occurrence of a Termination Event and the termination of this Agreement by the Underwriter, all obligations of the Issuer and the Underwriter under this Agreement shall terminate, without further liability except that the Issuer and the Underwriter shall pay their respective expenses as set forth in Section 18.

18. Payment of Expenses

- (a) The Underwriter shall be under no obligation to pay, and the Issuer shall pay from available funds or direct the Registrar under the Bond Resolution and the Issuer Documents to pay from the proceeds of the Securities (to the extent permitted under applicable law) or from other funds of the Issuer, all expenses that are incidental to the performance of the Issuer's obligations under this Agreement, including but not limited to: all expenses in connection with the printing of the Preliminary Official Statement, the Official Statement and any amendment or supplement to either; all expenses in connection with the printing, issuance and delivery of the Securities; the fees and expenses of Bond Counsel, Issuer's Counsel and Underwriter's Counsel; the fees and expenses of the Issuer's financial advisors, Accountants, any verification consultant and all other consultants; the fees and disbursements of any Registrar, any Paying Agent and any escrow agent, and their respective counsel; all expenses in connection with obtaining a rating or ratings for the Securities; all expenses of the Issuer in connection with the preparation, printing, execution and delivery, and any recording or filing, of the Bond Resolution, any Issuer Document or any other instrument; the Issuer's administrative fees; all fees and expenses in connection with any interest rate swap agreement and related transactions; and all other expenses and costs of the Issuer incident to its obligations in connection with the authorization, issuance, sale and distribution of the Securities. Unless the Issuer and the Underwriter otherwise agree, the Issuer shall pay for all incidental costs (including, but not limited to, transportation, lodging, meals and entertainment of

Issuer personnel) incurred by or on behalf of the Issuer in connection with the marketing, issuance and delivery of the Securities.

- (b) The Underwriter shall pay the costs of qualifying the Securities for sale in the various states chosen by the Underwriter, all advertising expenses in connection with the public offering of the Securities, and all other expenses incurred by the Underwriter in connection with the public offering and distribution of the Securities.

19. Notices

Any notice or other communication to be given to the Issuer under this Agreement may be given by certified mail or by delivering the same in writing to the Issuer at South Dakota Board of Regents, 306 East Capitol Avenue, Suite 200, Pierre, South Dakota 57501, Attention: Dr. Monte Kramer, Vice President of Finance and Administration, and any notice or other communication to be given to the Underwriter under this Purchase Agreement may be given by delivering the same in writing to the Underwriter at Piper Jaffray & Co., 71 South Wacker Drive, 24th Floor, Chicago, Illinois 60606, Attention: Neil Pritz, or to such other addresses as one party shall furnish the other in writing for receipt of notice.

20. Governing Law

This Agreement shall be governed by the laws of the State of South Dakota.

21. Miscellaneous

This Agreement is made solely for the benefit of the signatories hereto (including the Underwriter and its successors or assigns) and no other person shall acquire or have any right hereunder or by virtue hereof. Neither the Issuer nor the Underwriter may assign this Agreement. The term "successor" shall not include any holder of any Securities merely by virtue of such holding. All representations, warranties, agreements and indemnities contained in this Agreement shall remain operative and in full force and effect, regardless of any investigation made by or on behalf of the Underwriter, and shall survive the delivery of and payment for the Securities and any termination of this Agreement. Section headings have been included in this Agreement as a matter of convenience of reference only and are not to be used in the interpretation of any provisions of this Agreement. If any provision of this Agreement is, or is held or deemed to be, invalid, inoperative or unenforceable as applied in any particular case in any jurisdiction or jurisdictions, because it conflicts with any provisions of any constitution, statute, rule of public policy or for any other reason, such circumstances shall not make the provision in question invalid, inoperative or unenforceable in any other case or circumstance, or make any other provision or provisions of this Agreement invalid, inoperative or unenforceable to any extent whatever.

22. Counterparts

This Agreement may be executed in one or more counterparts with the same force and effect as if all signatures appeared on a single instrument.

23. Signatures

Upon execution by the Issuer and the Underwriter, this Agreement shall be binding upon the Issuer and the Underwriter as of the Effective Date and Time.

ACCEPTED AND AGREED:

ISSUER:

SOUTH DAKOTA BOARD OF REGENTS

By:_____

Name:_____

Title:_____

UNDERWRITER:

PIPER JAFFRAY & CO.

By: _____

Name: _____

Title: _____

Schedule I
Terms of the Securities

\$ _____ Serial Bonds

<u>Maturity (April 1)</u>	<u>Principal Amount</u>	<u>Interest Rate</u>	<u>Price</u>	<u>CUSIP</u>
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\$	%	Term Bonds due April 1, 20__	Price:	%*	CUSIP:
\$	%	Term Bonds due April 1, 20__	Price:	%*	CUSIP:

 *Price to call date.

The Series 2016 Bonds maturing on or after April 1, 20__ are subject to redemption prior to maturity at the option of the Board in whole or in part (in integral multiples of \$5,000), in any order of maturity as determined by the Issuer, on any date occurring on or after _____ 1, 20__ at a price equal to the principal amount of Series 2016 Bonds to be redeemed plus accrued interest to the date of redemption.

The Series 2016 Bonds maturing April 1, 20__ and April 1, 20__ are subject to mandatory sinking fund redemption prior to maturity, in integral multiples of \$5,000 selected by the Registrar, on April 1 of the year and in the principal amount shown below, at a price equal to the principal amount of Series 2016 Bonds to be redeemed plus accrued interest thereon to the redemption date but without premium.

Series 2016 Bonds Maturing on April 1, 20__

Year	Amount
_____	_____

*

 * Final maturity.

Series 2016 Bonds Maturing on April 1, 20__

Year

Amount

*

* Final maturity.

Exhibit A

Legal Opinion of Issuer's Counsel

December __, 2016

Piper Jaffray & Co.
 71 South Wacker Drive, 24th Floor
 Chicago, Illinois 60606

Ladies and Gentlemen:

I am counsel for the South Dakota Board of Regents (the “Board”). As such, I am familiar with the proceedings of the Board in connection with the issuance by the Board of its \$_____ Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the “Bonds”) and in connection with the issuance of such Bonds, I have examined (i) a Bond Resolution adopted on October 21, 2004, as supplemented and amended by the First Supplemental Revenue Bond Resolution adopted by the Board on December 6, 2005 (as amended), a Second Supplemental System Revenue Bond Resolution adopted by the Board on November 22, 2006 (as amended), a Third Supplemental System Revenue Bond Resolution adopted by the Board on December 13, 2007 (as amended), a Fourth Supplemental System Revenue Bond Resolution adopted by the Board on March 29, 2008 (as amended), a Fifth Supplemental System Revenue Bond Resolution adopted by the Board on October 22, 2008 (as amended), a Sixth Supplemental System Revenue Bond Resolution adopted by the Board on May 21, 2009 (as amended), a Seventh Supplemental System Revenue Bond Resolution adopted by the Board on October 12, 2011 (as amended), an Eighth Supplemental System Revenue Bond Resolution adopted by the Board on December 12, 2012, an Amended and Restated Ninth Supplemental System Revenue Bond Resolution adopted by the Board on December 4, 2013 (as amended), a Tenth Supplemental System Revenue Bond Resolution adopted by the Board on August 14, 2014, an Eleventh Supplemental System Revenue Bond Resolution adopted by the Board on December 2, 2015, and a Twelfth Supplemental System Revenue Bond Resolution adopted by the Board on December 7, 2016, and as hereafter supplemented and amended (collectively, the “Bond Resolution”), (ii) the Bond Purchase Agreement dated December __, 2016 (the “Bond Purchase Agreement”), between the Board and Piper Jaffray & Co. (the “Underwriter”), (iii) the Preliminary Official Statement of the Board relating to the Bonds dated _____, 2016 (the “Preliminary Official Statement”), (iv) the Final Official Statement of the Board relating to the Bonds dated December __, 2016 (the “Final Official Statement”), and (v) the Continuing Disclosure Agreement dated December __, 2016 (the “Continuing Disclosure Agreement”).

Based on the foregoing and such other investigations as I have deemed necessary, it is my opinion that:

1. The Board is a duly organized and validly existing body corporate and politic under the laws of the State of South Dakota.

2. The Bond Resolution has been duly adopted by the Board, has not been amended, modified, supplemented or repealed, and remains in full force and effect. The Board has duly authorized the execution, delivery and due performance of the Bond Purchase Agreement, the Continuing Disclosure Agreement and the Final Official Statement and the Bonds and the taking of any action as may be required on the part of the Board to consummate the transactions contemplated therein. Except as may be required under the securities laws of any state, there is no consent, approval, authorization or other order of, filing with, registration with, or certification by, any regulatory authority having jurisdiction over the Board and no election or referendum of or by any person, organization or public body whatsoever required in connection with any of the foregoing actions. There are no provisions of South Dakota law which would allow, as of the date hereof or any date subsequent hereto, any public vote or referendum, the results of which could invalidate the Bond Resolution, or invalidate, limit or condition the obligations of the Board undertaken in the Bond Purchase Agreement or in connection with the transactions contemplated thereby.

3. The Board has full legal right, power and authority pursuant to the Constitution and laws of the State of South Dakota, and particularly the Board of Regents Revenue Bond Act of 1971, as amended, (the "Act"), to: (1) enter into the Bond Purchase Agreement, (2) adopt the Bond Resolution; (3) prepare the Preliminary Official Statement and the Final Official Statement and authorize their distribution by the Underwriter; (4) execute the Final Official Statement, (5) execute the Continuing Disclosure Agreement; (6) issue, sell and deliver the Bonds as provided in the Bond Purchase Agreement; (7) perform its obligations under and as contemplated in the Bond Purchase Agreement, the Continuing Disclosure Agreement, the Bond Resolution and the Bonds; and (8) carry out and consummate all the transactions contemplated by the foregoing documents.

4. The Bond Purchase Agreement has been duly authorized, executed and delivered by the Board, and constitutes the legal, valid and binding obligation of the Board, enforceable in accordance with its terms except that the enforcement of the provisions thereof may be limited by any applicable law relative to bankruptcy, reorganization, insolvency, or other similar laws now or hereafter in effect, affecting the enforcement of creditors' rights generally.

5. The Continuing Disclosure Agreement has been duly authorized, executed and delivered by the Board, and constitutes the legal, valid and binding obligation of the Board, enforceable in accordance with its terms except that the enforcement of the provisions thereof may be limited by any applicable law relative to bankruptcy, reorganization, insolvency, or other similar laws now or hereafter in effect, affecting the enforcement of creditors' rights generally.

6. The execution and delivery of the Final Official Statement, the Continuing Disclosure Agreement, the Bond Purchase Agreement and the Bonds, the adoption of the Bond Resolution, and compliance with the provisions thereof, and the consummation by the Board of the transactions contemplated by the aforesaid documents, do not and will not conflict with or result in a violation of the Constitution of the State of South Dakota or the Act or any other laws of the State of South Dakota or the United States of America, including, without limitation, any debt limitations or other restrictions or conditions on debt-issuing power of the Board, and will not conflict with or result in any violation of, or breach of, or constitute a default under, any law or administrative regulation or any of the terms, conditions or provisions of any judgment,

decree, loan agreement, note, resolution, indenture, mortgage, deed of trust or other agreement or instrument to which the Board is a party or by which it is bound.

7. No action, suit, inquiry, investigation or proceeding, at law or in equity, to which the Board is a party is pending and, to the best of my knowledge no action, suit, inquiry, investigation or proceeding is threatened, in or before any court, governmental agency, authority, body or arbitrator, in any way affecting the existence of the Board or the title of any official of the Board to such person's office, or seeking to restrain or enjoin the issuance, sale or delivery of the Bonds or the execution and delivery of the Bond Purchase Agreement or the Continuing Disclosure Agreement or the pledge of and lien on: (i) the Net Revenues of the NSU Institutional System, as to the Series 2016 NSU Proportion, and the Net Revenues of the SDSU Institutional System, as to the Series 2016 SDSU Proportion; (ii) uncommitted funds held in the Repair and Replacement Reserve Accounts of NSU and SDSU, as to the Series 2016 NSU Proportion and the Series 2016 SDSU Proportion, respectively; (iii) 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 Institutions within the succeeding 12 months; (iv) uncommitted funds in the Repair and Replacement Reserve Accounts of the other Institutions, in an amount and from such Institutions as determined by the Executive Director; and (v) such other funds which may be pledged or used as authorized by the Act, all of which secure the payment of the principal of or interest on the Bonds, or in any way contesting or affecting the validity or enforceability of the Bond Purchase Agreement, the Continuing Disclosure Agreement, the Bond Resolution or the Bonds and related documents, or any agreement or instrument relating to the foregoing, or contesting in any way the completeness or accuracy of the Final Official Statement or power or authority of the Board with respect to the Bond Purchase Agreement, the Continuing Disclosure Agreement, the Bond Resolution or the Bonds, or with respect to the establishing of rents, fees, charges and admissions for the System (as defined in the Bond Resolution) or the exclusion of interest on the Bonds from the gross income of the owners thereof for federal income tax purposes.

8. There is no litigation pending against the Board or relating to the System, or to my knowledge threatened, which in any way questions or affects the validity of the Bonds or any proceedings or transactions relating to their issuance, sale and delivery or affecting the validity of the establishment of the System or any transaction incidental thereto.

9. Based upon my participation in the preparation of the Preliminary Official Statement and the Final Official Statement, and without having undertaken to determine independently the accuracy, completeness or fairness of the statements contained therein, nothing has come to my attention which would lead me to believe that the material contained in the Final Official Statement (except as to financial information and statistical data included therein and in any appendices thereto, as to which no opinion is expressed) contains any untrue statement of material fact or omits to state any material fact required to be stated therein or necessary to make the statements therein, in the light of the circumstances under which they were made, not misleading.

Very truly yours

PRELIMINARY OFFICIAL STATEMENT DATED DECEMBER 1, 2016

New Issue—Book-Entry Only

RATING: Moody's: "Aa3"
See "BOND RATING" herein.

Subject to compliance by the Board with certain covenants, in the opinion of Chapman and Cutler LLP, Bond Counsel, under present law, interest on the Series 2016 Bonds is excludable from gross income of the owners thereof for federal income tax purposes and is not included as an item of tax preference in computing the federal alternative minimum tax for individuals and corporations, but such interest is taken into account in computing an adjustment used in determining the federal alternative minimum tax for certain corporations. See "TAX MATTERS" for a more complete discussion.

\$18,785,000*



SOUTH DAKOTA BOARD OF REGENTS
Housing and Auxiliary Facilities System
Revenue Bonds, Series 2016

Dated: Date of Delivery

Due: April 1, as shown on the inside cover

The Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the "Series 2016 Bonds") will be issued as fully registered bonds and will be registered in the name of Cede & Co., the nominee of The Depository Trust Company, New York, New York ("DTC"). DTC will act as securities depository for the Series 2016 Bonds. Payments of principal of and interest on the Series 2016 Bonds will be made to purchasers by DTC through its participants. See "BOOK ENTRY PROVISIONS." Purchases will be made in book-entry form through DTC participants only in \$5,000 denominations or integral multiples thereof. No physical delivery of the Series 2016 Bonds will be made to purchasers.

The Series 2016 Bonds will mature on the dates and will bear interest at the rates shown on the inside front cover. Interest on the Series 2016 Bonds will be payable semi-annually on April 1 and October 1, commencing April 1, 2017. The Series 2016 Bonds are subject to redemption prior to maturity as provided herein. The First Bank & Trust in Brookings, Brookings, South Dakota, will serve as the bond registrar and paying agent (the "Bond Registrar") for the Series 2016 Bonds.

The Series 2016 Bonds are being issued by the South Dakota Board of Regents (the "Board"). The proceeds from the sale of the Series 2016 Bonds will be used for the purpose of financing (i) the costs of construction of a new residence hall (the "Series 2016 NSU Project") for Northern State University ("NSU"), (ii) the costs of an addition and improvements to the student wellness center and parking facility improvements (the "Series 2016 SDSU Project") for South Dakota State University ("SDSU"), (iii) interest on the Series 2016 Bonds relating to the Series 2016 NSU Project through April 1, 2017, and (iv) the costs of issuance of the Series 2016 Bonds.

The Series 2016 Bonds are payable solely from and secured by a pledge of certain net revenues of the Housing and Auxiliary Facilities Systems of NSU and SDSU and certain other net revenues and funds which have been authorized or pledged by the Board for payment of the Series 2016 Bonds under the Board of Regents Revenue Bond Act of 1971, as amended, and an Amended and Restated Bond Resolution dated October 21, 2004, as amended and supplemented from time to time thereafter, including a Twelfth Supplemental System Revenue Bond Resolution adopted by the Board on December __, 2016.

THE SERIES 2016 BONDS ARE OBLIGATIONS OF THE BOARD PAYABLE ONLY IN ACCORDANCE WITH THE TERMS THEREOF AND ARE NOT OBLIGATIONS GENERAL, SPECIAL, OR OTHERWISE, OF THE STATE OF SOUTH DAKOTA. THE SERIES 2016 BONDS DO NOT CONSTITUTE A DEBT, LEGAL OR MORAL, OF THE STATE OF SOUTH DAKOTA, AND ARE NOT ENFORCEABLE AGAINST THE STATE, NOR WILL PAYMENT THEREOF BE ENFORCEABLE OUT OF ANY FUNDS OF THE BOARD, OR OF ANY INSTITUTION (AS DEFINED HEREIN), OTHER THAN THE INCOME AND REVENUES PLEDGED AND ASSIGNED TO, OR IN TRUST FOR THE BENEFIT OF, THE BONDHOLDERS.

MATURITIES, PRINCIPAL AMOUNTS, INTEREST RATES, PRICES AND CUSIPs

SEE INSIDE FRONT COVER

The Series 2016 Bonds are offered when, as and if issued by the Board and received by the Underwriter, subject to prior sale, to withdrawal or modification of the offer without notice, to the approval of legality by Chapman and Cutler LLP, Chicago, Illinois, Bond Counsel, and certain other conditions. Certain legal matters will be subject to the approval of Guilherme Costa, counsel to the Board, and certain matters will be passed upon for the Underwriter by its counsel, Duane Morris LLP, Chicago, Illinois. Delivery of the Series 2016 Bonds through the facilities of DTC in New York, New York, is expected to be made on or about December __, 2016.

The date of this Official Statement is _____, 2016

PiperJaffray

* Preliminary; subject to change.

MATURITIES, PRINCIPAL AMOUNTS, INTEREST RATES, PRICES AND CUSIPS**\$18,785,000*****SOUTH DAKOTA BOARD OF REGENTS
HOUSING AND AUXILIARY FACILITIES SYSTEM
REVENUE BONDS, SERIES 2016****\$_____ Serial Bonds**

Maturity (April 1)	Principal Amount	Interest Rate	Price	CUSIP[†]
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\$	%	Term Bonds due April 1, 20__	Price:	%	CUSIP [†] :
\$	%	Term Bonds due April 1, 20__	Price:	%	CUSIP [†] :

* Preliminary; subject to change.

[†] Copyright 2016, American Bankers Association. CUSIP data herein is provided by CUSIP Global Services which is managed on behalf of the American Bankers Association by S&P Capital IQ, a part of McGraw-Hill Financial. The CUSIP numbers listed are being provided solely for the convenience of the bondholders only at the time of sale of the Series 2016 Bonds and the Board does not make any representation with respect to such numbers or undertake any responsibility for their accuracy now or at any time in the future. The CUSIP number for a specific maturity is subject to change after the sale of the Series 2016 Bonds as a result of various subsequent actions including, but not limited to, a refunding in whole or in part of such maturity or as a result of the procurement of secondary market portfolio insurance or other similar enhancement by investors that is applicable to all or a portion of certain maturities of the Series 2016 Bonds.

Members of the South Dakota Board of Regents

John W. Bastian, Belle Fourche
Harvey C. Jewett, IV, Aberdeen
Kathryn Johnson, Hill City
Jim Morgan, Brookings
Pam Roberts, Pierre
Randy Schaefer
Kevin Schieffer, Sioux Falls
Bob Sutton, Pierre
Conrad Adam, Pierre

Officers of the Board of Regents

Randy Schaefer, President
Bob Sutton, Vice-President
Kevin Schieffer, Secretary
Dr. Michael G. Rush, Executive Director
Dr. Monte Kramer, Vice-President of Finance and Administration

Principal Administrative Officers of the System Component Institutions

Dr. Tom Jackson Jr., President, Black Hills State University
Dr. Jose⁷-Marie Griffiths, President, Dakota State University
Dr. Timothy M. Downs, President, Northern State University
Dr. Heather Wilson, President, South Dakota School of Mines & Technology
Dr. Barry H. Dunn, President, South Dakota State University
Mr. James W. Abbott, President, University of South Dakota

Counsel to Board of Regents

Guilherme Costa

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REGARDING USE OF THIS OFFICIAL STATEMENT

This Official Statement does not constitute an offering of any security other than the Series 2016 Bonds. No dealer, broker, salesman or other person has been authorized by Board or the Underwriter to give any information or to make any representations with respect to the Series 2016 Bonds, other than those contained in this Official Statement, and if given or made, such other information or representation may not be relied upon or deemed to have been authorized by any of the foregoing named parties. This Official Statement does not constitute an offer to sell or the solicitation of any offer to buy nor shall there be any sale of the Series 2016 Bonds by a person in any jurisdiction in which it is unlawful to make such offer, solicitation or sale.

The Underwriter has provided the following sentence for inclusion in this Official Statement: the Underwriter has reviewed the information in this Official Statement in accordance with, and as part of, its responsibilities to investors under the federal securities laws as applied to the facts and circumstances of this transaction, but the Underwriter does not guarantee the accuracy or completeness of such information.

The information and descriptions in this Official Statement and expressions of opinion are subject to change without notice, and neither the delivery of this Official Statement nor any sale made hereunder shall, under any circumstances create any implication that there has been no change in the affairs of the Board or any of the Institutions (as defined herein) or the information contained herein since the date hereof. Statements regarding specified documents, including the Series 2016 Bonds, are summaries of, and are subject to, the detailed provisions of such documents and are qualified in their entirety by reference to each document, copies of which will be on file with the Board and will be furnished on request. Until the issuance and delivery of the Series 2016 Bonds offered hereby, copies of the Bond Resolution may be obtained from the Underwriter.

This Official Statement contains "forward-looking statements" within the meaning of the federal securities laws. These forward-looking statements include, among others, statements concerning projections, assumptions, expectations, beliefs, opinions, future plans and strategies, anticipated events or trends and similar expressions concerning matters that are not historical facts. The forward-looking statements in this Official Statement are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in or implied by such statements.

Information contained herein has been provided by the Board, the Institutions and other sources believed to be reliable.

IN CONNECTION WITH THIS OFFERING, THE UNDERWRITER MAY OVER-ALLOT OR EFFECT TRANSACTIONS WHICH STABILIZE OR MAINTAIN THE MARKET PRICE OF THE SERIES 2016 BONDS AT A LEVEL ABOVE THAT WHICH MIGHT OTHERWISE PREVAIL IN THE OPEN MARKET. SUCH STABILIZING, IF COMMENCED, MAY BE DISCONTINUED AT ANY TIME. THE UNDERWRITER MAY OFFER AND SELL THE SERIES 2016 BONDS TO CERTAIN DEALERS AND DEALER BANKS AND BANKS ACTING AS AGENTS AT PRICES LOWER THAN THE PUBLIC OFFERING PRICES STATED ON THE COVER PAGE HEREOF AND SAID PUBLIC OFFERING PRICES MAY BE CHANGED FROM TIME TO TIME BY THE UNDERWRITER.

THESE SECURITIES HAVE NOT BEEN APPROVED OR DISAPPROVED BY THE SECURITIES AND EXCHANGE COMMISSION OR ANY STATE SECURITIES COMMISSION NOR HAS THE SECURITIES AND EXCHANGE COMMISSION OR ANY STATE SECURITIES COMMISSION PASSED UPON THE ACCURACY OR ADEQUACY OF THIS OFFICIAL STATEMENT. ANY REPRESENTATION TO THE CONTRARY MAY BE A CRIMINAL OFFENSE.

THE SERIES 2016 BONDS HAVE NOT BEEN REGISTERED UNDER THE SECURITIES ACT OF 1933, AS AMENDED, AND THE BOND RESOLUTION RELATING TO THE SERIES 2016 BONDS HAS NOT BEEN QUALIFIED UNDER THE TRUST INDENTURE ACT OF 1939, AS AMENDED, IN RELIANCE UPON EXEMPTIONS CONTAINED IN SUCH ACTS. THE REGISTRATION OR QUALIFICATION OF THE SERIES 2016 BONDS IN ACCORDANCE WITH APPLICABLE PROVISIONS OF LAW OF THE STATES IN WHICH SERIES 2016 BONDS HAVE BEEN REGISTERED OR QUALIFIED AND THE EXEMPTION FROM REGISTRATION OR QUALIFICATION IN OTHER STATES CANNOT BE REGARDED AS A RECOMMENDATION THEREOF.

SUMMARY STATEMENT

This Summary Statement is subject in all respects to more complete information contained herein. The offering of the Series 2016 Bonds to potential investors is made only by means of this Official Statement (the “*Official Statement*”). No person is authorized to detach this Summary Statement from this Official Statement or to otherwise use it without this entire Official Statement.

Definitions. Definitions of certain capitalized terms used in this Official Statement are set forth in Appendix B hereto.

Appendices. The Appendices to this Official Statement are an integral part hereof and should be read in their entirety.

The Board of Regents. The South Dakota Board of Regents (the “*Board*”) is a body corporate and politic of the State of South Dakota responsible for the governance of six state-supported universities (each an “*Institution*” and, collectively, the “*Institutions*”), including Black Hills State University (“*BHSU*”), Dakota State University (“*DSU*”), Northern State University (“*NSU*”), South Dakota School of Mines & Technology (“*SDSMT*”), South Dakota State University (“*SDSU*”), and the University of South Dakota (“*USD*”). The Board controls the Institutions, but the Board may delegate provisionally to such Institutions so much of the authority conferred on it as in its judgment seems proper and in accordance with usual custom in such cases.

The System. The Housing and Auxiliary Facilities System of the Board (the “*System*”) consists of the aggregate of the housing and auxiliary facilities (each, an “*Institutional System*”) of BHSU, DSU, NSU, SDSMT, SDSU and USD. See “THE HOUSING AND AUXILIARY SYSTEM.” herein.

Purpose of Issue. Proceeds from the sale of the Series 2016 Bonds will be used for the purpose of financing (i) the costs of construction of a new residence hall, including furnishings and equipment relating thereto, for NSU, (ii) the costs of an addition and improvements to the student wellness center, including furnishings and equipment relating thereto, and parking facility improvements for SDSU, (iii) interest on the Series 2016 Bonds relating to the Series 2016 NSU Project through April 1, 2017, and (iv) the costs of issuance of the Series 2016 Bonds.

The Bond Resolution. The Series 2016 Bonds will be issued pursuant to the amended and restated bond resolution of the Board adopted on October 21, 2004, as supplemented from time to time thereafter, including a Twelfth Supplemental System Revenue Bond Resolution adopted by the Board on December __, 2016, and as hereafter supplemented and amended (the “*Bond Resolution*”).

Security and Source of Payment. The Series 2016 Bonds will be payable from and secured by a pledge of and lien on:

- (a) the Net Revenues of the NSU Institutional System, as to the proportion of the proceeds of the Series 2016 Bonds allocable to NSU (the “*Series 2016 NSU Proportion*”), and the Net Revenues of the SDSU Institutional System, as to the proportion of the proceeds of the Series 2016 Bonds allocable to SDSU (the “*Series 2016 SDSU Proportion*”);
- (b) uncommitted funds held in the Repair and Replacement Reserve Accounts of NSU and SDSU, as to the Series 2016 NSU Proportion and the Series 2016 SDSU Proportion, respectively;
- (c) 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 Institutions within the succeeding 12 months;

(d) uncommitted funds in the Repair and Replacement Reserve Accounts of the other Institutions, in an amount and from such Institutions as determined by the Executive Director; and

(e) such other funds which may be pledged or used as authorized by the Board of Regents Revenue Bond Act of 1971, as amended (the “Act”).

The Series 2016 Bonds will not be secured by a Debt Service Reserve Account.

THE SERIES 2016 BONDS ARE OBLIGATIONS OF THE SOUTH DAKOTA BOARD OF REGENTS PAYABLE ONLY IN ACCORDANCE WITH THE TERMS THEREOF AND ARE NOT OBLIGATIONS GENERAL, SPECIAL, OR OTHERWISE, OF THE STATE OF SOUTH DAKOTA. THE SERIES 2016 BONDS DO NOT CONSTITUTE A DEBT, LEGAL OR MORAL, OF THE STATE OF SOUTH DAKOTA, AND ARE NOT ENFORCEABLE AGAINST THE STATE, NOR WILL PAYMENT THEREOF BE ENFORCEABLE OUT OF ANY FUNDS OF THE SOUTH DAKOTA BOARD OF REGENTS, OR OF ANY INSTITUTION, OTHER THAN THE INCOME AND REVENUES PLEDGED AND ASSIGNED TO, OR IN TRUST FOR THE BENEFIT OF, THE BONDHOLDERS.

Rate Covenant. The Board covenants in the Bond Resolution to adopt such rules and regulations as are necessary to assure occupancy and use of the System and that 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, or having the right to use or having the right to be served by, the System shall be so fixed and revised from time to time and collected, that the (i) ratio of Net Revenues to Annual Debt Service on all Bonds in each Fiscal Year shall be at least equal to 120 percent (1.2 times) of the Annual Debt Service for such Fiscal Year and (ii) ratio of Net Revenues of each Institutional System to Annual Debt Service of the Bonds of that Institution in each Fiscal Year shall be at least equal to 120 percent (1.2 times) of such Annual Debt Service for such Fiscal Year, commencing with the end of the first Fiscal Year in which capitalized interest, if any, has been fully applied to the payment of debt service on any Outstanding Bonds of such Institution.

Failure to satisfy such rate covenant will not constitute an event of default under the Bond Resolution if the Board timely engages (within 30 days of any such failure) an independent management consultant, such consultant timely prepares (within 45 days of engagement) a report with recommendations for meeting the required coverage ratio and the Board, to the extent legally permissible, timely implements the consultant’s recommendations. Notwithstanding the preceding sentence, in no event may coverage described in clause (i) of the preceding paragraph fall below 100 percent (1.00 times) of the Annual Debt Service on all Bonds in each Fiscal Year.

Prior Parity Bonds. Bonds payable from and secured by a pledge of and lien on the same sources as the Series 2016 Bonds have been issued by the Board for the purposes set forth in the Bond Resolution (the “*Prior Parity Bonds*”). As of the date of this Official Statement, the Prior Parity Bonds include (i) Series 2006 Bonds, (ii) Series 2007 Bonds, (iii) Series 2008A Bonds, (iv) Series 2008B Bonds, (v) Series 2009 Bonds, (vi) Series 2011 Bonds, (vii) Series 2013A Bonds, (viii) Series 2014A Bonds, (ix) Series 2014B Bonds, and (x) Series 2015 Bonds. See “THE HOUSING AND AUXILIARY SYSTEM –*Outstanding Bonds.*”

Future Parity Bonds. Additional bonds secured on a parity with the Series 2016 Bonds and the Prior Parity Bonds may be issued by the Board under the Bond Resolution subject to the conditions expressed in this Official Statement. See “SECURITY FOR THE SERIES 2016 BONDS–*Future Parity Bonds.*”

OFFICIAL STATEMENT

\$18,785,000*

**SOUTH DAKOTA BOARD OF REGENTS
HOUSING AND AUXILIARY FACILITIES SYSTEM
REVENUE BONDS, SERIES 2016**

INTRODUCTION

This Official Statement, including the cover page, Summary Statement and Appendices, is furnished in connection with the offering of \$18,785,000* in aggregate principal amount of Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the “*Series 2016 Bonds*”) of the South Dakota Board of Regents (the “*Board*”). The Series 2016 Bonds will be issued pursuant to the Board of Regents Revenue Bond Act of 1971, as amended (the “*Act*”), and the amended and restated bond resolution of the Board adopted on October 21, 2004, as supplemented from time to time thereafter, including a Twelfth Supplemental System Revenue Bond Resolution adopted by the Board on December __, 2016, and as hereafter supplemented and amended (the “*Bond Resolution*”).

Proceeds from the sale of the Series 2016 Bonds will be used for the purpose of financing (i) the costs of construction of a new residence hall, including furnishings and equipment relating thereto, (the “*Series 2016 NSU Project*”) for Northern State University (“*NSU*”), (ii) the costs of an addition and improvements to the student wellness center, including furnishings and equipment relating thereto, and parking facility improvements (the “*Series 2016 SDSU Project*”) for South Dakota State University (“*SDSU*”), (iii) interest on the Series 2016 Bonds relating to the Series 2016 NSU Project through April 1, 2017; and (iv) the costs of issuance of the Series 2016 Bonds.

The Series 2016 Bonds will be authorized pursuant to the Act. The Act empowers the Board to borrow money and issue and sell bonds for any project and for any institution or any combination of institutions governed by the Board, which means and includes revenue-producing buildings, structures and facilities which, as determined by the Board, are required by, or necessary for the use or benefit of each institution, including, without limiting the generality of the foregoing, the following: student residence halls, apartments, staff housing facilities, dormitories, health, hospital or medical facilities, dining halls, student union buildings, field houses, stadiums, physical education installations and facilities, auditoriums, facilities for student or staff services, facilities or buildings leased to the United States of America, off-street parking facilities, with all equipment and appurtenant facilities, or any combination thereof, and to refund or refinance any and all bonds issued and sold by the Board pursuant to the Act. Under the Act, all revenues derived from the operation of any such buildings or facilities are continuously appropriated to the Board and the Board is authorized to pledge such revenues for the payment of operation and maintenance costs and for the retirement of such bonds.

The summaries of and references to all documents, statutes and other instruments referred to in this Official Statement do not purport to be complete and are qualified in their entirety by reference to the full text of each such document, statute or instrument. Copies of the Bond Resolution are available for inspection at the offices of the Board, 306 East Capitol Avenue, Pierre, South Dakota 57501-3159. Certain capitalized terms used in this Official Statement are defined in Appendix B hereto. Any terms not defined in this Official Statement shall have the meanings as set forth in the respective documents. The Appendices hereto are part of this Official Statement and should be read in their entirety.

* Preliminary; subject to change.

ESTIMATED SOURCES AND USES

The estimated amounts and uses of the proceeds of the Series 2016 Bonds and other monies available to the Board for the financing plan described under the caption “THE FINANCING PLAN” are shown below.

SOURCES:		Amount
	Principal Amount of Series 2016 Bonds	
	Original Issue Premium/Discount on the Series 2016 Bonds	\$
	TOTAL SOURCES	\$
USES:		
	Series 2016 NSU Project	\$
	Series 2016 SDSU Project	
	Capitalized Interest	
	Cost of Issuance (including Underwriters’ discount)	\$
	TOTAL USES	\$

THE FINANCING PLAN

Proceeds from the sale of the Series 2016 Bonds will be used for the purpose of financing (i) the costs of the Series 2016 NSU Project, (ii) the costs of the Series 2016 SDSU Project, (iii) interest on the Series 2016 Bonds relating to the Series 2016 NSU Project through April 1, 2017, and (iv) the costs of issuance of the Series 2016 Bonds.

SERIES 2016 NSU PROJECT

The Series 2016 NSU Project consists of the construction of a new three-story residence hall. The facility will include 42,895 square feet and a total of 144 beds made up of ten 2-person suites, fourteen 4-person suites and seventeen 4-person semi-suites. This new residence hall will replace Lindberg Hall which includes 64 beds. The facility will be fully air-conditioned and have wireless network access. The residence hall will have an office with a reception area on the main floor along with an apartment for the hall director, a common area with a kitchen and meeting/study rooms and laundry facilities on each floor. The building will be equipped with an elevator and a recycling room. It will be ADA compliant and built to meet LEED Silver requirements.

SERIES 2016 SDSU PROJECT

The Series 2016 SDSU Project consists of an addition and improvements to the student wellness center and parking facility improvements. The wellness center will be expanded by approximately 37,500 square feet to include a gymnasium court, a multipurpose activity court, two racquetball courts, an exercise studio, fitness space, outdoor pursuits space, commercial grade laundry, and support, maintenance and storage space. The center’s primary entrance and check-in location to all fitness and recreation spaces within the building are also being relocated. The project will be designed to be highly energy efficient and achieve a LEED Silver certification.

ADDITIONAL BONDS

The Board may issue additional Parity Bonds to fund capital projects of the System or to refund Prior Parity Bonds. The timing and amount of such issuances of additional Parity Bonds, if any, will be dependent upon a variety of factors, including the actual project and financing needs of the Institutional System at the time, general bond market conditions and such other factors as the Board, in its sole discretion, determines. The Board has no immediate plans to issue additional Parity Bonds.

THE SERIES 2016 BONDS**GENERAL**

In the event book-entry is discontinued, Series 2016 Bonds may be transferred or exchanged for registered Series 2016 Bonds at the principal corporate trust office of the Bond Registrar, but only in the manner, subject to the limitations and upon payment of the charges provided in the Bond Resolution and upon surrender and cancellation of such Series 2016 Bonds. The Bond Registrar shall not be required to transfer or exchange any Series 2016 Bond (i) during the period after the fifteenth day of the month next preceding any interest payment date with respect to such Series 2016 Bond and ending on such interest payment date, (ii) after notice calling a Series 2016 Bond for redemption has been given, or (iii) during a period of fifteen days next preceding the giving of a notice of redemption of any Series 2016 Bond.

The Series 2016 Bonds shall be issued as fully registered Bonds in the denomination of \$5,000 and integral multiples thereof. The Series 2016 Bonds shall bear interest from their date or from the most recent interest payment date to which interest has been paid, or duly provided for, until the principal amount of the Series 2016 Bonds is paid. Interest shall be payable semiannually on the first day of April and October in each year until paid, commencing on April 1, 2017. Interest shall be computed upon the basis of a 360 day year of twelve 30-day months. The principal of the Series 2016 Bonds shall be payable when due upon presentation and surrender thereof in at the principal corporate trust office of the Bond Registrar.

Interest on each Series 2016 Bond shall be paid by check or draft of the Bond Registrar, in lawful money of the United States of America, to the person in whose name such Series 2016 Bond is registered at the close of business on the 15th day of the month next preceding each interest payment date; provided, however, that interest on the Series 2016 Bonds held by a registered owner of at least \$100,000 in aggregate principal amount of the Series 2016 Bonds may also be paid by wire transfer of immediately available funds to any bank in the continental United States as such registered owner shall specify in a written request to the Bond Registrar.

The Board and the Bond Registrar may deem and treat the registered owner of any Series 2016 Bond as the absolute owner thereof for the purpose of receiving payment of or on account of principal thereof and interest due thereon and for all other purposes and neither the Board nor the Bond Registrar nor any paying agent shall be affected by any notice to the contrary.

OPTIONAL REDEMPTION

The Series 2016 Bonds maturing on or after April 1, 2027 are subject to redemption prior to maturity at the option of the Board in whole or in part (in integral multiples of \$5,000), in any order of maturity as determined by the Board, on any date occurring on or after October 1, 2026 at a price equal to the principal amount of Series 2016 Bonds to be redeemed plus accrued interest to the date of redemption.

At least forty-five days prior to the redemption date, the Board shall designate in writing to the Bond Registrar the principal amount of Series 2016 Bonds to be redeemed. If less than all of the Series

2016 Bonds shall be called for redemption, the particular Series 2016 Bonds to be redeemed shall be selected by the Bond Registrar, in such a manner as the Bond Registrar in its discretion may deem fair and appropriate, in the principal amount designated to the Bond Registrar by the Board; *provided, however*, that the portion of any Series 2016 Bonds to be redeemed shall be in integral multiples of \$5,000.

MANDATORY REDEMPTION OF TERM SERIES 2016 BONDS

The Series 2016 Bonds maturing April 1, 20__ and April 1, 20__ are subject to mandatory sinking fund redemption prior to maturity, in integral multiples of \$5,000 selected by the Bond Registrar, on April 1 of the year and in the principal amount shown below, at a price equal to the principal amount of Series 2016 Bonds to be redeemed plus accrued interest thereon to the redemption date but without premium.

Series 2016 Bonds Maturing on April 1, 20__

Year	Amount
_____	_____

* Final maturity.

Series 2016 Bonds Maturing on April 1, 20__

Year	Amount
_____	_____

* Final maturity.

The Board shall receive a credit against its obligation to have amounts on deposit in the related Bond and Interest Sinking Fund Account in respect of the principal of the Series 2016 Bonds required to be redeemed or paid on any date listed above (i) to the extent that the Board delivers to the Bond Registrar for cancellation on or prior to any such date one or more Series 2016 Bonds maturing on such date, or (ii) to the extent Series 2016 Bonds maturing on such dates are called for optional redemption. In addition, the principal amount of any such Series 2016 Bonds which have been redeemed pursuant to any partial optional redemption shall be credited against future sinking fund requirements, as determined by the Board.

REDEMPTION PROCEDURES

The Board has the option of calling Bonds, when subject to redemption according to their terms, of any one or more series, at its discretion.

Notice of the redemption of Series 2016 Bonds will be given by electronic notice or by mailing a copy of the redemption notice by first class mail at least 30 days prior to the date fixed for such redemption to The Depository Trust Company, as the securities depository or any successor securities depository, as

the registered owner of the Series 2016 Bonds, so long as the global book-entry system is used for recording ownership of the Series 2016 Bonds. See “BOOK ENTRY PROVISIONS.”

With respect to any optional redemption of the Series 2016 Bonds, unless moneys sufficient to pay the principal of and interest on the Series 2016 Bonds to be redeemed shall have been received by the Bond Registrar prior to the giving of such notice of redemption, such notice shall state that said redemption shall be conditional upon the receipt of such moneys by the Bond Registrar on or prior to the date fixed for redemption.

For purposes of any redemption of less than all of the Series 2016 Bonds of a single maturity and series, the particular Bonds or portions of Series 2016 Bonds to be redeemed shall be selected in accordance with procedures established by The Depository Trust Company or any other securities depository; *provided* that such method shall provide for the selection of redemption of Series 2016 Bonds or portions thereof so that any \$5,000 Series 2016 Bond or \$5,000 portion of a Series 2016 Bond shall be as likely to be called for redemption as any other such \$5,000 Series 2016 Bond or \$5,000 portion of a Series 2016 Bond.

Notice of redemption having been given as described in the Bond Resolution, and notwithstanding failure to receive such notice, the Series 2016 Bonds or portions of Series 2016 Bonds so to be redeemed will, on the redemption date, become due and payable at the redemption price therein specified, and from and after such date (unless the Board shall default in the payment of the redemption price) such Series 2016 Bonds or portions of Series 2016 Bonds shall cease to bear interest. Upon surrender of such Series 2016 Bonds or redemption in accordance with said notice, such Series 2016 Bonds will be paid by the Bond Registrar at the redemption price.

BOOK ENTRY PROVISIONS

The information in this section concerning DTC and DTC’s book-entry system has been obtained from sources that the Board and the Underwriter believe to be reliable, but neither the Board nor the Underwriter takes responsibility for the accuracy thereof.

The Depository Trust Company (“DTC”), New York, New York, will act as securities depository for the Series 2016 Bonds. The Series 2016 Bonds will be issued as fully-registered securities registered in the name of Cede & Co. (DTC’s partnership nominee) or such other name as may be requested by an authorized representative of DTC. One fully-registered Bond will be issued for each maturity of the Series 2016 Bonds in the aggregate principal amount of such maturity, and will be deposited with DTC.

DTC, the world’s largest depository, is a limited-purpose trust company organized under the New York Banking Law, a “banking organization” within the meaning of the New York Banking Law, a member of the Federal Reserve System, a “clearing corporation” within the meaning of the New York Uniform Commercial Code, and a “clearing agency” registered pursuant to the provisions of Section 17A of the Securities Exchange Act of 1934. DTC holds and provides asset servicing for over 3.5 million issues of U.S. and non-U.S. equity issues, corporate and municipal debt issues, and money market instruments from over 100 countries that DTC’s participants (“*Direct Participants*”) deposit with DTC. DTC also facilitates the post-trade settlement among Direct Participants of sales and other securities transactions in deposited securities, through electronic computerized book-entry transfers and pledges between Direct Participants’ accounts. This eliminates the need for physical movement of securities certificates. Direct Participants include both U.S. and non-U.S. securities brokers and dealers, banks, trust companies, clearing corporations, and certain other organizations. DTC is a wholly-owned subsidiary of The Depository Trust & Clearing Corporation (“DTCC”). DTCC is the holding company for DTC, National Securities Clearing Corporation and Fixed Income Clearing Corporation, all of which are registered clearing agencies. DTCC is owned by the users of its regulated subsidiaries. Access to the DTC system is also available to others

such as both U.S. and non-U.S. securities brokers and dealers, banks, trust companies, and clearing corporations that clear through or maintain a custodial relationship with a Direct Participant, either directly or indirectly (“*Indirect Participants*”). DTC has a Standard & Poor’s rating of AA+. The DTC Rules applicable to its Participants are on file with the Securities and Exchange Commission. More information about DTC can be found at www.dtcc.com.

Purchases of Series 2016 Bonds under the DTC system must be made by or through Direct Participants, which will receive a credit for the Series 2016 Bonds on DTC’s records. The ownership interest of each actual purchaser of each Series 2016 Bond (“*Beneficial Owner*”) is in turn to be recorded on the Direct and Indirect Participants’ records. Beneficial Owners will not receive written confirmation from DTC of their purchase. Beneficial Owners are, however, expected to receive written confirmations providing details of the transaction, as well as periodic statements of their holdings, from the Direct or Indirect Participant through which the Beneficial Owner entered into the transaction. Transfers of ownership interests in the Series 2016 Bonds are to be accomplished by entries made on the books of Direct and Indirect Participants acting on behalf of Beneficial Owners. Beneficial Owners will not receive certificates representing their ownership interests in Series 2016 Bonds, except in the event that use of the book-entry system for the Series 2016 Bonds is discontinued.

To facilitate subsequent transfers, all Series 2016 Bonds deposited by Direct Participants with DTC are registered in the name of DTC’s partnership nominee, Cede & Co., or such other name as may be requested by an authorized representative of DTC. The deposit of Series 2016 Bonds with DTC and their registration in the name of Cede & Co. or such other DTC nominee do not effect any change in beneficial ownership. DTC has no knowledge of the actual Beneficial Owners of the Series 2016 Bonds; DTC’s records reflect only the identity of the Direct Participants to whose accounts such Series 2016 Bonds are credited, which may or may not be the Beneficial Owners. The Direct and Indirect Participants will remain responsible for keeping account of their holdings on behalf of their customers.

Conveyance of notices and other communications by DTC to Direct Participants, by Direct Participants to Indirect Participants, and by Direct Participants and Indirect Participants to Beneficial Owners will be governed by arrangements among them, subject to any statutory or regulatory requirements as may be in effect from time to time. Beneficial Owners of Series 2016 Bonds may wish to take certain steps to augment transmission to them of notices of significant events with respect to the Series 2016 Bonds, such as redemptions, tenders, defaults, and proposed amendments to the Series 2016 Bond documents. For example, Beneficial Owners of Series 2016 Bonds may wish to ascertain that the nominee holding the Series 2016 Bonds for their benefit has agreed to obtain and transmit notices to Beneficial Owners. In the alternative, Beneficial Owners may wish to provide their names and addresses to the Bond Registrar and request that copies of notices be provided directly to them.

Redemption notices shall be sent to DTC. If less than all of the Series 2016 Bonds within a maturity are being redeemed, DTC’s practice is to determine by lot the amount of the interest of each Direct Participant in such maturity to be redeemed.

Neither DTC nor Cede & Co. (nor any other DTC nominee) will consent or vote with respect to Series 2016 Bonds unless authorized by a Direct Participant in accordance with DTC’s MMI Procedures. Under its usual procedures, DTC mails an Omnibus Proxy to the Board as soon as possible after the record date. The Omnibus Proxy assigns Cede & Co.’s consenting or voting rights to those Direct Participants to whose accounts the Series 2016 Bonds are credited on the record date (identified in a listing attached to the Omnibus Proxy).

Redemption proceeds and principal and interest payments on the Series 2016 Bonds will be made to Cede & Co., or such other nominee as may be requested by an authorized representative of DTC. DTC’s

practice is to credit Direct Participants' accounts upon DTC's receipt of funds and corresponding detailed information from the Board or the Bond Registrar, on payable date in accordance with their respective holdings shown on DTC's records. Payments by Participants to Beneficial Owners will be governed by standing instructions and customary practices, as is the case with securities held for the accounts of customers in bearer form or registered in "street name," and will be the responsibility of such Participant and not of DTC nor its nominee, the Bond Registrar or the Board, subject to any statutory or regulatory requirements as may be in effect from time to time. Payment of redemption proceeds and principal and interest payments to Cede & Co. (or such other nominee as may be requested by an authorized representative of DTC) is the responsibility of the Board or the Bond Registrar, disbursement of such payments to Direct Participants will be the responsibility of DTC, and disbursement of such payments to Beneficial Owners will be the responsibility of Direct and Indirect Participants.

DTC may discontinue providing its services as securities depository with respect to the Series 2016 Bonds at any time by giving reasonable notice to the Board. Under such circumstances, in the event that a successor securities depository is not obtained, Series 2016 Bonds are required to be printed and delivered as described in the Bond Resolution.

The Board may decide to discontinue use of the system of book-entry transfers through DTC (or a successor Securities Depository). In that event, certificates representing the Series 2016 Bonds will be printed and delivered.

SECURITY FOR THE SERIES 2016 BONDS

The Series 2016 Bonds shall be obligations of the Board payable only in accordance with the terms thereof and shall not be obligations general, special, or otherwise, of the State of South Dakota. The Series 2016 Bonds shall not constitute a debt, legal or moral, of the State of South Dakota, and shall not be enforceable against the State, nor shall payment thereof be enforceable out of any funds of the Board, or of any Institution, other than the income and revenues pledged and assigned to, or in trust for the benefit of, the Bondholders, as described therein.

NET REVENUES AND FUNDS

The Series 2016 Bonds will be payable from and secured by a pledge of and lien on the following sources in the following order of priority:

- (a) the Net Revenues of the NSU Institutional System, as to the Series 2016 NSU Proportion, and the Net Revenues of the SDSU Institutional System, as to the Series 2016 SDSU Proportion;
- (b) uncommitted funds of the Repair and Replacement Reserve Accounts of NSU and SDSU, as to the Series 2016 NSU Proportion and the Series 2016 SDSU Proportion, respectively;
- (c) 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 Institutions within the succeeding 12 months;
- (d) uncommitted funds in the Repair and Replacement Reserve Accounts of the other Institutions, in an amount and from such Institutions as determined by the Executive Director; and
- (e) such other funds which may be pledged or used as authorized by the Act.

All Parity Bonds are payable from and secured by a pledge of and lien on the same sources as the Series 2016 Bonds; provided that certain Parity Bonds may be separately secured by individual Debt Service Reserve Accounts as described below under “–NO DEBT SERVICE RESERVE ACCOUNT.”

The Gross Revenues with respect to each Institution shall be paid to the Depository, to the credit of a special account for each Institution created and designated as the Housing and Auxiliary Facilities Revenue Fund of the related Institution (each, a “*Revenue Fund*”), and all operation and maintenance expenses of an Institutional System shall be payable from the related Revenue Fund.

The Board covenants and agrees in the Bond Resolution that, on a date on or before each March 25 and September 25 (or such other date as is provided for a series of Bonds in the supplemental resolution authorizing such Bonds) before each interest payment date and each principal payment date with respect to the Bonds, and after retaining in the Revenue Fund the current Operating Reserve and paying current operating and maintenance expenses of each Institutional System then due, the Chief Financial Officer of the Institution will transfer from the Revenue Fund to the credit of the Bond and Interest Sinking Fund Account for each Institution (to be held by the Depository) such amounts which, when added to the balance therein, will be sufficient to equal the interest then due on the Bonds of such Institution on such interest payment date and one-half of the principal due on such Bonds within the next 12 months. Such funds as are necessary to pay the principal of and interest on the Bonds of such Institution due on the immediately following payment date shall be immediately transferred to a separate account, to be known as the Debt Service Account of the related Institution (each, a “*Debt Service Account*”) with the Bond Registrar. The Bond Registrar shall use moneys in the Debt Service Account to pay the interest due on the Bonds of such Institution then Outstanding on the next interest payment date and the principal of the Bonds of such Institution when due. All moneys credited to each Institution’s Debt Service Account shall be and are irrevocably pledged to and shall be used solely for the payment of the principal and interest on the Bonds of such Institution. Notwithstanding the foregoing, if any such Bonds bear, or are expected to bear, interest at a Variable Rate, the Chief Financial Officer of such Institution shall transfer amounts to the Institution’s Bond and Interest Sinking Fund Account and the Institution’s Debt Service Account to pay interest on such Bonds at such times and in such amounts as set forth in the supplemental resolution authorizing such Bonds.

Each Institution shall notify the Board at least 30 days prior to each interest or principal payment date either (i) that it has sufficient Net Revenues available from the Institutional System to make the interest and principal payment, if any, on such payment date or (ii) that it does not have sufficient Net Revenues available from the Institutional System (a “*Notice of Deficiency*”) to make such interest and principal payment, if any, and specifying the amount of such deficiency (a “*Deficiency*”).

If the Board receives a Notice of Deficiency with respect to an Institution, the Executive Director shall take the following steps as soon as possible prior to the payment date, in the order of priority listed:

- (i) if a Debt Service Reserve Subaccount is maintained for such Bonds, notify the Bond Registrar or the Depository, as the case may be, of such Deficiency and direct the application of a specified amount of such funds to the payment due;
- (ii) if the Institution has funds in the Repair and Replacement Reserve Account for its Institutional System for which there are no contractual commitments, such funds shall be transferred to the Bond and Interest Sinking Fund Account of the Institution to make up the Deficiency;
- (iii) the Executive Director shall direct the withdrawal and use of the Net Revenues of other Institutional Systems not necessary for payment of interest due on the next interest payment

date and one-half of the principal due within the next 12 months on the Bonds issued on behalf of such Institution to make up all or a portion of the Deficiency; and

(iv) if other Institutions have funds in the Repair and Replacement Reserve Accounts for their Institutional Systems for which there are no contractual commitments, funds shall be withdrawn therefrom at the direction of the Executive Director and transferred to make up all or a portion of the Deficiency.

The repayment provisions for the reimbursement of Institutions from which Net Revenues or funds in the Repair and Replacement Reserve Accounts have been transferred to satisfy a Deficiency shall be as determined by the Executive Director.

NO DEBT SERVICE RESERVE ACCOUNT

No Debt Service Reserve Account will be established to secure the Series 2016 Bonds.

The Bond Resolution authorizes Debt Service Reserve Accounts to secure Bonds issued under the Bond Resolution. As of the date of this Official Statement, no Debt Service Reserve Accounts have been established under the Bond Resolution for any outstanding Bonds. The Board may create Debt Service Reserve Accounts to secure future series of Bonds. Such Debt Service Reserve Accounts, if any, with respect to future series of Bonds, may be established as provided in the supplemental resolution authorizing the issuance of such series of Bonds.

REPAIR AND REPLACEMENT RESERVE ACCOUNTS

Upon the delivery of the Series 2016 Bonds, the Repair and Replacement Reserve Accounts for BHSU, DSU, NSU, SDSMT, SDSU and USD will each have a cash balance which is to be used as a reserve for major projects in such Institutional Systems. As described above under “—NET REVENUES AND FUNDS,” the Repair and Replacement Reserve Accounts of all the Institutions may be drawn down to make debt service payments of any of the Institutions for an issue of Bonds that is deficient for that purpose. See Appendix B for a further description of these Accounts.

AMENDMENT TO CENTRALIZE SYSTEM OPERATIONS

The Board may amend the Bond Resolution to centralize the operation of the System and eliminate Institutional Systems.

FUTURE PARITY BONDS

Parity Bonds may be issued under the Bond Resolution, or other additional debt secured by Net Revenues may be incurred, whether or not issued under the Bond Resolution, only if compliance with the following conditions, among others, is demonstrated:

(1) Any facility to be constructed with the proceeds of the additional Bonds shall be a part of the System and the revenues derived from the operation thereof are pledged as additional security for the payment of all Bonds outstanding and the additional Bonds proposed to be issued.

(2) The Board is current in all transfers and deposits to be made under the terms of the Bond Resolution.

(3) The Board certifies that the Board is in full compliance with all of the covenants and undertakings in connection with all Bonds then outstanding and payable from the Net Revenues of the System or any part of it, and no event of default has occurred or is continuing under the Bond Resolution.

(4) (a) *Historic Test.* Actual Net Revenues of the System for each of the two most recent Fiscal Years must equal at least 120% of Annual Debt Service on all Outstanding Bonds and outstanding additional obligations issued on a parity with the Bonds; and

(b) *Projected Test.* Projected Net Revenues of the System for each of the three full Fiscal Years immediately succeeding the later of the issuance of the additional Bonds or additional obligations issued on a parity basis with the Bonds or the end of any capitalized interest period are equal to at least 120% of Annual Debt Service on all Outstanding Bonds and additional obligations, plus the additional Bonds or additional obligations. If the additional Bonds are being issued, all or in part, for refunding purposes, Annual Debt Service for the outstanding Bonds that are being refunded can be eliminated from this Projected Test. If the additional Bonds are being issued, all or in part, to finance additional System facilities, the projected Net Revenues from such facilities may be included in this calculation.

(5) The resolution authorizing the issuance of each such series of additional Bonds which are to pay interest on a semi-annual basis shall provide that the amount of each semiannual deposit into the related Bond and Interest Sinking Fund Account shall be increased by a sum equal to the interest which will be payable on such additional Bonds on the next succeeding interest payment date and one-half of the principal maturing on such additional Bonds, if any, within the next succeeding twelve-month period. If the additional Bonds are to pay interest on other than a semiannual basis, such resolution shall make appropriate provisions therefor.

(6) The resolution authorizing the issuance of each such series of additional Bonds shall state whether such series of Bonds is to be secured by a Debt Service Reserve Account and, if so, shall provide that the amount in the related Debt Service Reserve Account shall be adjusted to a sum equal to not less than the Debt Service Reserve Requirement on all Bonds then Outstanding which are secured by such Debt Service Reserve Account and the additional Bonds then proposed to be issued, and at the time of delivery of such Bonds, the related Debt Service Reserve Account shall be maintained at the related Debt Service Reserve Requirement.

(7) The resolution authorizing the issuance of each such series of additional Bonds shall provide that the minimum amount to be accumulated in the Renewal and Replacement Reserve Account for the related Institutional System with respect to such project or projects, shall be an amount equal to the existing RRR Requirement for such Institutional System and at least an additional five percent of: (i) the cost of construction of any projects for which the additional Bonds are to be issued and which are to be added to such Institutional System; plus (ii) the cost of any furnishings and moveable equipment for each such project which are financed with proceeds of such Bonds.

(8) The resolution authorizing such additional Bonds may provide that such Bonds be Variable Rate Bonds.

(9) If, in the resolution authorizing any such additional Bonds, it is provided that excess revenues in the Revenue Fund are to be used to redeem Bonds in advance of scheduled maturity, or if the Board undertakes to redeem Bonds in advance of scheduled maturity, it is agreed and understood that such Bonds may be callable from any series as determined by the Board.

ANNUAL DEBT SERVICE REQUIREMENTS

The following table sets forth the debt service requirements on the Series 2016 Bonds and Prior Parity Bonds.

FISCAL YEAR ENDING JUNE 30	THE SERIES 2016 BONDS			OUTSTANDING BONDS ⁽¹⁾⁽²⁾	TOTAL DEBT SERVICE
	PRINCIPAL	INTEREST	CAPITALIZED INTEREST		
2017				\$ 21,899,741	
2018				22,019,373	
2019				21,960,846	
2020				21,913,891	
2021				21,830,559	
2022				21,824,667	
2023				21,733,689	
2024				21,354,032	
2025				21,285,787	
2026				18,258,344	
2027				17,285,511	
2028				17,221,418	
2029				15,296,009	
2030				14,227,531	
2031				13,030,513	
2032				12,939,181	
2033				12,835,606	
2034				12,204,719	
2035				8,320,869	
2036				8,294,213	
2037				3,762,250	
2038				3,730,438	
2039				3,690,600	
2040				792,750	
2041					
TOTAL				\$357,712,535	

⁽¹⁾ Not adjusted for Federal tax subsidy payments received by the Board with respect to the Series 2009 Bonds.

⁽²⁾ See "THE HOUSING AND AUXILIARY FACILITIES SYSTEM—Outstanding Bonds."

FUTURE PARITY BONDS FOR OTHER INSTITUTIONS

Provisions of the Bond Resolution may be amended without notice to, or the consent of, the owners of the Series 2016 Bonds or Parity Bonds, in order to include in the System the Net Revenues of the housing and auxiliary facilities systems and revenues of other institutions of higher education under the jurisdiction of the Board. Such amendments would authorize the issuance of future Parity Bonds to finance projects for such other systems, which Parity Bonds would be secured by a pledge of and lien on the revenues and funds described "SECURITY FOR THE SERIES 2016 BONDS—Net Revenues and Funds."

THE HOUSING AND AUXILIARY SYSTEM

GENERAL

The Housing and Auxiliary Facilities System of the Board consists of the aggregate of the housing and auxiliary facilities of BHSU, DSU, NSU, SDSMT, SDSU and USD. Auxiliary facilities include student unions, food services, bookstores, wellness centers, and a portion of the parking systems at the Institutions.

The System and each component Institutional System are under the control of the Board. The System was created by the Board in 2004 to strengthen the capacity of the Board to issue bonds to finance the construction, acquisition, or modification of revenue generating facilities of the Institutions by pledging the revenues of all of the Institutional Systems for each bond issue. Although the revenues of all Institutional Systems are cross-pledged to meet bond repayment obligations of the System, each Institution continues to independently operate its own housing and auxiliary facilities. The Board closely monitors enrollments, retention, occupancy rates and coverage ratios for each Institution to ensure the financial soundness of the System.

The System is a “closed” system in that the revenues and the costs of the System are managed and accounted for separately from other activities of the Institutions. Each Institution is required to maintain a coverage ratio of 120% of revenues to expenses. Once a facility is pledged to the System it can only be removed when it no longer is a viable revenue producing asset.

Academic facilities of the Institutions, which include classroom buildings, libraries, administrative buildings, research facilities, and athletic facilities, are supported by higher education facility funds (“HEFF”) and not revenues of the System. HEFF represents a portion of the tuition and fees collected by the Institutions and is used to fund maintenance, repairs and capital improvements to the academic facilities. Bonds for academic facilities are issued by the South Dakota Building Authority. See APPENDIX A—“SOUTH DAKOTA BOARD OF REGENTS AND SOUTH DAKOTA HIGHER EDUCATIONAL INSTITUTIONS—Ten Year Capital Investment Plan.”

CAPITAL IMPROVEMENTS; MAINTENANCE AND REPAIR

Any project undertaken by an Institution costing more than \$1.5 million is considered a capital improvement according to South Dakota codified law. The Board oversees all capital improvements through building committees. Capital improvements and most maintenance and repair projects fall under the jurisdiction of the Office of the State Engineer (OSE), which assists the Board and the Institutions with planning, project bidding, contracting, oversight, change orders, payment review, and trouble-shooting.

The Institutions are charged with the ongoing maintenance and repair of their respective facilities. The Board approves the projects which will be funded each year from the various sources of revenue dedicated to maintenance and repair. The Board’s policy is to invest a minimum of 2% of the current replacement value annually for maintenance and repair for revenue facilities.

SYSTEM REVENUES

System revenues come from the operation of each Institution’s housing, student union, dining service, bookstore and wellness center and certain parking facilities at BHSU and SDSU.

Revenues generated by the residential facilities of the System must cover the cost to maintain the facilities. Board policy requires a minimum annual expenditure level of 2% on residence halls.

Contributions to fully fund an Institution's Repair, Renewal and Replacement (RRR) requirement on bonded projects may be applied towards the 2% annual maintenance and repair expenditure requirement.

Student unions are funded entirely through student fees and revenues from bookstores and food service operations. Parking facilities generate revenues from vehicle fees.

EXISTING FACILITIES

The existing facilities of the System are comprised of the residential housing facilities, student unions, wellness centers, and most parking facilities of the Institutions. The existing buildings, structures and facilities of the System by Institution are set forth in the following table.

SYSTEM FACILITIES

BHSU	DSU	NSU
Housing Facilities: Heidepriem Hall Crow Peak Hall Wenona Cook Hall Thomas Hall University Apartments Student Union Parking Facilities Dining Services University Bookstore	Residence Halls: Zimmerman Hall Higbie Hall Richardson Hall Emry Hall Series 2015 DSU Project Student Union	Residence Halls: Briscoe Hall Jerde Hall Lindberg Hall McArthur-Welsh Hall Steele Hall Kramer Hall Series 2016 Facility Student Union
SDSMT	SDSU	USD
Connolly Hall Palmerton Hall Peterson Hall Surbeck Student Center	Housing Facilities: Binnewies Hall Brown Hall Caldwell Hall Hansen Hall Jackrabbit Grove (Ben Reifel, Theodore W. Schultz, Hallie Walker Hyde, and Honors Halls) Jackrabbit Village (Spencer, Abbott and Thorne Halls) Mathews Hall Meadows North Meadows South Pierson Hall Waneta Hall Young Hall 11 th Street Apartments 12 th Avenue Apartments Garden Square Units State Village Family Units (constructed in 1971) Student Wellness Center Dining Facilities: Larsen Commons Student Union Building Parking Facilities Housing located at Lots 5-8, Block 2, Saunders Addition, City of Brookings Housing located at Lots 1-4, Block 2 Thornbers Addition, City of Brookings	Beede Hall Brookman Hall Burgess Hall McFadden Hall Mickelson Hall Norton Hall Olson Hall Richardson Hall The Commons Cherry Street Rentals Muenster University Center Student Wellness Center, including parking lot Coyote Village Housing, including parking lot

HOUSING FACILITIES

The System's student housing, which varies by Institution, consists of traditional dormitories, residence halls and suite-style apartments. All of the student housing utilized by the Institutions is on state property and is owned and operated by the Institutions, except for a limited number of student residences that are leased by DSU and SDSMT. The leased facilities are managed by the residence life staffs of the Institutions.

The housing capacity of the Institutional Systems and the System as a whole compared to headcount enrollments at the Institutions for the 2016 fall semester is provided in the following table.

System Housing Capacity			
	Capacity	Student Headcount	%
BHSU	772	2,083	37.06
DSU	655	1,339	48.92
NSU	826	1,530	53.99
SDSMT	1,079	2,747	39.28
SDSU	4,359	10,679	40.82
USD	2,224	6,677	33.31
System Total	9,915	25,055	39.57

The Board's student housing policy requires freshmen and sophomores to live in the residence halls and have a meal plan. During the first two years from the time students were or would have been graduated from high school, all unmarried students who enroll in six credit hours or more at any Institution are required to enter into a housing agreement and designated meal plan for the specific living environment with that Institution unless special permission to room or dine elsewhere is received from the Institution. Permission ordinarily will be granted to students with dependent children, to students who reside full time during the academic year with parents or legal guardians, or students enrolled primarily at off-campus locations. Students who have enrolled for twelve or more credits for four semesters may be exempted from this agreement at the discretion of the Institutions. Institutions may also grant exemptions for students when residence hall occupancy exceeds manageable capacity.

Below is a summary of occupancy rates for each Institution and the System as a whole for the past five fiscal years. The System reports occupancy based on the designed capacity of rooms but adjusts for any "permanent" changes including changing rooms to single rooms.

System Housing Occupancy					
	2012	2013	2014	2015	2016
BHSU	92.93%	99.37%	89.41%	84.08%	87.56%
DSU	85.89	90.41	86.26	93.59	101.53
NSU	97.22	91.50	82.65	76.94	73.37
SDSMT	100.59	102.96	98.55	99.55	88.23
SDSU	99.24	97.82	95.43	92.29	95.27
USD	99.86	98.96	98.82	98.43	94.65
System	97.81	97.58	94.29	92.48	91.60

STUDENT UNIONS

The student unions at the Institutions are the center of student and campus activity and have become the focal point for socializing among students, faculty and staff and student recruiting. The student unions are modern facilities with extensive student engagement and learning spaces as well as student support offices. Upon completion of the renovation of the Trojan Center Student Union as part of the Series 2015 DSU Project, which is anticipated by the 2017 fall semester, all of the Institutions will have completed major renovations and upgrades to their student unions.

FOOD SERVICE

All of the Institutions have privatized food service operations. NSU, USD, SDSU and SDSMT use Aramark as their food service provider. BHSU has a food service contract with A'viands Food and Services Management LLC and DSU is under a contract with Sodexo America, LLC. Student union upgrades at the Institutions have all included expansion and improvements to food service operations.

BOOKSTORES

On-campus bookstores are operated by the respective Institutions except that the bookstore at USD is run by Barnes and Noble. As publishers move away from printed books and market their e-texts and e-materials directly to faculty and students, the bookstores rely far more on their clothing and logo item sales to generate revenue.

WELLNESS CENTERS

Fitness and health facilities have become expectations for today's college student. The Institutions serve this need through campus athletic facilities available to all students, community centers and joint student-athlete facilities. The System includes the student athletic, recreation and studio facilities at SDSU and USD. These wellness centers are supported with student fees and operated by the respective Institutions.

PARKING

Parking facilities at BHSU (1,939 spaces) and SDSU (9,423 spaces upon completion of the Series 2016 SDSU Project) are included within the System. Parking facilities at all of the other Institutions are not part of the System. Both BHSU and SDSU charge students for parking at the facilities.

FINANCIAL MANAGEMENT, REPORTING AND BUDGETING

Financial management of the System is the responsibility of the Board and the chief business officers of each Institution.

Each year, the Auditor General must certify the financial statements of the State as a whole, inclusive of the System. As an agency of the State, the System's financial records reflect compliance with applicable State statutes and regulations. The significant accounting policies followed by the System in maintaining accounts and in the preparation of the combined primary financial statements are in accordance with the Auditor General's Annual Financial Reporting Requirements.

Beginning with the period ended June 30, 2010, the Board contracted with the Department of Legislative Audit to perform a series of agreed upon procedures in order to assist the Board in evaluating its compliance with bond requirements in the System. An Independent Accountant's Report enumerating

the procedures and results of the procedures has been issued by the Auditor General for each fiscal year beginning in 2010. See “FINANCIAL STATEMENTS” and “APPENDIX E—FINANCIAL STATEMENTS OF THE HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BOND FUNDS FOR THE FISCAL YEARS ENDED JUNE 30, 2016 AND 2015 (UNAUDITED).”

The annual budgeting process for the System begins in June of each year with informal budget hearings conducted by the Board with the participation of the Institutions. In July, Institutions make specific budget requests and the Board approves an official budget request. The official budget request is submitted in August to the South Dakota Bureau of Finance and Management and to the Governor. From September through November, the official budget request is discussed with the Bureau of Finance and the Governor, and in November the board is notified with the Governor’s official recommendations. From January through March of the following year, the Board and university presidents have a scheduled time with the Legislature’s Appropriations Committee to discuss the budget and the Governor’s recommendations. An appropriations bill is passed out of the Appropriations Committee and sent to the floor of the House and Senate for passage, which becomes the next fiscal year’s operating budget.

PROPOSED CAPITAL PROJECTS

System projects that are currently being discussed by the Board and that have had at least preliminary approval include the following:

Northern State University – New Residence Hall to Replace Jerde Hall. A new facility would replace the traditional two-person rooms in Jerde Hall with modern, air-conditioned, suite-style rooms. The facility would also meet current Americans with Disabilities Act (ADA) standards which Jerde Hall currently does not. In addition, community areas within the facility would provide space to interact and participate in residence life programming events. Laundry facilities and a small convenience store would also be included. The project cost is estimated at \$20,000,000. This project is expected to be financed from grant funds. The Board has not given final approval to this project.

South Dakota School of Mines and Technology – Surbeck Center Addition. The Surbeck Center was constructed in 1961 with an addition added to the west side of the building in 1971. This area currently houses the bookstore and health services plus an expansion of the ballroom. In 2004, the south side of the Surbeck Center was renovated along with the construction of Peterson Residence Hall. A passenger elevator was installed to provide service to both of these buildings. The renovation recreated student study and lounge spaces and portable walls were installed in the ballroom. In 2009, a major renovation was also done on the kitchen and dining service area. The proposed addition will address the various needs as identified in the SDSMT Master Plan: additional dining space to accommodate at least 360 additional seats; additional freezer/cooler space and additional storage space for dining; additional meeting space to accommodate larger campus events such as career fairs, campus family and cultural events, and new student orientation; additional storage space; and increase the size of the Veteran’s Resource Center to accommodate 100 students. Funding for this project will be primarily from private fundraising. The Board has not given final approval to this project.

OUTSTANDING BONDS

The following table sets forth the series, original principal amounts, current outstanding principal amounts and the maturity date for the Outstanding Bonds after giving effect to the issuance of the Series 2016 Bonds.

Outstanding Debt			
Issue	Original Principal Amount	Current Amount Outstanding	Final Maturity Date
Series 2006 Bonds	\$ 9,015,000	\$ 5,550,000	4/1/2026
Series 2007 Bonds	8,540,000	5,890,000	10/1/2028
Series 2008A Bonds	4,770,000	3,280,000	4/1/2028
Series 2008B Bonds	5,230,000	3,795,000	4/1/2028
Series 2009 Bonds	90,325,000	75,475,000	4/1/2039
Series 2011 Bonds	63,480,000	58,220,000	4/1/2036
Series 2013A Bonds	11,990,000	10,120,000	4/1/2028
Series 2014A Bonds	39,905,000	35,635,000	4/1/2039
Series 2014B Bonds	13,760,000	12,185,000	4/1/2033
Series 2015 Bonds	22,525,000	22,115,000	4/1/2040
Series 2016 Bonds			
	<u>\$</u>	<u>\$</u>	

NO PENSION OBLIGATIONS

The System does not carry or incur pension or OPEB liabilities. No costs for pension or OPEB are part of or included in operating and maintenance expenses used in calculating Net Revenues.

HISTORICAL AND PROJECTED CASH FLOWS OF THE SYSTEM

GENERAL

The following table sets forth the historical and projected revenues and expenses of the System on a cash basis for the fiscal years 2012-2020. The historical and projected financial information presented is based upon unaudited information furnished to the Board from each of the Institutions in connection with the issuance of the Series 2016 Bonds.

Financial information for the revenue bond funds maintained for the System for the fiscal years 2015 and 2016 are set forth in APPENDIX E. See also "FINANCIAL STATEMENTS."

Projections for the fiscal years 2017-2020 are based upon the assumptions stated herein under "—PROJECTED CASH FLOWS OF THE SYSTEM—STATEMENT OF ASSUMPTIONS." The assumptions are believed to be reasonable by the Board. No assurance can be given that the assumptions used in the projections will prove correct. If any of the assumptions prove to be materially incorrect, the projected estimates of excess revenues over expenditures are likely to be materially and adversely affected. Neither the Board nor the Underwriter has independently verified the projections of excess revenues over expenditures contained in the following table.

Historical and Projected Cash Flows of the System

	Actual FY12	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Projected FY17	Projected FY18	Projected FY19	Projected FY20
<u>Revenues</u>									
Residence Life	\$28,920,044	\$30,037,332	\$33,819,291	\$35,206,681	\$35,182,372	\$36,335,867	\$38,208,105	\$39,689,976	\$40,772,452
Food Service	21,095,547	21,361,263	23,621,625	24,860,794	25,317,104	26,859,509	27,889,188	28,782,893	29,706,194
Student Center Operations	1,290,307	1,197,959	1,270,389	1,341,346	1,477,916	1,492,671	1,597,989	1,723,048	1,869,843
General Activity Fee Support	3,478,353	2,797,262	2,921,366	3,209,856	3,450,661	3,454,851	3,491,079	3,877,658	3,991,671
Bookstore	5,351,474	5,509,502	5,166,149	5,395,459	5,075,225	5,106,267	5,140,479	5,270,930	5,405,058
Parking	1,387,519	1,299,601	1,578,545	1,554,542	1,674,826	1,705,484	1,716,910	1,768,418	1,821,470
Wellness Center Operations	1,196,961	919,425	991,425	1,020,504	1,088,312	1,093,814	1,101,142	1,134,177	1,168,202
SubTotal Operating Revenue	62,720,204	63,122,344	69,368,790	72,589,183	73,266,416	76,048,462	79,144,892	82,247,100	84,734,891
<u>Other Revenues</u>									
GAF Bond Support	4,188,494	5,377,348	6,139,641	6,198,372	6,264,330	6,867,166	7,563,836	7,648,475	7,734,763
Facility Support Fee	1,434,045	1,485,102	1,680,314	1,756,000	1,989,170	2,137,156	2,202,766	2,269,287	2,337,966
Aramark Investment	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000
BAB Subsidy	1,724,168	1,701,678	1,541,628	1,523,755	1,493,663	1,449,651	1,401,669	1,355,452	1,306,413
One-Time Transfers	0	0	98,240	494,784	355,484	100,000	100,670	103,690	106,801
Capitalized Interest	1,060,562	1,424,597	70,765	155,338	87,574	318,450	0	0	0
SubTotal Other Revenue	8,557,269	10,138,725	9,680,588	10,278,248	10,340,220	11,022,422	11,418,941	11,526,904	11,635,943
<u>Investment Income</u>									
Debt Service	174,162	245,056	112,086	64,588	108,086	106,328	106,873	107,849	108,845
Interest Revenue	155,073	147,225	113,487	79,933	116,516	146,897	147,881	151,867	155,968
Renewals	601,093	357,190	274,026	196,497	282,420	221,198	221,378	221,681	232,986
Completed Construction Funds	0	0	0	0	0	0	0	0	0
SubTotal Investment Income	930,328	749,471	499,599	341,018	507,022	474,423	476,132	481,397	497,798
Total Revenues	\$72,207,801	\$74,010,540	\$79,548,976	\$83,208,449	\$84,113,657	\$87,545,306	\$91,039,966	\$94,255,401	\$96,868,632
<u>Expenditures</u>									
Residence Life	\$15,980,032	\$15,875,648	\$17,325,881	\$16,454,978	\$16,038,071	\$16,981,556	\$17,367,567	\$17,899,477	\$18,447,147
Food Service	20,449,668	20,475,762	22,445,156	23,768,378	25,011,441	26,039,554	27,124,542	28,003,857	28,912,338
Student Center	1,169,847	1,143,799	1,310,928	1,399,532	1,424,184	1,524,750	1,581,344	1,642,911	1,707,487
General Activity Fee	2,436,715	2,545,969	2,818,817	2,865,006	3,003,665	3,092,164	3,136,266	3,217,275	3,300,838
Bookstore	5,147,246	5,342,319	5,011,994	5,075,085	4,840,314	4,864,308	4,904,239	4,975,211	5,067,995
Parking	855,410	619,914	742,593	384,392	768,406	614,579	618,697	637,258	656,375
Other	0	180,000	91,250	365,000	385,000	385,000	385,000	385,000	385,000
Wellness Center	1,297,014	933,280	1,090,073	1,205,819	1,337,779	1,432,940	1,444,819	1,735,876	1,785,666
Total Expenditures	\$47,335,932	\$47,116,691	\$50,836,692	\$51,518,190	\$52,808,860	\$54,934,850	\$56,562,474	\$58,496,866	\$60,262,846
Excess of Revenues over Expenditures	\$24,871,869	\$26,893,849	\$28,712,285	\$31,690,259	\$31,304,797	\$32,610,456	\$34,477,491	\$35,758,535	\$36,605,786
Annual Debt Service*	\$16,917,869	\$19,018,282	\$20,345,948	\$21,103,279	\$21,110,677	\$22,272,542	\$23,334,374	\$23,276,846	\$23,226,091
Coverage Ratio	1.47	1.41	1.41	1.50	1.48	1.46	1.48	1.54	1.58

* Not adjusted for Federal tax subsidy payments received by the Board with respect to the Series 2009 Bonds or capitalized interest on the Series 2014 Bonds through October 1, 2014.

PROJECTED CASH FLOWS OF THE SYSTEM—STATEMENT OF ASSUMPTIONS

The projected cash flows for the System for the fiscal years ending June 30, 2017 through 2020 are based on the following material assumptions:

Fiscal Year 2017: Fiscal year 2017 projections are based on first half year-to-date figures plus estimates for the second half of the year based on first half performance.

Fiscal Year 2018: Expenses include an inflationary increase of 3.15% for meals and .67% for all other rate increases and expenditures across campuses. Some campuses also projected changes in meal plans sold and residence hall occupancy which pushed cash flow increases to be greater than inflation. Large increases were projected in DSU and NSU residence hall revenues and expenses due to the new residence halls coming on line in the Fall of 2017. SDSU is also showing a large increase in their GAF Bond Support due to the new rate that was approved.

Fiscal Years 2019 and 2020: Projections for 2019 and 2020 reflect an inflationary increase of 3% for all rate increases and expenditures. Certain campuses projected small increases in meals sold or room occupancy. As mentioned above for fiscal year 2018, this causes increases to be slightly greater than the inflationary rate. NSU projects a large increase again in their housing revenue due a projected increase in their occupancy and change in rates due to the replacing of an older residence hall with a new one. SDSU is also showing a large increase in their GAF operating revenue as the new addition to the wellness center comes online in fiscal year 2019.

MANAGEMENT DISCUSSION

Operating revenues increased \$10.6 million from \$62.7 million in fiscal year 2012 to \$73.3 million in fiscal year 2016, a total increase of 16.9%. Other revenues and investment income, which includes student fees committed to debt service, increased \$1.3 million from \$9.5 million in fiscal year 2012 to 10.8 million in fiscal year 2016. Expenses increased \$5.5 million from \$47.3 million in fiscal year 2012 to \$52.8 million in fiscal year 2016, a four-year change of 11.6%.

The increased revenues reflect adjustments in housing rates, fee increases used to support operations, new fees to expand student unions and wellness facilities, and food service revenue increases. A significant portion of the revenue increases reflect rate increases approved to cover the costs of major upgrades and the construction of new facilities. In fiscal year 2013, the Board also implemented a policy requiring an annual investment in maintenance and repair equivalent to 2% of replacement values, which resulted in rate increases at some of the Institutions.

Annual debt service rose \$4.2 million from \$16.9 million in fiscal year 2012 to \$21.1 million in fiscal year 2016, an increase of 24.9%. The increase in debt service is directly related to the significant upgrades and renovations made to the housing stock and student unions in the last ten years, as well as construction of new housing and student wellness centers, and expansion and improvements to parking.

The System has been able to grow revenues and manage expenses to maintain its debt service coverage ratios, due to rate increases and expenditure reductions tracking with the Board's policy to invest 2% of the replacement cost of facilities into maintenance and repair.

INVESTMENT CONSIDERATIONS

The following discussion of investment considerations should be reviewed by prospective investors prior to purchasing the Series 2016 Bonds. There can be no assurance that other factors not discussed herein will not become material investment considerations in the future.

SPECIAL, LIMITED OBLIGATIONS

The Series 2016 Bonds are special, limited obligations of the Board payable solely out of the Net Revenues and uncommitted funds in the Repair and Replacement Accounts of the Institutions. The Bondholders may not look to any other revenue or assets of the Board or any Institution for the payment of the Series 2016 Bonds. The Series 2016 Bonds do not constitute an indebtedness of any Institution, the Board or the State, within any constitutional or statutory limitation, and neither the taxing power nor the general credit of the Institutions, of the Board or of the State is pledged to the payment of the Series 2016 Bonds. See “SECURITY FOR THE SERIES 2016 BONDS.”

NO MORTGAGE OR LIEN ON PHYSICAL ASSETS

The Series 2016 Bonds are not secured by a mortgage, lien or security interest on or in any of the buildings or physical assets of the System. The Bondholders may not look to any buildings or other physical assets of the System for payment of debt service on the Series 2016 Bonds.

CHANGE IN ENROLLMENT; NON-RESIDENT STUDENTS

The amount of Net Revenues available for debt service on the Series 2016 Bonds will be affected by the future enrollments of the Institutions. Enrollment levels depend on the number of students applying to the Institutions and accepting offers of admission. Enrollment at the Institutions has increased since 2004 and increases in enrollment are anticipated in future years. A number of factors, including, without limitation, levels of tuition rates and other fees, competition from other public and private colleges and universities, a change in the number of college age students generally, the availability and affordability of student loans, and adverse general economic conditions could influence the number of applicants to the Institutions. The pool of potential high school graduates in South Dakota has fallen since 2004 and is not expected to begin to increase for a number of years. Certain of the Institutions have had success in attracting students from other states, which may or may not continue. There can be no assurance that the future enrollment of the Institutions will be maintained at the current level or increase.

REQUIRED OCCUPANCY LEVELS

In order for the Board to generate Net Revenues sufficient to pay debt service on the Series 2016 Bonds, the dormitories and residents halls of the System must achieve certain occupancy levels. The Board’s student residency policy and the stable enrollment of the Institutions have historically resulted in strong occupancy rates for the System’s housing facilities. Changes in the Board’s housing policy, student enrollment, room and board rates, student housing preferences or other factors could have a negative effect on the future occupancy rates for the System’s dormitories and residents halls. See “THE HOUSING AND AUXILIARY SYSTEM—Occupancy.”

FUTURE FACILITIES UTILIZATION

The System includes dining halls, student unions, bookstores, recreational and health facilities, parking and other auxiliary facilities. The amount of Net Revenues will be affected by the future levels of utilization of the System’s facilities and the rates and charges that the Board can reasonably impose in

connection with the use of such facilities. The availability of alternative facilities at competitive rates and an increase in distance learning opportunities may have an adverse impact on the level of utilization of the facilities and on the ability of the Board to adjust fees and rates in the future.

RISKS RELATED TO SYSTEM OPERATIONS

Net Revenues will depend in part on the level of operating and maintenance expenses incurred in operating the System, including the normal course costs of the System's workforce, vendors, suppliers and materials and any extraordinary or unanticipated costs or expenses which may occur. Net Revenues will be affected by the Institutions' ability to manage and operate the System effectively and efficiently.

LOSS OF STATE AID

A significant portion of the overall revenues of the Institutions comes from grants or appropriations provided by the State. The amount of money provided by the State has varied in past years. Loss of state aid to the Institutions could have a negative effect on the programs and opportunities the Institutions can offer students, the size and quality of faculty and research activities, all or any of which could have a negative impact on enrollment or the Institutions' ability to maintain the System at levels necessary to achieve high levels of occupancy and utilization.

RISKS RELATED TO HIGHER EDUCATION

There are a number of factors affecting institutions of higher education in general that could have an adverse effect on the Institutions. These factors include, but are not limited to, the continuing rising costs of providing higher education services; the failure to maintain or increase in the future the funds obtained by the Institution from other sources, including gifts and contributions from donors, grants or appropriations from governmental bodies and income from investment of endowment funds; adverse results from the investment of endowment funds; increasing costs of compliance with federal or state regulatory laws or regulations, including, without limitation, laws or regulations concerning environmental quality, work safety and accommodating the physically challenged; changes in federal governmental policy relating to the reimbursement of overhead costs of government contracts; any unionization of the Institution's work force with consequent impact on wage scales and operating costs of the Institutions; and legislation or regulations which may affect student aid and other program funding. The Board cannot assess or predict the ultimate effect of these factors on the Institutions or the System.

DAMAGE OR DESTRUCTION OF FACILITIES

The Board insures the System against certain risks. There can be no assurance that the amount of insurance required to be obtained with respect to the System will be adequate or that the cause of any damage or destruction to the System will be as a result of a risk which is insured. Further, there can be no assurance of the ongoing creditworthiness of the insurance companies from which the Board obtains insurance policies. Damage or destruction of System facilities may impair the Board's ability to generate sufficient Net Revenues.

ENVIRONMENTAL REGULATION

The System is subject to various federal, State and local laws and regulations governing health and the environment. In general, these laws and regulations could result in liability for remediating adverse environmental conditions on or relating to the System, whether arising from preexisting conditions or conditions arising as a result of the activities conducted in connection with the ownership and operation of

the System. Costs incurred by the Institutions with respect to environmental remediation or liability could adversely impact their financial condition and ability to own and operate the System.

ADDITIONAL BONDS

Under the Bond Resolution, the Board is permitted to incur other debt which may be on a parity with the lien of the Series 2016 Bonds. Debt service on all additional future parity bonds of the Board will be payable from Net Revenues on a pro rata basis. Although the Board is required to meet historic and projected annual debt service coverage tests before issuing additional parity bonds, to the extent that future parity bonds are issued, the debt service coverage ratio of the Series 2016 Bonds may be adversely affected. See “THE FINANCING PLAN—Additional Bonds” and “SECURITY FOR THE SERIES 2016 BONDS—Future Parity Bonds.”

RATING CHANGE

A rating application has been made to Moody’s Investors Services, Inc. (“Moody’s”) for a rating on the Series 2016 Bonds. Generally, a rating agency bases its rating on the information and materials furnished to it and on investigations, studies and assumptions of its own. There is no assurance that the rating assigned to the Series 2016 Bonds will continue for any given period of time, or that such rating will not be revised, suspended or withdrawn, if, in the judgment of Moody’s, circumstances so warrant. A revision, suspension or withdrawal of a rating may have an adverse effect on the market price of the Series 2016 Bonds.

SECONDARY MARKET

There is no guarantee that a secondary market will develop for the Series 2016 Bonds. Subject to applicable securities laws and prevailing market conditions, the Underwriter intends but is not obligated to make a market in the Series 2016 Bonds.

FUTURE CHANGES IN LAWS

Various State laws and constitutional provisions apply to the operation of the System, the imposition, collection and pledging of the Net Revenues and the financing of the Board’s operations in general. Other State and federal laws, constitutional provisions and regulations apply to the obligations evidenced by the Series 2016 Bonds. There is no assurance that there will not be any change in, interpretation of or addition to applicable laws, provisions and regulations which would have a material effect, directly or indirectly, on the Board or the Institutions.

FEDERAL TAX LEGISLATION/LOSS OF TAX EXEMPTION

From time to time, legislative proposals are pending in Congress that would, if enacted, alter or amend one or more of the federal tax matters described herein in certain respects or would adversely affect the market value of the Series 2016 Bonds, or possibly affect the ability of Bondholders to treat interest on the Series 2016 Bonds as exempt from federal income taxation. It cannot be predicted whether or in what forms any of such proposals, either pending or that may be introduced, may be enacted and there can be no assurance that such proposals will not apply to the Series 2016 Bonds.

As discussed under the heading “TAX MATTERS,” the interest on the Series 2016 Bonds could become includable in gross income for purposes of federal income taxation retroactive to the date of delivery of the Series 2016 Bonds, as a result of acts or omissions of the Board or Institutions in violation of the tax covenants in the Bond Resolution.

ENFORCEABILITY OF REMEDIES

The remedies available upon an event of default under the Bond Resolution are in many respects dependent upon regulatory and judicial actions which are often subject to discretion and delay. Under existing laws and judicial decisions the remedies provided for under the Bond Resolution may not be readily available or may be limited. The Series 2016 Bonds may be subject to general principles of equity which may permit the exercise of judicial discretion, the reasonable exercise in the future by the State and its governmental bodies of the police power inherent in the sovereignty of the State, and applicable bankruptcy, insolvency, reorganization, moratorium or similar laws relating to or affecting the enforcement of creditors' rights generally, now or hereafter in effect. The various legal opinions to be delivered concurrently with the delivery of the Series 2016 Bonds will be qualified to the extent that the enforceability of certain legal rights related to the Series 2016 Bonds is subject to limitations imposed by bankruptcy, reorganization, insolvency or other similar laws affecting the rights of creditors generally and by equitable remedies and proceedings generally.

BOND RATING

The Series 2016 Bonds are rated "Aa3" by Moody's Investors Service, Inc. based upon the rating agency's assessment of the creditworthiness of the System. No application was made to any other rating service for the purpose of obtaining additional ratings on the Series 2016 Bonds. A rating reflects only the view of the rating agency giving such rating. An explanation of the significance of such rating may be obtained from the rating agency furnishing the same.

There is no assurance that any rating will continue for any given period of time or that it will not be revised downward or withdrawn entirely if, in the judgment of the rating agency, circumstances so warrant. Any downward revision or withdrawal of a rating may have an adverse effect on the market price of the Series 2016 Bonds. The Underwriter has undertaken no responsibility either to bring to the attention of the Bondholders any proposed revision or withdrawal of any rating of the Series 2016 Bonds, or to oppose any such proposed revision or withdrawal.

TAX MATTERS

Federal tax law contains a number of requirements and restrictions which apply to the Series 2016 Bonds, including investment restrictions, periodic payments of arbitrage profits to the United States, requirements regarding the proper use of bond proceeds and the facilities financed therewith, and certain other matters. The Board has covenanted to comply with all requirements that must be satisfied in order for the interest on the Series 2016 Bonds to be excludable from gross income for federal income tax purposes. Failure to comply with certain of such covenants could cause interest on the Series 2016 Bonds to become includible in gross income for federal income tax purposes retroactively to the date of issuance of the Series 2016 Bonds.

Subject to the Board's compliance with the above-referenced covenants, under present law, in the opinion of Bond Counsel, interest on the Series 2016 Bonds is excludable from the gross income of the owners thereof for federal income tax purposes, and is not included as an item of tax preference in computing the federal alternative minimum tax for individuals and corporations, but interest on the Series 2016 Bonds is taken into account, however, in computing an adjustment used in determining the federal alternative minimum tax for certain corporations.

In rendering its opinion, Bond Counsel will rely upon certifications of the Board with respect to certain material facts within the Board's knowledge. Bond Counsel's opinion represents its legal judgment

based upon its review of the law and the facts that it deems relevant to render such opinion and is not a guarantee of a result.

The Internal Revenue Code of 1986, as amended (the “*Code*”), includes provisions for an alternative minimum tax (“*AMT*”) for corporations in addition to the corporate regular tax in certain cases. The AMT, if any, depends upon the corporation’s alternative minimum taxable income (“*AMTI*”), which is the corporation’s taxable income with certain adjustments. One of the adjustment items used in computing the AMTI of a corporation (with certain exceptions) is an amount equal to 75% of the excess of such corporation’s “adjusted current earnings” over an amount equal to its AMTI (before such adjustment item and the alternative tax net operating loss deduction). “Adjusted current earnings” would include certain tax-exempt interest, including interest on the Series 2016 Bonds.

Ownership of the Series 2016 Bonds may result in collateral federal income tax consequences to certain taxpayers, including, without limitation, corporations subject to the branch profits tax, financial institutions, certain insurance companies, certain S corporations, individual recipients of Social Security or Railroad Retirement benefits and taxpayers who may be deemed to have incurred (or continued) indebtedness to purchase or carry tax-exempt obligations. Prospective purchasers of the Series 2016 Bonds should consult their tax advisors as to applicability of any such collateral consequences.

The issue price (the “*Issue Price*”) for each maturity of the Series 2016 Bonds is the price at which a substantial amount of such maturity of the Series 2016 Bonds is first sold to the public. The Issue Price of a maturity of the Series 2016 Bonds may be different from the price set forth, or the price corresponding to the yield set forth, on the inside cover page hereof.

If the Issue Price of a maturity of the Series 2016 Bonds is less than the principal amount payable at maturity, the difference between the Issue Price of each such maturity, if any, of the Series 2016 Bonds (the “*Discount Bonds*”) and the principal amount payable at maturity is original issue discount.

For an investor who purchases a Discount Bond in the initial public offering at the Issue Price for such maturity and who holds such Discount Bond to its stated maturity, subject to the condition that the Board complies with the covenants discussed above, (a) the full amount of original issue discount with respect to such Discount Bond constitutes interest which is excludable from the gross income of the owner thereof for federal income tax purposes; (b) such owner will not realize taxable capital gain or market discount upon payment of such Discount Bond at its stated maturity; (c) such original issue discount is not included as an item of tax preference in computing the alternative minimum tax for individuals and corporations under the Code, but is taken into account in computing an adjustment used in determining the alternative minimum tax for certain corporations under the Code, as described above; and (d) the accretion of original issue discount in each year may result in an alternative minimum tax liability for corporations or certain other collateral federal income tax consequences in each year even though a corresponding cash payment may not be received until a later year. Owners of Discount Bonds should consult their own tax advisors with respect to the state and local tax consequences of original issue discount on such Discount Bonds.

Owners of Series 2016 Bonds who dispose of Series 2016 Bonds prior to the stated maturity (whether by sale, redemption or otherwise), purchase Series 2016 Bonds in the initial public offering, but at a price different from the Issue Price or purchase Series 2016 Bonds subsequent to the initial public offering should consult their own tax advisors.

If a Series 2016 Bond is purchased at any time for a price that is less than the Series 2016 Bond’s stated redemption price at maturity, or, in the case of a Discount Bond, its Issue Price plus accreted original issue discount (the “*Revised Issue Price*”), the purchaser will be treated as having purchased a Series 2016

Bond with market discount subject to the market discount rules of the Code (unless a statutory *de minimis* rule applies). Accrued market discount is treated as taxable ordinary income and is recognized when a Series 2016 Bond is disposed of (to the extent such accrued discount does not exceed gain realized) or, at the purchaser's election, as it accrues. Such treatment would apply to any purchaser who purchases a Discount Bond for a price that is less than its Revised Issue Price. The applicability of the market discount rules may adversely affect the liquidity or secondary market price of such Series 2016 Bond. Purchasers should consult their own tax advisors regarding the potential implications of market discount with respect to the Series 2016 Bonds.

An investor may purchase a Series 2016 Bond at a price in excess of its stated principal amount. Such excess is characterized for federal income tax purposes as "bond premium" and must be amortized by an investor on a constant yield basis over the remaining term of the Series 2016 Bond in a manner that takes into account potential call dates and call prices. An investor cannot deduct amortized bond premium relating to a tax-exempt bond. The amortized bond premium is treated as a reduction in the tax-exempt interest received. As bond premium is amortized, it reduces the investor's basis in the Series 2016 Bond. Investors who purchase a Series 2016 Bond at a premium should consult their own tax advisors regarding the amortization of bond premium and its effect on the Series 2016 Bond's basis for purposes of computing gain or loss in connection with the sale, exchange, redemption or early retirement of the Series 2016 Bond.

There are or may be pending in the Congress of the United States legislative proposals, including some that carry retroactive effective dates, that, if enacted, could alter or amend the federal tax matters referred to above or adversely affect the market value of the Series 2016 Bonds. It cannot be predicted whether or in what form any such proposal might be enacted or whether, if enacted, it would apply to bonds issued prior to enactment. Prospective purchasers of the Series 2016 Bonds should consult their own tax advisors regarding any pending or proposed federal tax legislation. Bond Counsel expresses no opinion regarding any pending or proposed federal tax legislation.

The Internal Revenue Service (the "*Service*") has an ongoing program of auditing tax-exempt obligations to determine whether, in the view of the Service, interest on such tax-exempt obligations is includible in the gross income of the owners thereof for federal income tax purposes. It cannot be predicted whether or not the Service will commence an audit of the Series 2016 Bonds. If an audit is commenced, under current procedures the Service may treat the Board as a taxpayer and the Bondholders may have no right to participate in such procedure. The commencement of an audit could adversely affect the market value and liquidity of the Series 2016 Bonds until the audit is concluded, regardless of the ultimate outcome.

Payments of interest on, and proceeds of the sale, redemption or maturity of, tax-exempt obligations, including the Series 2016 Bonds, are in certain cases required to be reported to the Service. Additionally, backup withholding may apply to any such payments to any Series 2016 Bond owner who fails to provide an accurate Form W-9 Request for Taxpayer Identification Number and Certification, or a substantially identical form, or to any Series 2016 Bond owner who is notified by the Service of a failure to report any interest or dividends required to be shown on federal income tax returns. The reporting and backup withholding requirements do not affect the excludability of such interest from gross income for federal tax purposes.

Ownership of the Series 2016 Bonds may result in state and local tax consequences to certain taxpayers. Bond Counsel expresses no opinion regarding any such collateral consequences arising with respect to the Series 2016 Bonds. Prospective purchasers of the Series 2016 Bonds should consult their tax advisors regarding the applicability of any such state and local taxes.

The form of approving opinion of Bond Counsel with respect to the Series 2016 Bonds is included as Appendix C hereto.

LITIGATION

At the time of delivery of the Series 2016 Bonds, the Board will certify that there is no litigation or other proceeding pending or, to the knowledge of the Board threatened, in any court, agency or other administrative body restraining or contesting the issuance of the Series 2016 Bonds or the pledging of Net Revenues, or in any way affecting the validity of any provision of the Bond Resolution or the Series 2016 Bonds.

LEGAL MATTERS

Certain legal matters incident to the authorization, issuance and sale of the Series 2016 Bonds are subject to the approving legal opinion of Chapman and Cutler LLP, Chicago, Illinois, Bond Counsel, who has been retained by, and acts as Bond Counsel to, the Board. Bond Counsel has not been retained or consulted on disclosure matters and has not undertaken to review or verify the accuracy, completeness or sufficiency of this Official Statement or other offering material relating to the Series 2016 Bonds and assumes no responsibility for the statements or information contained in or incorporated by reference in this Official Statement, except that in its capacity as Bond Counsel, Chapman and Cutler LLP has, at the request of the Underwriter, reviewed the statements under the captions “SUMMARY STATEMENT—Security and Source of Payment,” “—Rate Covenant” and “—Prior Parity Bonds,” “INTRODUCTION,” “THE SERIES 2016 BONDS,” “SECURITY FOR THE SERIES 2016 BONDS,” “FUTURE PARITY BONDS FOR OTHER INSTITUTIONS,” “TAX MATTERS” and APPENDIX B – “SUMMARY OF CERTAIN PROVISIONS OF THE BOND RESOLUTION.” This review was undertaken solely at the request and for the benefit of the Underwriter and did not include any obligation to establish or confirm factual matters set forth herein.

Certain legal matters will be passed upon for the Board by its counsel, Guilherme Costa, and certain matters will be passed upon for the Underwriter by Duane Morris LLP, Chicago, Illinois.

CONTINUING DISCLOSURE

In order to assist the Underwriter in complying with certain provisions of Rule 15c2-12 of the Securities and Exchange Commission (the “*Rule*”) with respect to the Series 2016 Bonds, the Board will agree in a Continuing Disclosure Agreement to submit certain annual financial information and notices of certain events to the Electronic Municipal Market Access (“*EMMA*”) system maintained by the MSRB. The proposed form of the Continuing Disclosure Agreement is included as Appendix D to this Official Statement. The Continuing Disclosure Agreement may be enforced by any beneficial or registered owner of the Series 2016 Bonds, but the Board’s failure to comply will not be a default under the Bond Resolution.

A failure by the Board to comply with the Continuing Disclosure Agreement must be reported in accordance with the Rule and must be considered by any broker, dealer or municipal securities dealer before recommending the purchase or sale of the Series 2016 Bonds in the secondary market. Consequently, such a failure may adversely affect the transferability and liquidity of the Series 2016 Bonds and their market price.

The Board has previously entered into similar continuing disclosure agreements with respect to certain of its Outstanding Bonds. The Series 2006 Bonds, Series 2007 Bonds, Series 2008A Bonds and Series 2008B Bonds are exempt under the Rule and therefore not subject to continuing disclosure agreements. Set forth below are instances where the Board has not complied with its continuing disclosure obligations.

For fiscal years ended June 30, 2006 through 2010, the Board did not deliver to each Nationally Recognized Municipal Securities Information Repository (the “NRMSIRs”) or the MSRB, as applicable, on a timely basis the annual financial information and audited financial statements required under its continuing disclosure agreements for prior bond issues subject to the Rule 15c2-12.

On October 21, 2011, the Board filed with the MSRB a notice of its non-delivery of the required annual financial information and audited financial statements for fiscal years ended June 30, 2006 through 2010 as required by the continuing disclosure agreements for the bond issues noted above. Such filing with the MSRB included the required annual financial information and audited financial statements for each of fiscal years ended June 30, 2006 through 2009; the annual financial information and audited financial statements for the fiscal year ended June 30, 2010 were filed on October 20, 2011.

Several of the Board’s prior series of Bonds (the “Insured Bonds”) were insured by the monoline bond insurance companies (collectively, the “Bond Insurers”), as identified in the table below.

Insured Bonds	Bond Insurers
Series 2003 SDSMT Bonds*	ACA Financial Guaranty Corporation
Series 2009 Bonds	Assured Guaranty Corp.
Series 2005A Bonds	Financial Guaranty Insurance Company
Series 2005B Bonds*	
Series 2003USD Bonds*	MBIA Inc.
Series 2004 SDSU Bonds*	
Series 2004 BHSU Bonds*	
Series 2004A Bonds*	

* No longer outstanding

Beginning in 2008, the ratings on the Insured Bonds changed based upon changes in the ratings of the Bond Insurers. The Board was not notified by the credit rating agencies of the changes in the Insured Bond ratings at the time the ratings of the Bond Insurers changed and did not make event notice filings with EMMA.

Before December 2004, S&P only rated the bonds of certain Institutions. When S&P issued its System-wide rating of “A,” S&P lowered the separate bond rating of SDSU from A+ to “A” and applied the System-wide rating to the bonds of BHSU and SDSMT. On June 30, 2010, the long-term underlying rating assigned to the Board’s System bonds by S&P was upgraded from “A” to “A+.” The Board did not make the event notice filings in connection with these rating changes.

The Board did not file Historical and Projected Cash Flows of the System as part of its continuing disclosure for fiscal 2013. However, the official statement for the Board’s 2014A Bonds that was filed with EMMA did contain the System cash flows.

For fiscal years 2012 and following, the Board discontinued filing certain combined financial statements of the Institutions as part of its annual financial information disclosure and substituted therefor Financial Statements of the Housing and Auxiliary Facilities System Revenue Bond Funds (unaudited). The new financial information was not available before fiscal year 2012 and, in the view of the Board, more accurately reflects the financial condition of the System.

The Board filed a notice with EMMA on August 13, 2014 disclosing the foregoing matters.

The Board filed with EMMA its Annual Financial Information for its outstanding bonds due on January 26, 2015, on January 29, 2015.

The Board believes that it is now in compliance in all material respects with its filing requirements under all of its continuing disclosure agreements.

The Board has created the position of Financial Compliance Officer to assist the Board in meeting its disclosure obligations under the Board's various continuing disclosure agreements. The Financial Compliance Officer will be responsible for all of the Board's EMMA filings.

UNDERWRITING

The Series 2016 Bonds are being purchased, subject to certain conditions, by Piper Jaffray & Co. (the "*Underwriter*"), pursuant to a Bond Purchase Agreement between the Board and the Underwriter. The Underwriter has agreed to purchase all, but not less than all, of the Series 2016 Bonds at a price of \$_____, representing the par amount of the Series 2016 Bonds plus/minus an original issue premium/discount of \$_____ less the Underwriter's discount of \$_____, and to make a bona fide public offering of the Series 2016 Bonds at not in excess of the public offering prices set forth on the inside front cover page hereof. The Underwriter will purchase all of the Series 2016 Bonds if any are purchased.

The Underwriter may offer and sell the Series 2016 Bonds to certain dealers (including dealers depositing the Series 2016 Bonds into unit investment trusts, certain of which may be sponsored or managed by the Underwriter), dealer banks and banks acting as agents at prices lower than the initial public offering prices stated on the inside front cover page. The initial public offering prices of the Series 2016 Bonds may be changed from time to time by the Underwriter.

The Underwriter has entered into a distribution agreement ("Distribution Agreement") with Charles Schwab & Co., Inc. ("CS&Co") for the retail distribution of certain securities offerings at the original issue prices. Pursuant to the Distribution Agreement, CS&Co. will purchase the Series 2016 Bonds from the Underwriter at the original issue price less a negotiated portion of the selling concession applicable to any Series 2016 Bonds that CS&Co. sells.

FINANCIAL STATEMENTS

The Board maintains funds and accounts for each Institutional System under the Bond Resolution. Set forth as Appendix E to this Official Statement are the Financial Statements of the Housing and Auxiliary Facilities System Revenue Bond Funds for the Fiscal Years Ended June 30, 2016 and 2015 (unaudited), which present the financial position and results of financial activity of such funds and accounts for the periods indicated. The financial statements report the combined activity of the funds and accounts established under the Bond Resolution for each Institutional System on a cash basis, and include supplementary statements for each Institutional System separately. The funds and accounts included in the financial statements are the Housing and Auxiliary Facilities Revenue Fund, the Bond and Interest Sinking Fund Account and the Repair and Replacement Reserve Account. See "SECURITY FOR THE SERIES 2016 BONDS" and "APPENDIX B – SUMMARY OF CERTAIN PROVISIONS OF THE BOND RESOLUTION – FLOW OF FUNDS," and APPENDIX E – FINANCIAL STATEMENTS OF THE HOUSING AND AUXILIARY FACILITIES SYSTEM REVENUE BOND FUNDS FOR THE FISCAL YEARS ENDED JUNE 30, 2016 AND 2015 (UNAUDITED)."

The financial statements included in Appendix E are not audited, but are accompanied by an independent accountant's report on applying agreed upon procedures. The procedures performed by the independent accountant were agreed to by management of the Board solely to assist the Board in evaluating its compliance with its covenants under the Bond Resolution. No opinion has been expressed by the accountant with respect to internal controls or an audit of the financial statements. The Board did not prepare financial statements for the Bond Funds of the System prior to fiscal year 2010. See "HISTORICAL AND PROJECTED CASH FLOW OF THE SYSTEM."

THE SERIES 2016 BONDS ARE OBLIGATIONS OF THE BOARD PAYABLE ONLY IN ACCORDANCE WITH THE TERMS THEREOF AND ARE NOT OBLIGATIONS GENERAL, SPECIAL, OR OTHERWISE, OF THE STATE OF SOUTH DAKOTA. THE SERIES 2016 BONDS DO NOT CONSTITUTE A DEBT, LEGAL OR MORAL, OF THE STATE OF SOUTH DAKOTA, AND ARE NOT ENFORCEABLE AGAINST THE STATE, NOR WILL PAYMENT THEREOF BE ENFORCEABLE OUT OF ANY FUNDS OF THE BOARD, OR OF ANY INSTITUTION, OTHER THAN THE INCOME AND REVENUES PLEDGED AND ASSIGNED TO, OR IN TRUST FOR THE BENEFIT OF, THE BONDHOLDERS.

MISCELLANEOUS

The foregoing descriptions or summaries of the Series 2016 Bonds and the Bond Resolution and all references to other materials not purporting to be quoted in full are only brief outlines of some of the provisions therein and do not purport to summarize or describe all of the provisions thereof. Reference is hereby made to such instruments and other materials for the complete provisions thereof, which may be examined, or copies of which will be furnished, upon request to the Board, Office of the Executive Director, 306 East Capitol Avenue, Suite 200, Pierre, South Dakota 57501-2545.

Any statements in this Official Statement involving matters of opinion, whether or not expressly so stated, including statements of belief, and any estimates are intended as such and not as representations of fact.

AUTHORIZATION

The Board has authorized the distribution of this Official Statement.

At the time of the delivery of the Series 2016 Bonds, the Board will furnish a certificate executed by the Executive Director stating that, to the best knowledge of such person, this Official Statement did not (as of the date hereof) and does not (as of the date of the delivery of the Series 2016 Bonds) contain any untrue statements of a material fact or omit to state any material fact required to be stated herein, or necessary in order to make the statements made herein, in the light of the circumstances under which they were made, not misleading (except for information relating to DTC).

SOUTH DAKOTA BOARD OF REGENTS

By _____
Executive Director, South Dakota Board of Regents

APPENDIX A

SOUTH DAKOTA BOARD OF REGENTS
AND SOUTH DAKOTA HIGHER EDUCATIONAL INSTITUTIONS

GENERAL DESCRIPTION

GOVERNANCE

Control of higher educational institutions in the State of South Dakota is vested in the Board of Regents (the “*Board*”).

The Board’s duties and responsibilities are described by statute (South Dakota Codified Law Ch. 13-49 through 13-56):

The Board shall have power to establish such departments and courses of study in the institutions under its control as it may think best, to determine what textbooks shall be used, and what requirements for the admission and graduation of students shall be maintained.

The Board shall have power to enact and enforce all rules and regulations, not in conflict with any law, and deemed necessary by it for the wise and successful management of the institutions under its control and for the government for students and employees therein.

The Board may delegate provisionally to the president, dean, superintendent, or faculty of any school under its control, so much of the authority conferred by Section 13-54-4 as in its judgment seems proper and in accordance with usual custom in such cases.

The Board is authorized to confer all scholastic honors and degrees usually granted by such boards; and all degrees, diplomas and certificates of graduation shall be issued and conferred in its name and by its expressed authority. In conferring degrees the Board shall conform as nearly as may be to the best and most reputable current practice in such matters. Students shall be graduated from each institution by the Board upon recommendation of the faculty of such institution.

ADMINISTRATION

The Board’s institutions are managed by presidents appointed by the Board and by chief business, research, student and academic vice presidents of each component institution. The chief administrative officers at all of the component institutions report to the Board through Dr. Mike Rush, Executive Director and CEO, and meet six times per year. The president prepares annual operating budgets, capital expenditure budgets, maintenance and repair plans, reports and requests for submission to the Board and conducts the ongoing affairs of his or her institution.

Following is summary biographical information relating to each member of the Board, the administrative officers of the Board and the presidents of the component institutions:

BOARD OF REGENTS

President of Board**Randy Schaefer**

Randy Schaefer, appointed in June 2009, is a 1984 Dakota State University (DSU) graduate with a bachelor of science in education. He is a State Farm Insurance agent in Madison where he has achieved many accomplishments, including the Top 100 New Agents Club, Agency Masters Club, and the Regional Vice

President's Club. He is an active member of the National Association of Insurance & Financial Advisors, South Dakota Retailers, Madison's Chamber of Commerce, and the Lake Area Development Association. Schaefer currently serves on the DSU Foundation Board of Trustees. He has remained active through Junior Achievement and other volunteer work at various schools and at athletic events.

Vice President of Board

Bob Sutton

Bob Sutton, appointed in March 2013, holds a bachelor's degree in political science and a master's degree in public administration, both from the University of South Dakota. He is currently president and CEO of Avera Medical Group in Pierre. He previously served as president of the South Dakota Community Foundation, president of the South Dakota Bankers Association, and executive director of the South Dakota Association of County Officials. Sutton has served as the chairman of the South Dakota Housing Development Authority, South Dakotans for the Arts, and as a board member of Junior Achievement of South Dakota.

Secretary of Board

Kevin Schieffer

Kevin Schieffer, appointed in August 2013, earned his Bachelor's degree from the University of South Dakota and is a graduate of Georgetown University School of Law where he also served as an adjunct professor of law. Currently, Regent Schieffer is a business consultant in Sioux Falls. In 2008, he retired after 12 years as chief executive officer of Cedar American Rail Holdings Inc., the largest regional railroad system in the U.S. He was appointed as United States attorney for South Dakota by President George H.W. Bush in 1991 and served as chief of staff to former U.S. Senator Larry Pressler from 1982-1991.

Student Board Member

Conrad Adam

Conrad Adam, appointed in May 2016, is a business administration (finance) major at the University of South Dakota, with a minor in economics. He is chairman of academic affairs for the executive board of the Delta Tau Delta fraternity at USD. His resume includes internships as a budget analyst for the Bureau of Finance and Management and at the South Dakota Community Foundation. He is finance chair for Dakotathon, the largest philanthropy event on the USD campus, supporting Children's Miracle Network. Regent Adam is a public speaker who shares his history of childhood cancer survivorship, advocating for pediatric cancer research and fundraising.

Board Member

John W. Bastian

John Bastian, appointed in December 2014, holds a bachelor's degree in political science from South Dakota State University and a J.D. degree from Hamline University School of Law. He was a circuit court judge for the Fourth Judicial Circuit for 20 years and retired in 2013. Prior to that service, he spent 10 years in the attorney general's office as an appellate attorney and prosecutor. Bastian is also a veteran of the United States Air Force. He serves part-time with the South Dakota Unified Judicial System and is assigned to preside over cases in the Fourth, Sixth and Seventh Judicial Circuits.

Board Member

Harvey C. Jewett

Harvey C. Jewett, appointed in 1997, earned a B.A. and a J.D. from the University of South Dakota. He is currently president and chief operating officer of The Rivett Group, L.L.C.; a partner in the law firm of Siegel, Barnett, and Schutz. Jewett has served on the boards of the Education Assistance Corporation, Student Loan Finance Corporation, the USD Law School Foundation, Great Plains Education Foundation, Norwest Bank, South Dakota, Children's Home Society, and Super 8 Motels, Inc. He serves as chair of the

Audit Committee of St. John's University and College of St. Benedict. Appointed in 1997 by Governor Janklow and reappointed by Governor Rounds in 2005, his term will expire in 2017.

Board Member

Kathryn Johnson

Kathryn Johnson, appointed in March 2005, is the owner of Johnson Environmental Concepts of Rapid City. She holds a B.S. in chemistry from Black Hills State University, an M.S. in chemistry from Iowa State University, and a Ph.D. in geology from South Dakota School of Mines and Technology. She was appointed to the Board of Regents March 31, 2005, by Governor Rounds. She currently serves on the 2010 Research & Commercialization Council. She was federally appointed to the Congressional Commission on the Advancement of Women and Minorities in Science, Engineering and Technology, and is a member of the National Research Council Committee on Women in Science & Engineering. She was a 1997 Bush Foundation Leadership Fellow and is a member of the American Chemical Society, Geochemical and Environmental Sections; South Dakota Association of Environmental Professionals; and the Environmental Assessment Association.

Board Member

Jim Morgan

Jim Morgan, appointed in March 2015, retired in 2013 after 12 years as president and CEO of Daktronics, concluding a four-decade career at the Brookings-based electronics manufacturer, which is the world's industry leader in designing and manufacturing electronic scoreboards, programmable display systems, and large-screen video displays. He joined Daktronics in the company's first year of operation as its first design engineer while still a college student. He remains on the company's board of directors. Morgan is a graduate of South Dakota State University where he earned both his B.S. and M.S. degrees in electrical engineering.

Board Member

Pam Roberts

Pam Roberts, appointed in March 2016, holds a Bachelor's degree in Commercial Economics from South Dakota State University. She retired in 2013 after a career in senior leadership roles with state government including Secretary of Labor, Commissioner of Personnel, and Chief of Operations in the administrations of governors Janklow, Mickelson, Miller, Rounds and Daugaard. She and her husband operate their family's ranch in Stanley and Lyman counties. She is currently in the final year of a two-year term as chair of the South Dakota Republican Party.

ADMINISTRATIVE OFFICERS

Executive Director and CEO

Dr. Mike Rush

Dr. Michael G. Rush was appointed executive director and chief executive officer of the South Dakota Board of Regents May 18, 2015, and assumed his new duties June 29, 2015. Dr. Rush had been executive director of the Idaho State Board of Education/Board of Regents since 2007. He served as that state's higher education executive officer, supporting a board with oversight over the majority of Idaho's budget. Prior to his time as executive director of Idaho's state board, Rush served as an administrator, director of research, and state supervisor for the Division of Vocational Education, also in Idaho. He has experience as an assistant professor of agricultural and extension education at the Pennsylvania State University, as an instructor of vocational and technical education at Virginia Polytechnic Institute and State University, and as a secondary vocational agriculture instructor. Rush is active professionally at the state and national levels, currently serving on the executive committee for the State Higher Education Executive Officers (SHEEO) and as chair of the Western Interstate Commission for Higher Education. He holds a doctorate of education from Virginia Polytechnic Institute and State University, as well as master and bachelor's degrees in agricultural education, both from the University of Idaho.

Vice-President of Finance and Administration**Dr. Monte Kramer**

Dr. Monte Kramer started with the Board of Regents in 1985 working in the finance area and left in 1994 to take on the role of comptroller at the University of South Dakota. He returned to the Board office in November of 2000 as the System VP of Finance and Administration, having earned a Master's in Business Administration from the University of South Dakota. In 2006 his role was expanded to include the oversight of system technology. He earned his doctorate in educational administration in the fall of 2011 from the University of South Dakota. He has been involved in all aspects of Board finances including oversight of the auxiliary system for over a quarter century.

PRESIDENTS**President - Black Hills State University****Dr. Tom Jackson Jr.**

Dr. Jackson was appointed the tenth president of Black Hills State University on July 3, 2014. He previously served as vice president of student affairs at the University of Louisville providing leadership for student affairs activities since 2007. He has held leadership roles in student affairs at several other universities, including vice president for student affairs at Texas A&M University-Kingsville, dean of students at McMurry University, and director of the Student Activities Center at the University of Texas-El Paso. He was also president of the American College Personnel Association in 2009-10, serving as the elected CEO and spokesman for 8,500 student development professionals from 27 countries and 1,300 institutions. Dr. Jackson holds a doctor of education degree in educational management from the University of La Verne in California. He has a master's degree in counseling/student personnel from Pennsylvania's Shippensburg University, a bachelor's degree in business management/personnel from Southwest (Minn.) State University, and an associate degree from Highline Community College in Midway, Wash. He is a veteran of the U.S. Coast Guard Reserve, Army National Guard, Texas State Guard, and Indiana Guard Reserve.

President - Dakota State University**Dr. Jose'-Marie Griffiths**

Jose'-Marie Griffiths began her duties as president of Dakota State University late summer of 2015. She has worked for more than 30 years in higher education and has focused her academic research on the use of information technology in higher education, the contribution of technology and informatics, and health informatics. She has been vice president for academic affairs at Bryant University since 2010. Throughout her career Griffiths has held vice president or vice chancellor positions, with responsibility for academic affairs, information technology, and research. Nationally, she has served in three presidential appointments involving information technology and information science.

European by birth, Griffiths has spent most of her career in the United States. She holds a doctor of information science and a bachelor's degree in physics from University College London. She also completed a postdoctoral fellowship in computer science and statistics at University College London. She has conducted numerous contracts or grants with 16 federal agencies, including the National Science Foundation, the National Institutes of Health, the Department of Energy, the National Institute of Science and Technology, and NASA, as well as with more than a dozen Forbes 100 companies, including AT&T Bell labs, IBM, Eastman Kodak, Johnson & Johnson, DuPont, and Colgate-Palmolive; multiple international organizations including NATO, UNESCO, and the British Library Research and Development Division; and over 10 statewide studies on networking, including Massachusetts, Florida, Pennsylvania, and New York.

President - Northern State University**Dr. Tim Downs**

Dr. Downs became the 17th president of Northern State University in May 2016. Prior to joining NSU, Dr. Downs was the provost and chief academic officer of New York's Niagara University where he provided leadership and supervision for all facets of Niagara University's academic affairs work since 2011. As provost, Dr. Downs helped redefine the first-year student assessment process at Niagara to better place students in courses for academic success. Dr. Downs began his career as a professor and evolved into the administrative ranks. He has extensive experience in the public higher education arena, with 14 years spent working in the state higher education systems of California and Kansas. He holds a Ph.D. in organizational communication from the University of Oklahoma, a master's degree in communication studies from West Virginia University, and a B.A. degree, also in communication studies, from California State University, Los Angeles.

President - South Dakota School of Mines & Technology

Dr. Heather Wilson

Dr. Wilson became the president of the South Dakota School of Mines & Technology in June 2013. Dr. Wilson served for ten years in the United States Congress. Before being elected to Congress, Dr. Wilson was the chief executive of New Mexico's Children, Youth, and Families Department, a \$216 million state agency with 2,000 employees. A graduate of the United States Air Force Academy, she completed her masters and doctoral degrees at Oxford University in England as a Rhodes Scholar.

President - South Dakota State University

Dr. Barry H. Dunn

Dr. Barry H. Dunn, the endowed dean of the College of Agriculture and Biological Sciences, director of SDSU Extension, and professor of animal science at South Dakota State University, became SDSU's 20th president in June 2016. Dunn graduated from SDSU with a Bachelor's degree in Biology in 1975 and later completed two graduate degrees at the Brookings campus. As the South Dakota Corn Utilization Council endowed Dean of Agriculture and Biological Sciences, Dunn administered a \$78 million annual budget, which included more than \$20 million in grant and contract awards, along with fundraising and development. He first worked in Brookings as an Extension livestock specialist and assistant professor in the Department of Animal and Range Science from 1997 to 2004. He returned to SDSU after spending six years at Texas A&M University-Kingsville as executive director of the King Ranch Institute for Range Management. Along with his undergraduate biology degree, he holds Master's and Doctorate degrees in Animal Science, all from SDSU.

President - University of South Dakota

James W. Abbott

Mr. James W. Abbott became the University of South Dakota's 17th president in 1997. The first alumnus named president of the University; Mr. Abbott earned two degrees from the USD (BA '70 and JD '74). Prior to becoming president, he was president and chief executive officer of Zylstra Communications Corporation in Yankton, South Dakota. He is a former member of the South Dakota House of Representatives (1991-1992) and has served as a board member of a number of state and community organizations. Mr. Abbott is also a member of the South Dakota State Board of Education and he served the National Trust for Historic Preservation as an Advisor for the state of South Dakota.

COMPONENT INSTITUTIONS

A summary description of the component institutions follows:

Black Hills State University offers 20 certificate, 4 associate, 46 baccalaureate and 8 master's degree programs within 3 academic units including the College of Liberal Arts, the College of Business and Natural Sciences, and the College of Education and Behavioral Sciences.

Dakota State University offers 11 certificate, 5 associate, 29 baccalaureate, 7 master's, and 2 doctoral degrees programs within 4 academic units including the College of Business and Information Systems, the College of Arts and Sciences, the College of Computing, and the College of Education.

Northern State University offers 12 certificate, 7 associate, 36 baccalaureate, and 8 master's degree programs housed within 4 academic units including the College of Arts and Sciences, the School of Business, the School of Education, the School of Fine Arts.

South Dakota School of Mines & Technology offers 8 certificate, 1 associate, 16 baccalaureate, 14 masters, and 9 doctoral degree programs.

South Dakota State University offers 27 certificate, 4 associate, 78 baccalaureate, 35 master's degrees, and 17 doctoral degree programs within 8 academic units including the College of Agriculture and Biological Sciences, the College of Arts and Science, the College of Education and Human Sciences, the College of Engineering, the College of Nursing, the College of Pharmacy, the Graduate School, and the Honors College.

The University of South Dakota offers 22 certificate, 3 associate, 54 baccalaureate and 38 master's, and 18 doctoral degree programs in addition to graduate education specialist degrees and terminal degrees in law and medicine within 8 academic units including the College of Arts and Sciences, the Beacom School of Business, the School of Education, the College of Fine Arts, the Graduate School, the School of Law, the Sanford School of Medicine, and the School of Health Sciences.

ENROLLMENT

The following are the historical headcount enrollment and FTE figures at the institutions during the past five fall semesters:

Fall Headcount Enrollment by Component Institutions					
	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
BHSU	4,407	4,464	4,489	4,395	4,244
DSU	3,110	3,129	3,047	3,145	3,190
NSU	3,622	3,343	3,580	3,496	3,587
SDSMT	2,424	2,640	2,798	2,943	2,859
SDSU	12,583	12,554	12,557	12,589	12,613
USD	10,284	10,235	10,061	9,971	10,038
TOTAL	<u>36,430</u>	<u>36,365</u>	<u>36,532</u>	<u>36,439</u>	<u>36,531</u>

**Fall Full-time Equivalent Enrollment by
Component Institutions**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
BHSU	3,036	3,062	2,910	2,883	2,825
DSU	1,728	1,741	1,740	1,859	1,897
NSU	2,157	2,129	2,144	1,995	1,954
SDSMT	2,070	2,235	2,391	2,404	2,394
SDSU	10,153	10,220	10,180	10,142	10,130
USD	7,325	7,396	7,362	7,401	7,400
TOTAL	<u>26,469</u>	<u>26,783</u>	<u>26,737</u>	<u>26,684</u>	<u>26,600</u>

The following are the combined historical headcount enrollment figures for undergraduate and graduate and professional students at all of the institutions during the previous five fall semesters.

Headcount Enrollment by Undergraduate and Graduate

<u>Fall Term</u>	<u>Undergraduate</u>	<u>Graduate and Professional</u>	<u>Total</u>
2016	30,515	6,016	36,531
2015	30,521	5,918	36,439
2014	30,601	5,931	36,532
2013	30,543	5,822	36,365
2012	30,734	5,696	36,430

The following are the historical undergraduate admissions figures for the institutions for the previous five fall semesters:

Historical Undergraduate Admissions						
Fall Semesters						
	BHSU	DSU	NSU	SDSMT	SDSU	USD
2012						
Freshman:						
Applications	1,298	706	1,142	1,120	4,725	3,441
Acceptances	1,182	618	1,026	990	4,331	3,041
Matriculants	45%	51%	40%	46%	51%	44%
Transfers						
Applications	646	480	240	310	1,569	1,849
Acceptances	544	409	183	219	1,289	1,372
Matriculants	65%	85%	69%	64%	58%	52%
2013						
Freshman:						
Applications	1,279	725	1,157	1,338	4,851	3,606
Acceptances	873	592	1,080	1,156	4,458	3,169
Matriculants	60%	54%	38%	48%	52%	42%
Transfers						
Applications	555	517	258	313	1,534	1,522
Acceptances	428	431	226	215	1,261	1,146
Matriculants	75%	60%	62%	61%	56%	55%
2014						
Freshman:						
Applications	1,356	700	1,335	1,549	5,133	3,992
Acceptances	1,276	587	1,121	1,360	4,723	2,946
Matriculants	40%	50%	34%	42%	48%	39%
Transfers						
Applications	480	558	269	322	1,426	1,375
Acceptances	420	438	182	227	1,167	875
Matriculants	70%	59%	63%	52%	59%	59%
2015						
Freshman:						
Applications	1,356	849	1,318	1,476	5,060	4,218
Acceptances	1,276	681	1,134	1,245	4,640	3,102
Matriculants	42%	64%	29%	40%	48%	39%
Transfers						
Applications	552	552	292	318	1,408	738
Acceptances	450	423	200	220	1,095	442
Matriculants	74%	63%	74%	53%	57%	56%

Historical Undergraduate Admissions						
Fall Semesters						
	BHSU	DSU	NSU	SDSMT	SDSU	USD
2016						
Freshman:						
Applications	1,614	670	1,015	1,352	5,173	4,299
Acceptances	1,287	542	594	1,157	4,695	2,973
Matriculants	44%	61%	59%	43%	48%	39%
Transfers						
Applications	490	504	258	288	1,378	846
Acceptances	401	402	171	191	1,092	491
Matriculants	67%	68%	66%	51%	58%	59%

The non-resident student population has grown from 7,714 students representing 25.1% of the student population in fall 2005, to 13,853 or 37.9% of the student population for fall 2016. Recruiting and retaining non-resident students is one of the Board's strategic goals in order to meet the State's workforce needs and to offset the aging population. The institutions recruit heavily throughout the Midwest as well as in states where demand exceeds capacity. The following table sets forth, by percentage, a breakdown of the System's enrollment by residency classification for the previous five fall semesters:

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
In-State Students	66.7%	64.8%	65.0%	64.0%	62.1%
Out-of-State Students	30.0%	31.7%	31.1%	31.6%	33.1%
Foreign Students	3.3%	3.5%	3.9%	4.4%	4.8%
Total	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>	<u>100.0%</u>

The Board has been able to grow enrollments for the last decade despite declining high school graduate numbers in the region. The following table shows the South Dakota and Midwest region public high school graduate numbers.

High School Graduates

	<u>Actual</u> <u>2006-07</u>	<u>Projected</u> <u>2016-17</u>	<u>Percent</u> <u>Change</u>
South Dakota	8,346	8,300	-0.6%
Midwest	702,987	674,480	-4.1%

Source: National Center for Education Statistics

Institution Enrollments

	<u>Actual</u> <u>2006-07</u>	<u>Actual</u> <u>2016-17</u>	<u>Percent</u> <u>Change</u>
Headcount	30,901	36,531	18.2%
Full-Time Equivalents	24,144	26,600	10.2%

Enrollments for fall 2016 at the institutions essentially remained flat compared to last year, increasing one-quarter of one percent. Headcount enrollment increased by 92 students, or 0.25%, over 2015. The number of full-time equivalent students being served decreased by 84 students or 0.32% from 2015. Given the very low unemployment rates, flat enrollment is not surprising. Increasing student retention, growing the non-traditional student population, improving graduation rates, and recruiting non-residents have been key components of the enrollment management strategy of the Board.

The retention rates for campuses have been improving since the Board began to track and reward institutions for improvements. The retention rate for new degree seeking students from fall 2005 to fall 2006 was 68% for the Institutions. That has increased to 76% for new degree-seeking students retained from fall 2015 to fall 2016. (Source: Regents Information Systems.) Nationally, the student retention rate at 4-year public institutions is 73.7% for fall 2015, the most recent data available. (Source: NCES IPEDS Data Center.)

The Board and the institutions have made distance education a priority to reach more place-bound and non-traditional students. The Board has focused on distance education opportunities by encouraging the growth of distance programs and building educational centers in three population centers in the state. The system enrolled nearly 25,566 students in distance education courses in FY16 at the institutions, an increase of 33% over FY11. Revenues from distance education have increased from \$44.2 million in FY11 to an estimated \$62.8 million in FY16. This growth represents an investment by the institutions in offering more courses and programs via distance. Distance education uses a variety of delivery mechanisms, primarily through the internet and the Digital Dakota Network and the off-campus centers in Sioux Falls, Pierre, and Rapid City.

Distance Education Enrollments Fall 2011 – Fall 2016

<u>Enrollment Measurement</u>	<u>FY11</u>	<u>FY12</u>	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>	<u>5-Year Change</u>
Unduplicated Headcount	11,004	11,581	12,158	13,056	14,050	14,804	34.5%
Total Enrollment	19,213	20,011	21,463	22,891	24,634	25,566	33.1%
Total Credit Hours	48,276	54,518	58,025	62,411	67,288	70,487	46.0%

FACULTY AND EMPLOYEES

The number of faculty and employees budgeted by the component institutions of the System as of July 1, 2016, the most recent date for which such information is available is set forth in the following table:

	<u>Faculty and Employees</u>
Faculty (FTE)	1,711
All Other Employees (FTE)	3,425
Subtotal	5,137
Board Administration (FTE)	26
Total	5,162

FINANCIAL INFORMATION

The table below reflects the Condensed Combined Balance Sheet of the institutions at June 30, 2013, 2014 and 2015.

Condensed Combined Balance Sheet of the Institutions
(In Thousands)

	<u>2013</u>	<u>2014</u>	<u>2015</u>
Assets & Deferred Outflows:			
Current Assets	\$ 263,011	\$ 296,734	\$ 303,584
Restricted Assets	66,774	159,238	285,816
Other Noncurrent Assets	440,466	488,218	479,201
Capital Assets, Net	874,945	916,723	990,890
Deferred Outflows	0	1,727	104,434
Total Assets	<u>\$ 1,645,196</u>	<u>\$ 1,862,640</u>	<u>\$ 2,163,925</u>
Liabilities:			
Current Liabilities	111,585	127,904	131,614
Noncurrent Liabilities	506,124	550,782	572,902
Deferred Inflows	<u>0</u>	<u>0</u>	<u>129,496</u>
Total Liabilities	<u>\$ 617,709</u>	<u>\$ 678,686</u>	<u>\$ 834,012</u>
Net Position:			
Invested in Capital Assets, Net of Related Debt	465,961	519,083	541,189
Restricted for Pensions	0	0	81,512
Restricted	487,437	569,006	591,105
Unrestricted	74,089	95,865	116,107
Net Position	<u>\$ 1,027,487</u>	<u>\$ 1,183,954</u>	<u>\$ 1,329,913</u>

The following table presents the Combined Statement of Revenues, Expenses and Changes in Net Assets of the institutions (Unaudited) for the fiscal years ended June 30, 2013, 2014 and 2015.

**COMBINED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN FUND NET
POSITION OF THE INSTITUTIONS
(In Thousands)**

	<u>2013</u>	<u>2014</u>	<u>2015</u>
Operating Revenue:			
Tuition and Fees (net of discounts and allowances for scholarships of \$37,775)		\$231,653	
Tuition and Fees (net of discounts and allowances for scholarships of \$38,410)			\$241,237
Tuition and Fees (net of discounts and allowances for scholarships of \$35,199)	\$220,761		
Use of Money and Property			
Sales and Services (net of discounts and allowances for scholarships of \$9,769)		108,797	
Sales and Services (net of discounts and allowances for scholarships of \$11,254)			113,871
Sales and Services (net of discounts and allowances for scholarships of \$9,769)	98,212		
Administering Programs	141,389	132,370	128,611
Other Revenue	70,608	82,300	74,520
Total Operating Revenue	\$530,970	\$555,820	\$558,239
Operating Expenses:			
Personal Services and Benefits	\$381,278	\$401,630	\$391,566
Travel	16,966	17,593	18,333
Contractual Services	97,580	107,909	111,760
Supplies and Materials	62,715	62,676	58,537
Grants and Subsidies	40,497	36,793	36,684
Other	7,082	5,928	5,091
Interest	81	53	38
Depreciation/Amortization	41,827	43,943	46,260
Total Operating Expenses	\$648,026	\$676,525	\$688,269
Operating Income (Loss)	(\$152,739)	(\$117,056)	(\$110,030)
Non-operating Revenue (Expenses):			
Gain/(Loss) on Disposal of Assets	(\$402)	(\$422)	(\$712)
Interest Income	13,766	47,975	12,538
Interest Expense	0	(22,649)	(21,988)
Other Expense	(13,575)	(11,176)	(20,179)
State Aid from Primary Government	176,295	219,341	192,950
Federal Appropriation	8,166	6,269	5,971
Grant and Other Income	5,008	5,868	4,985
Depreciation	0	0	0
Total Non-operating Revenue (Expenses)	\$189,268	\$245,206	173,565
Income (Loss) Before Capital Grants	\$72,212	\$124,501	\$63,535
Capital Grants	12,980	10,601	5,812
Additions to Endowments and Special Items	11,097	26,071	15,680
Change in Net Position	\$96,289	\$161,172	\$85,027
Net Position At Beginning of Year, restated	\$931,198	\$1,022,782	\$1,244,886
Net Position at End of Year	\$1,027,487	\$1,183,954	\$1,329,913

STATE APPROPRIATIONS

The operations of the institutions are dependent upon the continued support of the State through appropriations of general revenues. The Legislature is a part-time body that meets annually and appropriates funds on a fiscal year basis, July 1 through June 30. The State Legislature appropriated \$212.1 million for the Board of Regents institutions for the 2016-17 fiscal year. The total budget for the System was \$864.4M.

The higher education budget in South Dakota tends to be a base plus budget with no current formulas or statutes governing the funding levels. The State Legislature tends to fund targeted appropriations by adding them to the base budgets of the institutions. State funding support over the last decade has focused on the ability of higher education to grow the state's economy through research, and providing an educated workforce to drive the state's economy and meet the needs of the state's citizens.

The State support of higher education grew at an average rate of 4.5% from fiscal year 2000 to fiscal year 2009. Similar to other states, starting in fiscal year 2010 the State began to experience a downturn in the economy and the public universities budget was cut by \$12.2 million or 7.9%. All but \$700,000 of this was replaced with federal American Recovery and Reinvestment Act ("ARRA") funding. In fiscal year 2011, the budget was again cut by \$2.4 million or 1.7%. The cuts for fiscal year 2010 and fiscal year 2011 were both backfilled with tuition funding. The fiscal year 2012 base State budget was cut by \$14.1 million, or a 10.3% reduction of State funding. A similar reduction in funding was made across state government to balance the State's budget. Tuition was used to backfill \$9.1 million of the Board's cut with a final cut of \$5.6 million. While the institutions experienced a reduction in state funding from fiscal year 2010 to fiscal year 2012, the System only suffered an actual loss in revenue of about \$3.0 million or 1.9% when considering tuition revenue increases related to rate increases and enrollment growth. In fiscal year 2013, higher education received \$1.4 million or .9% in new State funding. The "ARRA" funding was replaced with State dollars totaling \$10.6 million and a \$4.5 million dollar employee compensation package was appropriated giving us a total increase in State funding of \$16.6 million or 11%. In fiscal years 2014 and 2015, the general fund increase totaled \$12.6M and \$13.4M respectively or a 7.5% increase in both FY14 and FY15. In FY16, the general fund increase was reduced by nearly half in comparison to the two previous fiscal years, totaling \$7.3M or 3.8% over FY15. For FY17, the general fund base was increased by \$10.7 million or 5.3%.

The institutions have no assurance that the State Legislature will continue to appropriate the general revenue funds of the State at the same levels as in previous years. Future levels of State support are dependent upon the ability and willingness of the State Legislature to make appropriations to the institutions taking into consideration the availability of financial resources and other potential uses of such resources.

TUITION AND FEES

The Board adopted a strategic plan in 2014 that identified affordability as one of four strategic goals. To that end, the Board has requested funding from the State to freeze tuition for the last three years. The Board requested the necessary funding from the Governor and Legislature to cover mandatory cost increases related to the salary and benefit package, and inflation on operating expenses for academic year for on-campus resident students in FY15, FY16 and FY17. The request was funded for FY15 and FY17 and resident on-campus students did not see an increase in tuition and mandatory fees for the 2014-2017 academic years. Room and board costs were adjusted accordingly to cover mandatory costs or as planned to pay for any housing improvements. On-campus non-resident students' costs increased by 3% to 7% for those years, depending on which university they attend. Off-campus and distance delivery rates increased by 2.5% to 3.7% for those same years. For academic year 2015-2016, a request to freeze tuition was not funded. The increases to mandatory tuition and fees ranged from 4.3% to 6.0%. Residence hall rates went up by 1.55% and food service went up by 2.55%.

Following is a table showing the total tuition and fees charged by each Institution for a full-time resident student for the 2016-2017 academic years.

**Tuition and Fees for Full-time
Resident Students 2016-2017 Academic Year**

	Undergraduate Per Year (30 Hours)	Graduate Per Year (24 Hours)
BHSU	\$8,004	\$8,126
DSU	\$8,926	\$8,240
NSU	\$7,887	\$8,033
SDSMT	\$9,576	\$8,778
SDSU	\$8,172	\$8,329
USD	\$8,457	\$8,557

Prior to fiscal year 2007, the Board offered students from 14 states that were part of an interstate compact a reduction in non-resident tuition rates. The non-resident rate for states in the compact was 150% of the resident rate. All other non-resident students paid 320% of the resident tuition rate. Starting in fiscal year 2007, the Board reduced the non-resident rate for all states to 150% with continuation of the program contingent upon a net increase in revenue resulting from increased students. The institutions aggressively recruited in target states and grew their non-resident enrollments. The Board monitored the revenues through fiscal year 2010 and found that enrollments were offsetting the reduced rate, and in fact overall revenues were increasing. Non-resident enrollments increased from 25.1% of the total enrollments in fiscal year 2006, to 37.9% in fiscal year 2017, an increase of 6,139 students.

While many states have experienced double digit tuition and fee increases over the last decade, the Board has been very conscious of student affordability. The Board monitors the cost in the surrounding states and looks closely at resident and non-resident costs. Beginning in FY13 the Board changed the number of credit hours required for graduation from 128 credits to 120. The average tuition and fee increase over the last five years for an undergraduate resident has been 1.96%.

**History of Tuition and Fee Rates
Undergraduate Resident**

	<u>Average Cost</u>	<u>\$ Change</u>	<u>Percent Change</u>
FY00	\$3,410.19	\$246.67	7.8%
FY01	\$3,645.33	\$235.15	6.9%
FY02	\$3,869.12	\$223.79	6.1%
FY03	\$4,179.73	\$310.61	8.0%
FY04	\$4,551.47	\$371.73	8.9%
FY05	\$4,903.77	\$352.31	7.7%
FY06	\$5,178.22	\$274.44	5.6%
FY07	\$5,580.67	\$402.45	7.8%
FY08	\$5,951.55	\$370.88	6.6%
FY09	\$6,474.33	\$522.78	8.8%
FY10	\$6,904.08	\$429.75	6.6%
FY11	\$7,217.27	\$313.18	4.5%
FY12	\$7,721.05	\$503.78	6.9%
FY13	\$7,675.61	\$(45.43)	(.6%)
FY14	\$8,038.50	\$362.89	4.7%
FY15	\$8,038.50	\$ 0.00	0.0%
FY16	\$8,475.00	\$436.50	5.4%
FY17	\$8,503.75	\$28.75	0.3%
		Average Increase	5.7%

The State began to fund the South Dakota Opportunity Scholarship Program in fiscal year 2005. The scholarship program is the first state-funded merit based scholarship program. The scholarship value was \$5,000 over four years. For students starting in FY16, the scholarship was increased from \$5,000 to \$6,500, or about 19% of the tuition and fees for an eligible undergraduate student over a four-year period. New students receive \$1,300 for the first three years and \$2,600 for the last year. As of fall 2015, there were 3,829 recipients attending all South Dakota institutions, with 3,081 at the board of regents universities.

TEN YEAR CAPITAL INVESTMENT PLAN

The Board funds the maintenance and repair and any capital investments to its academic facilities by dedicating 11.5% of all tuition to the Higher Education Facilities Fund (“HEFF”). The creation of the fund and the uses of the dollars are in the South Dakota Codified Laws. Any investment in academic facilities requires approval by the South Dakota Legislature. Each year the South Dakota Legislature appropriates the funds for maintenance and repair and approves any major remodels, or new facilities through passage of legislation. In 2000, 2005 and 2012, the South Dakota Legislature approved the Board’s proposed Ten-Year Capital Investment Plan. The current 2012 ten-year plan represents a principal investment of \$105,000,000 of HEFF and \$95,252,182 of private and federal money into academic facilities. The Board and institutions have been aggressive in investing in infrastructure and buildings to make the campuses attractive to today’s demanding students. The Board’s 2012 Ten-Year Capital Investment Plan follows.

2012 Ten-Year Plan Proposed Funding Schedule

September 2016

Project		Fund Sources				Proposed HEFF Bonding			
		HEFF Bonds	Other Bonds	Other Funds	Project Total	FY2014	FY2015	FY2017	TBD
Infrastructure Projects**									
BHSU	Infrastructure Repair and Upgrade	\$4,000,000		\$500,000	\$4,500,000	\$4,000,000			\$0
DSU	Energy Efficiency and ADA Compliance	\$1,275,000		\$0	\$1,275,000	\$1,275,000			\$0
NSU	Street Improvements	\$600,000		\$0	\$600,000	\$600,000			\$0
SDSM&T	Utility Infrastructure	\$2,740,000		\$500,000	\$3,240,000	\$2,740,000			\$0
SDSU	Utility Tunnel, Steam/Condensate Infrastructure Repair & Modernization	\$7,000,000		\$10,434,000	\$17,434,000	\$7,000,000			\$0
SDSU	Utility Repairs & Upgrades - Water, Sanitary Sewer, Storm Sewer	\$5,000,000		\$5,043,000	\$10,043,000	\$0			\$5,000,000
USD	Mechanical Overhaul & Modernization	\$8,000,000		\$2,000,000	\$10,000,000	\$8,000,000			\$0
		\$28,615,000		\$18,477,000	\$47,092,000	\$23,615,000	\$0	\$0	\$5,000,000
** Other funds will come from campus HEFF M&R allocations.									
Building Projects									
BHSU	Jonas Science Renovation	\$1,250,000		\$2,900,000	\$4,150,000	\$1,250,000			\$0
BHSU	E. Y. Berry Library Renovation	\$3,000,000		\$1,500,000	\$4,500,000	\$0			\$3,000,000
DSU	Information Systems Building	\$6,000,000		\$5,400,000	\$11,400,000	\$0	\$6,000,000		\$0
NSU	Johnson Fine Arts Center Renovation and Addition	\$5,000,000		\$9,108,648	\$14,108,648	\$5,000,000			\$0
SDSM&T	Chemistry/Chemical Engineering Renovation **	\$6,040,000		\$519,000	\$6,559,000	\$0	\$6,040,000		\$0
SDSU	New Headhouse & Greenhouses	\$1,000,000		\$3,414,000	\$4,414,000	\$1,000,000			\$0
SDSU	Architecture, Math & Engineering	\$10,000,000		\$5,755,142	\$15,755,142	\$10,000,000			\$0
SDSU	Visual Arts Facility	\$7,500,000		\$4,900,000	\$12,400,000	\$0			\$7,500,000
SDSU	Performing Arts Center	\$13,000,000		\$35,391,807	\$48,391,807	\$0		\$13,000,000	\$0
SDSU	New Cow-Calf Research & Education Unit - Volga	\$900,000	\$2,000,000	\$1,732,500	\$4,632,500	\$900,000			\$0
USD	Science, Health, and Research Lab Building*	\$9,695,000		\$3,904,085	\$13,599,085	\$8,695,000			\$0
USD	Patterson Hall Renovation	\$5,500,000		\$250,000	\$5,750,000	\$6,500,000			\$0
USD	Dakota Hall	\$7,500,000		\$0	\$7,500,000	\$0			\$7,500,000
		\$76,385,000	\$2,000,000	\$74,775,182	\$153,160,182	\$33,345,000	\$12,040,000	\$13,000,000	\$18,000,000
Total Infrastructure Plus Building Projects		\$105,000,000	\$2,000,000	\$93,252,182	\$200,252,182	\$56,960,000	\$12,040,000	\$13,000,000	\$23,000,000

NO PENSION OBLIGATIONS

Employees of the Board and the institutions participate in the State of South Dakota's pension and other postemployment benefit (OPEB) plans for which the State is responsible for making employer contributions. As such, the Board and the institutions do not carry any pension or OPEB liabilities. As of June 30, 2016, the State had no unfunded pension obligations with respect to its OPEB.

STATE AND FEDERALLY-SPONSORED RESEARCH EXPENDITURES

Federal agencies continue to provide the largest portion of funding for the institutions' research and training projects. The following table sets forth the amounts of research expenditures sponsored by federal agencies during fiscal year 2016, the last year for which such numbers are available.

FY16 Expenditures from Grants and Contracts
Restricted Non-Appropriated Current Fund Expenditures

	<u>State</u>	<u>Federal</u>	<u>Private</u>	<u>Total</u>
BHSU	\$271,729	\$2,915,845	\$326,391	\$3,513,965
DSU	\$1,202,397	\$1,902,021	\$436,632	\$3,541,050
NSU	\$74,591	\$1,436,356	\$812,586	\$2,323,533
SDSMT	\$2,158,686	\$10,181,745	\$1,355,942	\$13,696,373
SDSU	\$4,306,335	\$24,300,736	\$1,444,456	\$30,051,527
USD	\$2,073,630	\$7,179,724	\$2,022,858	\$11,276,212
 Subtotal	 \$10,087,368	 \$47,916,427	 \$6,398,865	 \$64,402,660
 SSOM	 \$526,387	 \$9,145,622	 \$642,436	 \$10,314,445
SDSU				
Extension	\$134,334	\$2,053,114	\$122,331	\$2,309,779
SD AES	\$683,339	\$7,731,975	\$4,479,583	\$12,894,897
 Total	 \$11,431,428	 \$66,847,138	 \$11,643,215	 \$89,921,781

Federal expenditures DO NOT include American Recovery and Reinvestment Act Stabilization dollars (the dollars that replaced general funds) or federal, state or private resources expended as scholarships or financial aid. Federal expenditures DO include individual American Recovery and Reinvestment Act grants awarded to the institutions.

Source: Accounting System Expenditure Data

Like most states, the reductions in federal research investments caused a decline in overall grants and contracts starting in FY12. The state saw year over year growth in FY16 and is making investments to expand awards which should grow expenditures in future years.

Expenditures from Grants and Contracts History

	State	Federal	Private	Total
FY02	\$2,547,098	\$38,452,975	\$9,182,672	\$50,182,745
FY03	\$3,112,349	\$43,020,045	\$8,086,344	\$54,218,738
FY04	\$1,636,948	\$51,356,888	\$7,496,790	\$60,490,626
FY05	\$4,385,361	\$56,862,794	\$8,193,674	\$69,441,829
FY06	\$6,935,326	\$59,411,904	\$8,868,567	\$75,215,797
FY07	\$7,039,778	\$59,642,209	\$8,586,682	\$75,268,669
FY08	\$7,982,665	\$60,744,686	\$9,884,378	\$78,611,729
FY09	\$7,808,992	\$68,700,165	\$9,797,768	\$86,306,925
FY10	\$8,731,238	\$86,152,766	\$8,784,544	\$103,668,548
FY11	\$6,974,069	\$104,889,644	\$8,275,465	\$120,139,178
FY12	\$8,603,988	\$93,998,883	\$9,063,144	\$111,666,015
FY13	\$8,933,190	\$76,623,730	\$11,264,601	\$96,821,521
FY14	\$9,522,242	\$64,532,247	\$9,626,593	\$83,681,082
FY15	\$10,092,160	\$61,219,224	\$12,100,220	\$83,411,604
FY16	\$11,431,428	\$66,847,138	\$11,643,215	\$89,921,781

Federal expenditures DO NOT include American Recovery and Reinvestment Act Stabilization dollars (the dollars that replaced general funds) or federal, state or private resources expended as scholarships or financial aid. Federal expenditures DO include individual American Recovery and Reinvestment Act grants awarded to the institutions.

Source: Accounting System Expenditure Data

To further support the South Dakota research agenda, the State funded ten new Ph.D. programs over the past decade including a \$1.9 million investment for a joint Ph.D. program in Physics during the 2013 Legislative session. Additionally, during this time frame they began re-commissioning the former Homestake Gold Mine in Lead, SD, into the Sanford Underground Research Laboratory (SURF). Initially, South Dakota Scientists worked with the National Science Foundation (“NSF”) on a long-term goal of converting SURF into a national Deep Underground Science and Engineering Laboratory, with funding transitioning to the Department of Energy (“DoE”) in 2012. The State has appropriated over \$45 million to support SURF since 2004, which has been leveraged to garner over \$248 million in other funding. Through continued operational funding support from the DoE, the laboratory is currently engaged in a series of preliminary experiments, which if successful will hold great promise for education, technology and research in physics. The Long-Baseline Neutrino Facility (“LBNF”), which is led by Fermilab, is the largest planned experiment for SURF, including over 140 institutions and 500 collaborators from around the world. Facility construction for LBNF is estimated at \$300 million, with the experiment planned at \$150-\$200 million.

The State has made strategic investments in research in a large part through the institutions. Research awards at the institutions have grown fairly steady since FY2000, rising from \$33.2 million to \$102.5 million in fiscal year 2016. During this time frame, South Dakota was ranked first in the country for a number of consecutive years (2002-2005) based on its percentage growth in research awards and expenditures. From FY2006-2007, South Dakota experienced the second highest percentage of increase of research and development funding. Investments in research infrastructure through the Experimental Program to Stimulate Competitive Research (“EPSCoR”) and the Governor Research Center programs has

helped to generate an average of \$145 million a year in economic impact in the state over the last five fiscal years. Technology Transfer and Commercialization activities have begun to expand over the past five years as institutions have begun to aggressively facilitate the transfer of intellectual property and innovation into the marketplace. Due to these successes, research growth continues to be a goal of the Board and the State and is emphasized in the State's new Science and Innovation Strategy. In 2016, the State Legislature appropriated \$200,000 in ongoing annual funding to support the operations of research parks at SDSU and USD.

PRIVATE SECTOR CAMPAIGNS

Comprehensive fundraising efforts at various institutions are directed toward support of annual programs to address facilities expansion and renovation and establishment of endowments for instruction, research and patient care activities.

BHSU – The Black Hills State University Foundation completed a \$22 million capital campaign in June 2014 raising \$26.6 million. The campaign raised funds for scholarships, the alumni center and athletic facilities. The new \$23 million capital campaign is currently in the quiet phase.

DSU – Three building projects will open in fall 2017 to serve students, and DSU Foundation staff are presenting opportunities for named spaces in those facilities. Funds committed through naming opportunities will be used to enhance programming in those respective buildings and to grow the endowment. Additionally, DSU Foundation staff are looking to grow membership in the Beadle Leadership Society, a community of donors started in 2015.

NSU – Two major gifts have been pledged to the Northern State University Foundation for campus facilities. One gift (\$20 million) is in support of the construction of two residence halls. The second gift (\$15 million) is in support of plans to build a new science and math center on the NSU campus. The Foundation is also currently in the organization and leadership stage of a comprehensive athletic capital campaign in support of scholarships and facility enhancements.

SDSMT – The South Dakota School of Mines and Technology Foundation recently initiated a 5-year, \$45 million comprehensive campaign to support student success and program growth and development.

SDSU – The South Dakota State University Foundation completed a 6-year campaign in 2013, raising more than \$255 million for endowed faculty positions, student scholarships and fellowships, new and revitalized facilities, athletics, and discretionary funds for research, student engagement, visiting scholars and artists, museums and performing arts. The Foundation has averaged more than \$50 million in new gifts and commitments annually since the campaign was completed. The SDSU Foundation has assets in excess of \$190 million.

USD – In response to a campus-wide assessment of needs, the University of South Dakota and the USD Foundation are in the fifth year of a 7-year \$250 million comprehensive campaign. Over \$215 million has been raised to date. The campaign includes the following fundraising initiatives: \$97 million for student scholarships, support of faculty at \$29 million, student and program enrichment programs totaling \$12 million and capital projects of \$112 million.

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APPENDIX B**SUMMARY OF CERTAIN PROVISIONS OF THE BOND RESOLUTION**

The Series 2016 Bonds will be issued under the Bond Resolution. Reference is made to the Bond Resolution for complete details of the terms of the Series 2016 Bonds and the security therefor. The following is a summary of certain provisions of the Bond Resolution and should not be considered as a full statement thereof.

DEFINITIONS

The following are definitions of certain terms used in this Official Statement and in the Bond Resolution. To the extent defined terms are used in the Official Statement but are not defined herein, such terms will have the meaning set forth in the Bond Resolution.

“Act” means the Board of Regents Revenue Bond Act of 1971, as amended, South Dakota Codified Laws, Chapter 13-51A, as it may be amended and supplemented.

“Annual Debt Service” means, in any Fiscal Year, an amount in such Fiscal Year equal to the principal payable on the Bonds (or, if applicable, a particular series of the Bonds) at maturity, mandatory redemption, mandatory prepayment or otherwise, together with interest to be paid thereon in such Fiscal Year.

In determining Annual Debt Service in any future Fiscal Year for any purpose in the Bond Resolution when any Bonds bear, or are to bear, interest at a Variable Rate, *“Annual Debt Service”* shall be computed as follows: (a) if any Variable Rate Bonds are Outstanding, the greater of (i) 120% of the average rate of interest payable on such Variable Rate Bonds over the last 12 months that any such Variable Rate Bonds have been Outstanding or (ii) 120% of the most current actual interest rate on such Variable Rate Bonds, and (b) if no Variable Rate Bonds are then Outstanding, but are to be issued, 100% of the most recently published interest rate in *The Bond Buyer* as the 30 Year Index of 25 Revenue Bonds or a comparable index selected by the Executive Director of the Board, but in all cases not in excess of the rate authorized by law. If a swap agreement setting a fixed rate has been entered into and is in effect with respect to such Bonds, such fixed rate shall be used in determining such Annual Debt Service.

“BHSU” means Black Hills State University, and its successors and assigns.

“Board” or *“Board of Regents”* means the South Dakota Board of Regents, and its successors and assigns.

“Bond” or *“Bonds”* means each series of Housing and Auxiliary Facilities System Revenue Bonds or Housing and Auxiliary Facilities Revenue Bonds issued under the provisions of the Bond Resolution and any supplemental resolution authorizing such series of Bonds.

“Bond and Interest Sinking Fund Account” means the account of that name established for each Institutional System pursuant to the requirements of the Bond Resolution.

“Bond Counsel” means any firm of nationally recognized bond counsel reasonably acceptable to the Board.

“Bond Insurance Policy” means a bond insurance policy issued with respect to a series of Bonds as may be provided in the Bond Resolution or in the supplemental resolution authorizing such series of Bonds.

“Bond Insurer” means the entity, if any, identified as such with respect to a series of Bonds in the Bond Resolution or in the supplemental resolution authorizing such series of Bonds, including the Series 2009 Bond Insurer.

“Bond Registrar” means the bond registrar and paying agent appointed for a series of Bonds in accordance with the provisions of the Bond Resolution or in the supplemental resolution authorizing such series of Bonds. The Bond Registrar for the Series 2016 Bonds is The First Bank & Trust in Brookings, Brookings, South Dakota, and its successors and assigns.

“Bond Resolution” means the Bond Resolution of the Board adopted October 21, 2004, as supplemented and amended by the first supplemental system revenue bond resolution adopted by the Board on December 6, 2005 (as amended), the second supplemental system revenue bond resolution adopted by the Board on November 22, 2006 (as amended), the third supplemental system revenue bond resolution adopted by the Board on December 13, 2007 (as amended), the fourth supplemental system revenue bond resolution adopted by the Board on March 28, 2008 (as amended), the fifth supplemental system revenue bond resolution adopted by the Board on October 22, 2008 (as amended), the sixth supplemental system revenue bond resolution adopted by the Board on May 21, 2009 (as amended), the seventh supplemental system revenue bond resolution adopted by the Board on October 12, 2011 (as amended), the eighth supplemental system revenue bond resolution adopted by the Board on December 12, 2012, the amended and restated ninth supplemental system revenue bond resolution adopted by the Board on December 4, 2013 (as amended), the tenth supplemental system revenue bond resolution adopted by the Board on August 14, 2014, the eleventh supplemental system revenue bond resolution adopted by the Board on December 2, 2015, the twelfth supplemental system revenue bond resolution adopted by the Board on December __, 2016 and all resolutions supplemental thereto and all resolutions supplemental thereto.

“Build America Program Funds” means moneys received by the Board from the Secretary of the United States Treasury pursuant to Section 6431 of the Code, in connection with the issuance of a series of Bonds qualifying for such payment.

“Business Day” means a day of the year on which the corporate trust office of a Bond Registrar is not required or authorized to remain closed.

“Chief Financial Officer of the Institution” means the Chief Financial Officer of the Institution, or his or her designee.

“Code” means the Internal Revenue Code of 1986, as from time to time supplemented or amended. References to the Code and to sections of the Code shall include relevant final, temporary or proposed Regulations as in effect from time to time and as applicable to a series of Bonds.

“Debt Service Account” means the account of that name established for each Institutional System pursuant to the requirements of the Bond Resolution.

“Debt Service Reserve Account” or *“Debt Service Reserve Subaccount”* means an account or subaccount of that name established for each Institutional System pursuant to the requirements of the Bond Resolution.

“Debt Service Reserve Requirement,” if required upon issuance of a series of Bonds as provided in the Bond Resolution, means the lesser of (i) Maximum Annual Debt Service on the Bonds which are secured by a subaccount of the related Debt Service Reserve Account, (ii) 125 per cent of average Annual Debt Service on the Bonds which are secured by such subaccount of the related Debt Service Reserve Account, or (iii) 10 per cent of the original principal amount of the Bonds which are secured by such subaccount of the related Debt Service Reserve Account; *provided, however*, that the amount of the Debt Service Reserve Requirement, if any, for future series of Bonds shall be determined by the Board and set forth in the supplemental resolution authorizing such series. Such Debt Service Reserve Requirement may be satisfied in whole or in part by a Reserve Account Credit Instrument or by such other securities or agreements as may be provided in the Bond Resolution or in the supplemental resolution authorizing the issuance of such series of Bonds. There is no Debt Service Reserve Requirement for any series of Outstanding Bonds or the Series 2016 Bonds.

“Depository” means the State Treasurer of the State of South Dakota, or any bank or banks designated by the Board as custodians of accounts under the Revenue Fund (except the Debt Service Account, which is to be maintained by the related Bond Registrar, and a Debt Service Reserve Account, which, at the option of the Board, may be maintained by the related Bond Registrar) and for the related Project Construction Fund and the related Expense Fund. Any such bank or banks shall be a member of the Federal Deposit Insurance Corporation.

“DSU” means Dakota State University and its successors and assigns.

“Executive Director” means the Executive Director of the Board, or his or her designee.

“Existing Facilities” means, for each Institution, the facilities (including equipment) of the Institutions described in the Bond Resolution, together with all improvements, repairs, extensions or replacements, hereafter constructed or acquired that have not been converted to non-income use or abandoned for non-economic feasibility, as determined by resolution of the Board and filed with the Executive Director.

“Expense Fund” means each fund established under the Bond Resolution for a series of Bonds or in a supplemental resolution authorizing a series of Bonds into which a part of the proceeds of such Bonds will be deposited and which will be used for the purpose of paying costs of issuance of such Bonds.

“Favorable Opinion of Bond Counsel” means, with respect to any action the occurrence of which requires such an opinion, a written opinion of legal counsel acceptable to the Board, having a national reputation in the field of municipal law whose opinions are generally accepted by purchasers of municipal obligations, to the effect such actions will not adversely affect the exclusion of interest on the Series 2016 Bonds from federal gross income for purposes of the Code.

“Fiscal Year” means the period commencing July 1 of any calendar year and ending June 30 of each succeeding calendar year.

“Government Securities” means direct, general obligations of the United States of America, or any obligations unconditionally guaranteed as to the payment of principal and interest by the full faith and credit of the United States of America or such other obligations of the United States of America that are permitted to be used for defeasance purposes under State law. Government Securities, if any, used to defease a series of Bonds must meet the requirements of the related Bond Insurer, if any, as set forth in the Bond Resolution or in the supplemental resolution authorizing the series of Bonds.

“Gross Revenues” means (i) all fees, rentals, and other charges from students, staff members and others using or being served by, or having the right to use or the right to be served by, or to operate any portion of the facilities comprising an Institutional System and (ii) Build America Program Funds.

“Institution” means each of the following: Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, the University of South Dakota and any other institution which becomes part of the System.

“Institutional System” means, for each Institution, each and all of the following: (i) any facilities financed with the proceeds of Bonds issued for such Institution; (ii) the Existing Facilities of such Institution as described in the Bond Resolution; and (iii) all repairs, replacements, alterations, extensions, betterments, developments and improvements hereafter acquired, constructed or installed for such 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.

“Maximum Annual Debt Service” means, with respect to a series of Bonds or, if applicable, all of the Bonds, the largest total Annual Debt Service payable in the then current or any future Fiscal Year after deducting the amount of the related Debt Service Reserve Requirement from the last maturity or mandatory redemption amount of any series of Bonds which are secured by such Debt Service Reserve Account of an Institutional System.

“Moody’s” means Moody’s Investors Service, Inc., a corporation organized and existing under the laws of the State of Delaware, and its successors and their assigns and, if such corporation shall be dissolved or liquidated or shall no longer perform the functions of a securities rating agency, *“Moody’s”* shall be deemed to refer to any other nationally recognized securities rating organization designated by the Board, by notice to the Bond Registrar.

“Net Revenues” means that portion of the 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.

“NSU” means Northern State University and its successors and assigns.

“Operating Reserve” means such amount as is from time to time certified by the Chief Financial Officer of an Institution as adequate and necessary for working capital for operation of the Institutional System; *provided* that such Operating Reserve shall not exceed one-fourth of the operating and maintenance expenses of such Institutional System for the preceding 12 months.

“Outstanding” when used in reference to the Bonds, means, as of a particular date, the aggregate of all Bonds authenticated and delivered under the Bond Resolution, except:

- (a) those cancelled at or prior to such date by the Bond Registrar or delivered to the Bond Registrar at or prior to such date for cancellation;
- (b) those deemed to be paid in accordance with the Bond Resolution, as described in this Appendix B under “Defeasance;”
- (c) those in exchange or substitution for or in lieu of which other Bonds shall have been authenticated and delivered pursuant to the Bond Resolution; and

(d) for purposes of any consent or other action to be taken by the Owners of a specified percentage of a series of Bonds under the Bond Resolution, Bonds held by or for the account of the Board or an Institution, unless all such Bonds are so held.

“Owner” or *“Bondholder”* means, with respect to any Bond, the person in whose name such Bond shall be registered upon the registration books of the Bond Registrar.

“Paying Agent” means the entity acting as the Bond Registrar for such series of Bonds.

“Permitted Encumbrances” means with respect to the sites of the System (a) liens for taxes and special assessments which are not then delinquent or, if then delinquent, are being contested in good faith; (b) utility, access and other easements and rights-of-way, restrictions and exceptions that will not interfere in any substantial way with or impair the operation of the System; (c) any known mechanic’s, laborer’s, materialman’s, supplier’s or vendor’s lien or right in respect thereof, if payment is not due under the contract in question or if such lien is being contested in good faith; (d) such minor defects, irregularities, encumbrances, easements, rights-of-way and clouds on title as normally exist with respect to properties similar in character to the property included in the System and do not materially impair the property affected thereby for the purpose for which it was acquired or is held; (e) zoning laws and similar restrictions not violated and liens arising in connection with workmen’s compensation, unemployment insurance, taxes, assessments, statutory obligations or liens, social security legislation, undetermined liens and charges incidental to construction, or other similar charges arising in the ordinary course of operations and not overdue or, if overdue, being contested in good faith; (f) such other liens and charges at the time required by law as a condition precedent to the transaction of the activities of the Board or the related Institution or the exercise of any privileges or licenses necessary to the Board or the related Institution; (g) lease agreements or lease-purchase agreements the payments on which are paid from operating revenues; (h) the pledge of any revenue bonds or additional debt that is subordinate to the Bonds; and (i) the pledge to the Bonds.

“Permitted Investments” means any investment permitted by the law of the State for the investment of public funds.

“President” means the President of the Board.

“Project” means the facilities to be constructed with a series of Bonds.

“Project Construction Fund” means each fund established under the Bond Resolution for a series of Bonds or under a supplemental resolution authorizing a series of Bonds into which a part of the proceeds of such series of Bonds will be deposited and which will be used for the purpose of paying the cost of the related Project.

“Record Date” means, with respect to the Series 2016 Bonds, the fifteenth day of the calendar month preceding the calendar month in which an interest payment date occurs.

“Repair and Replacement Reserve Account” means the account of that name for each Institutional System established pursuant to the requirements of the Bond Resolution.

“Reserve Account Credit Instrument” means an insurance policy, surety bond or irrevocable letter of credit which may be delivered to the Bond Registrar in lieu of or in partial substitution for cash or securities required to be on deposit in a Debt Service Reserve Account. In the case of an insurance policy or surety bond, the company providing the same shall be an insurer which, at the time of issuance of the policy, has been assigned the highest rating accorded insurers by Moody’s and S&P, and the policy or bond

shall be subject to the irrevocable right of the Bond Registrar to draw thereon in a timely fashion upon satisfaction of any conditions set forth in the Bond Resolution. In the case of a letter of credit, the letter of credit shall be irrevocable and shall be payable to the Bond Registrar and shall be issued by a banking institution having a credit rating on its long-term unsecured debt within one of the two highest rating categories from Moody's and S&P.

"Revenue Fund" means the fund of that name established for each Institutional System pursuant to the requirements of the Bond Resolution.

"RRR Requirement" means an amount equal to 5% of the cost of construction, furnishing and equipping all facilities in an Institutional System (the "Accumulation Amount"). Each Institution shall make an annual deposit (the "Annual Deposit") of 10% of the annual amount transferred to its Bond and Interest Sinking Fund Account (unless there has been a transfer from its Repair and Replacement Reserve Account to eliminate a deficiency in its Bond and Interest Sinking Fund Account or its Debt Service Reserve Account, as described in "*—Flow of Funds—Fourth: Repair and Replacement Reserve Account*" below. All of the funds in the Repair and Replacement Reserve Account may be used for any and all of the purposes described in "*—Flow of Funds—Fourth: Repair and Replacement Reserve Account*" below, and there is no cash balance requirement for the Repair and Replacement Reserve Account, which an Institution can access until there is a zero balance therein. Annual Deposits are required in each Fiscal Year until the Accumulation Amount is funded. From time to time, if the amount in the Repair and Replacement Reserve Account falls below the Accumulation Amount, the Institution shall resume making an Annual Deposit in each Fiscal Year until the Accumulation Amount is funded.

"S&P" means Standard & Poor's Ratings Services, a Division of The McGraw-Hill Companies, Inc., a corporation duly organized and existing under the laws of the State of New York, its successors and their assigns, and, if such entity shall be dissolved or liquidated or shall no longer perform the functions of a securities rating agency, *"S&P"* shall be deemed to refer to any other nationally recognized securities rating organization designated by the Board, by notice to the Bond Registrar.

"SDSMT" means the South Dakota School of Mines & Technology, and its successors and assigns.

"SDSU" means South Dakota State University, and its successors and assigns.

"Securities Depository" means The Depository Trust Company or, in accordance with then-current guidelines of the Securities and Exchange Commission, such other addresses and/or such other securities depositories, or no such depositories, as the Board may designate in accordance with the Bond Resolution in a certificate delivered to the Bond Registrar.

"Series 2016 Expense Fund" means the fund of that name established in the Twelfth Supplemental Resolution into which a part of the proceeds of the Series 2016 Bonds will be deposited and which will be used for the purpose of paying the costs of issuance of the Series 2016 Bonds.

"Series 2016 NSU Bond and Interest Subaccount" means the subaccount of that name established in the Twelfth Supplemental Resolution.

"Series 2016 NSU Capitalized Interest Subaccount" means the subaccount of that name established in the Twelfth Supplemental Resolution.

"Series 2016 NSU Project" means the NSU project funded with the Series 2016 Bonds.

“Series 2016 NSU Project Construction Fund” means the fund of that name established in the Twelfth Supplemental Resolution.

“Series 2016 NSU Proportion” means the amount of Series 2016 Bond proceeds deposited in the Series 2016 NSU Project Construction Fund for the Series 2016 NSU Project, the amount of Series 2016 Bond proceeds deposited in the Series 2016 NSU Capitalized Interest Subaccount, the amount of Series 2016 Bond proceeds allocated to NSU deposited in the Series 2016 Expense Fund, and the amount of Underwriter’s discount allocated to NSU.

“Series 2016 SDSU Bond and Interest Subaccount” means the subaccount of that name established in the Twelfth Supplemental Resolution.

“Series 2016 SDSU Project” means the SDSU project funded with the Series 2016 Bonds.

“Series 2016 SDSU Project Construction Fund” means the fund of that name established in the Twelfth Supplemental Resolution.

“Series 2016 SDSU Proportion” means the amount of Series 2016 Bond proceeds deposited in the Series 2016 SDSU Project Construction Fund for the Series 2016 SDSU Project, the amount of Series 2016 Bond proceeds allocated to SDSU deposited in the Series 2016 Expense Fund, and the amount of Underwriter’s discount allocated to SDSU.

“Series 2015 Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2015, issued under the Board Resolution in the amount of \$22,525,000.

“Series 2014A Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2014A, issued under the Bond Resolution in the amount of \$39,905,000.

“Series 2014B Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2014B, issued under the Bond Resolution in the amount of \$13,760,000.

“Series 2013A Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2013A, issued under the Bond Resolution in the amount of \$11,990,000.

“Series 2011 Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2011, issued under the Board Resolution in the amount of \$63,480,000.

“Series 2009 Bond Insurer” means Assured Guaranty Corp., a Maryland domiciled insurance company, and its successors and assigns.

“Series 2009 Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2009 (Build America Program - Taxable), issued under the Bond Resolution in the amount of \$90,325,000.

“Series 2008A Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2008A, issued under the Bond Resolution in the amount of \$4,770,000.

“Series 2008B Bonds” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2008B, issued under the Bond Resolution in the amount of \$5,230,000.

“*Series 2007 Bonds*” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2007, issued under the Bond Resolution in the amount of \$8,540,000.

“*Series 2006 Bonds*” means the South Dakota Board of Regents Housing and Auxiliary Facilities System Revenue Bonds, Series 2006, issued under the Bond Resolution in the amount of \$9,015,000.

“*State*” means the State of South Dakota.

“*System*” means, collectively, all of the Institutional Systems.

“*Tax Exemption Certificate and Agreement*” means the agreement of that name delivered by the Board in connection with the issuance of a series of Bonds.

“*Twelfth Supplemental Resolution*” means the Twelfth Supplemental Revenue Bond Resolution approved by the Board on December __, 2016.

“*USD*” means the University of South Dakota, and its successors and assigns.

“*Variable Rate*” means a variable, floating or fluctuating interest rate on any Bonds established in accordance with the terms of the supplemental resolution under which said Bonds are authorized.

PROCEEDS OF THE SERIES 2016 BONDS

Creation of Funds and Accounts. Separate funds and subaccounts have been created under the Twelfth Supplemental Resolution with respect to the Series 2016 Bonds as follows:

(i) a separate subaccount of the Bond and Interest Sinking Fund Account of each of the following Institutional Systems: (A) for NSU’s Institutional System, the “*Series 2016 NSU Bond and Interest Subaccount;*” and (B) for SDSU’s Institutional System, the “*Series 2016 SDSU Bond and Interest Subaccount;*”

(ii) a separate Expense Fund under the Bond Resolution, designated the “*Series 2016 Expense Fund;*”

(iii) a separate Project Construction Fund under the Bond Resolution, designated the “*Series 2016 NSU Project Construction Fund*” and a subaccount of the Series 2016 NSU Project Construction Fund designated as the “*Series 2016 NSU Capitalized Interest Subaccount;*” and

(iv) a separate Project Construction Fund under the Bond Resolution, designated the “*Series 2016 SDSU Project Construction Fund.*”

All deposits to the funds and accounts described in clauses (i) – (iv) above shall be made with the Depository.

Application of Proceeds of the Series 2016 Bonds. The proceeds of the Series 2016 Bonds shall be deposited in the amounts set forth the Twelfth Supplemental Resolution, as follows:

(i) the amount necessary to finance the Series 2016 NSU Project, to the Series 2016 NSU Project Construction Fund, with the amount equal to the interest on those Series 2016 Bonds

relating to the Series 2016 NSU Project through April 1, 2017, to the Series 2016 NSU Capitalized Interest Subaccount;

(iii) the amount necessary to finance the Series 2016 SDSU Project, to the Series 2016 SDSU Project Construction Fund; and

(iv) the remaining proceeds of the Series 2016 Bonds, to the Series 2016 Expense Fund.

Series 2016 Expense Fund. Amounts in the Series 2016 Expense Fund shall be used to pay the expenses of the issuance of the Series 2016 Bonds not paid on the date of the delivery of the Series 2016 Bonds. Any excess after payment of such expenses shall be deposited by the Executive Director in the Series 2016 NSU Project Construction Fund or the Series 2016 SDSU Project Construction Fund, or as otherwise determined by the Executive Director.

Project Construction Funds. Except as otherwise provided in the Bond Resolution, all moneys held in the Series 2016 NSU Project Construction Fund and the Series 2016 SDSU Project Construction Fund (together, the "Construction Funds") shall be used or held for use solely for the payment of the cost of the respective projects. The moneys in the Construction Funds that are not needed for expenditures therefrom may be invested and reinvested in any Permitted Investments, having a maturity date, or becoming due at the option of the holder, not more than three years subsequent to the date of investment or the completion of the related project, whichever is sooner, having due regard to the estimates as to the times such moneys will be needed. Interest, or any profit or loss realized, from such investments prior to the completion of a project shall be deposited in or charged to the respective Construction Fund.

The description of the projects set forth herein may be supplemented or amended at any time by the Board, without the consent of any Series 2016 Bondholder as long as the facilities to be added to the project description are authorized by the Act and upon receipt of a Favorable Opinion of Bond Counsel with respect to such supplement or amendment. Prior to the application of money in the Construction Funds for the cost of facilities to be included in the amended project description and if the facilities to be so included are not already a part of the Institutional System, the Board shall adopt a resolution which describes such new facilities in sufficient detail to allow such facilities to be included in the Institutional System and which includes such facilities in the Institutional System. The Board shall also adopt a resolution which amends the project description; *provided* that, if the Board has previously delegated authority to make expenditures consistent with such changes to the project description, such delegation shall control.

If, upon the completion of a project, such proceeds received from the sale of the Series 2016 Bonds deposited in the respective Construction Fund or transferred therein from the Series 2016 Expense Fund, and the investment income thereon, shall exceed the cost of the project, any surplus shall be (i) paid into the related Bond and Interest Subaccount of the Bond and Interest Sinking Fund Account of the related Institutional System and shall be used for the next interest payment on the Series 2016 Bonds or (ii) used for any purpose approved by Bond Counsel.

FLOW OF FUNDS

FIRST: Revenue Fund. The Board covenants in the Bond Resolution that all Gross Revenues of each Institution shall be paid to the Depository, to be credited to a special account for each Institution known as the Housing and Auxiliary Facilities Revenue Fund of the related Institution (each, a "*Revenue Fund*"), into which will be deposited all funds transferred pursuant to the Bond Resolution to the related Institutional System. Each Revenue Fund shall be maintained with the Depository as a special account, separate and apart from all other funds of the Institution and from all funds of other Institutions, and shall be maintained on behalf of the Institutions so long as any of the Bonds are Outstanding. The moneys in each Revenue

Fund shall be used and expended first to maintain the Institution's Operating Reserve. Funds on deposit in the Revenue Fund, including the Operating Reserve, 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 expenses 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 Repair and Replacement Reserve Account for the Institutional System.

SECOND: *Bond and Interest Sinking Fund Account and Debt Service Account.* The Board has established in the Bond Resolution and has covenanted and agreed to maintain a separate account for each Institution, to be known as the Bond and Interest Sinking Fund Account of the related Institution (each a "*Bond and Interest Sinking Fund Account*") with the Depository into which will be deposited all funds transferred pursuant to the Bond Resolution. On or before each March 25 and September 25 (or such other date as shall be provided for a series of Bonds in the supplemental resolution authorizing such Bonds), after retaining in the Revenue Fund the then current Operating Reserve and payment of operation and maintenance expenses of the Institutional System then due, the Chief Financial Officer of the Institution shall transfer and deposit to the credit of the Bond and Interest Sinking Fund Account of such Institution such amounts which, when added to the balance therein, will be sufficient to equal the interest then due on the Bonds of such Institution and one-half of the principal due on the Bonds of such Institution within the next 12 months. Such funds as are necessary to pay the principal of and interest on the Bonds of such Institution due on the immediately following payment date shall be immediately transferred to a separate account, to be known as the Debt Service Account of the related Institution (each, a "*Debt Service Account*") with the Bond Registrar. The Bond Registrar shall use moneys in the Debt Service Account to pay the interest due on the Bonds of such Institution then Outstanding on the next interest payment date and the principal of the Bonds of such Institution when due. All moneys credited to the Debt Service Account shall be and are irrevocably pledged to and shall be used solely for the payment of the principal and interest on the Bonds of such Institution. Notwithstanding the foregoing, if any Bonds bear, or are expected to bear, interest as a Variable Rate, the Chief Financial Officer of such Institution shall transfer amounts to the Bond and Interest Sinking Fund Account and the Debt Service Account to pay interest on such Bonds at such times and in such amounts as set forth in the supplemental resolution authorizing such Bonds.

Each Institution shall notify the Board at least 30 days prior to each interest or principal payment date either (i) that it has sufficient Net Revenues available from the Institutional System to make the interest and principal payment, if any, on such payment date or (ii) that it does not have sufficient Net Revenues available from the Institutional System (a "*Notice of Deficiency*") to make such interest and principal payment, if any and specifying the amount of such deficiency (a "*Deficiency*").

If the Board receives a Notice of Deficiency with respect to an Institution, the Executive Director shall take the following steps as soon as possible prior to the payment date, in the order of priority listed:

(i) if a Debt Service Reserve Subaccount is maintained for such Bonds, notify the Bond Registrar or the Depository, as the case may be, of such Deficiency and direct the application of a specified amount of such funds to the payment due;

(ii) if the Institution has funds in the Repair and Replacement Reserve Account for its Institutional System for which there are no contractual commitments, such funds shall be transferred to the Bond and Interest Sinking Fund Account of the Institution to make up the Deficiency;

(iii) the Executive Director shall direct the withdrawal and use of the Net Revenues of other Institutional Systems not necessary for payment of interest due on the next interest payment date and

one-half of the principal due within the next 12 months on the Bonds issued on behalf of such Institution to make up all or a portion of the Deficiency;

(iv) if other Institutions have funds in the Repair and Replacement Reserve Accounts for their Institutional Systems for which there are no contractual commitments, funds shall be withdrawn therefrom at the direction of the Executive Director and transferred to make up all or a portion of the Deficiency.

The repayment provisions for the reimbursement of Institutions from which Net Revenues or funds in the Repair and Replacement Reserve Accounts have been transferred to satisfy a Deficiency shall be as determined by the Executive Director.

After transferring Net Revenues of an Institution to its Bond and Interest Sinking Fund Account in the required amount, the Chief Financial Officer of such Institution, upon the request of the Executive Director on behalf of the Board, shall transfer available Net Revenues to the Bond and Interest Sinking Fund Accounts of such other Institutions, and in such amounts as may be designated by the Executive Director, to remedy deficiencies in the Bond and Interest Sinking Fund Accounts of other Institutions as described above.

The moneys in the Bond and Interest Sinking Fund Account may be invested by the Depository, and moneys in the Debt Service Account may be invested by the Bond Registrar or the Depository, as the case may be, upon the request of the Board, in Permitted Investments. Investment income therefrom shall be credited to the related Bond and Interest Sinking Fund Account and the related Debt Service Account, as the case may be, and used for the next interest payment on the Bonds of such Institution.

THIRD: *Debt Service Reserve Account.* The Board may establish a Debt Service Reserve Account for an Institution, and subaccounts therein, to secure a particular series of Bonds of such Institution, or the Board may provide that a particular series of Bonds to be issued (i) shall not be secured by a Debt Service Reserve Account, (ii) shall be secured by a separate subaccount in the Debt Service Reserve Account in an amount equal to or less than the Maximum Annual Debt Service on such Bonds, (iii) shall be secured by a Reserve Account Credit Instrument, or (iv) shall be secured in such other manner as provided in the supplemental resolution authorizing the issuance of such series of Bonds. If established, the Debt Service Reserve Account for an Institution shall be held by the Bond Registrar or, at the option of the Board and with the consent of the related Bond Insurer, if any, by the Depository. All moneys credited to a Debt Service Reserve Account shall be irrevocably pledged to and solely used as described in the Bond Resolution.

The Board shall create a separate subaccount in the Institution's Debt Service Reserve Account for each series of Bonds which are to be secured by such Debt Service Reserve Account, and such Bonds shall have no claim on any other cash or assets in the Debt Service Reserve Account or in the Debt Service Reserve Account of any other Institution. Any subaccount securing any issue of Bonds which are to be secured by a Debt Service Reserve Account shall be maintained in an amount equal to the related Debt Service Reserve Requirement. Funds on deposit in such subaccount shall 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 in the Debt Service Account are insufficient therefor. If at any time the amount on deposit in the subaccount exceeds the Debt Service Reserve Requirement for the Bonds secured thereby, the excess may be withdrawn and used to pay debt service on such Bonds or to purchase or redeem such Bonds.

If on any April 1 or October 1 the amount on deposit in a subaccount of the Debt Service Reserve Account is less than the Debt Service Reserve Requirement for the Bonds secured thereby because of a

withdrawal therefrom, the Board shall transfer funds from the related Institution's Revenue Fund and deposit into such subaccount not later than the next interest payment date on such Bonds an amount not less than that necessary to restore the subaccount to the Debt Service Reserve Requirement for the Bonds secured thereby.

The moneys in a Debt Service Reserve Account may be invested by the Bond Registrar or the Depository, as the case may be, upon the request of the Board, in Permitted Investments. Investment income therefrom shall be transferred to the related Institution's Bond and Interest Sinking Fund Account, unless the amount in the Debt Service Reserve Account is less than the related Debt Service Reserve Requirement, in which case such investment income shall be deposited into such Debt Service Reserve Account.

The Series 2016 Bonds are not secured by a Debt Service Reserve Account.

FOURTH: *Repair and Replacement Reserve Account.* The Board has established in the Bond Resolution and has covenanted and agreed to maintain a separate account for each Institution to be known as the Repair and Replacement Reserve Account (each, a "*Repair and Replacement Reserve Account*") with the Depository into which will be deposited all funds transferred therein pursuant to the Bond Resolution. There shall be transferred from the funds remaining in each Institution's Revenue Fund to such Institution's Repair and Replacement Reserve Account on or before the close of each Fiscal Year a minimum of 10% of the amount transferred to such Institution's Bond and Interest Sinking Fund Account until an amount equal to the RRR Requirement of such Institution has been accumulated and, if Bonds are issued for additional improvements to the related Institutional System, such amount shall be increased by 5% of the cost of the additional improvements. However, such payments need not be made at any time when the funds and investments in the Repair and Replacement Reserve Account aggregate the amount provided in the preceding sentence, or such larger amount as may be hereinafter required in connection with issuance of a series of Bonds. All moneys and investments so held in said Account for such Institution 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 facilities constituting the related Institutional System.

In the event the funds in the Institution's Bond and Interest Sinking Fund Account or Debt Service Account, as the case may be, should be reduced at any time below the amounts required to be on deposit therein, and after any transfers from the related Institution's Debt Service Reserve Account, then the funds so credited to such Institution's Repair and Replacement Reserve Account shall be transferred for deposit in the Institution's Bond and Interest Sinking Fund Account, or Debt Service Account, as the case may be, to the extent required to eliminate the deficiency therein and to restore such sums as may be necessary for that purpose; *provided* that the deficiency did not result from the issuance of Bonds for such Institution. All moneys so transferred shall thereafter be replaced by a resumption of the specified deposits into such Repair and Replacement Reserve Account.

In the event that after the transfers required under the preceding paragraph have been made, the funds in the Institution's Bond and Interest Sinking Fund Account or Debt Service Account, as the case may be, still are below the amounts required to be on deposit therein, then there shall be transferred, first from available funds on deposit in the Bond and Interest Sinking Fund Account of other Institutions as described under "SECOND" above and then from uncommitted funds on deposit in any other Institution's Repair and Replacement Reserve Account in amounts and from the Bond and Interest Sinking Fund Accounts or the Repair and Replacement Reserve Accounts, as the case may be, of such Institution or Institutions as may be designated by the Executive Direct for deposit in such Bond and Interest Sinking Fund Account or Debt Service Account, as the case may be, to the extent required to eliminate the deficiency therein and to restore such sums as may be necessary for that purpose. All moneys so transferred

shall thereafter be replaced by deposits from the related Institution's Repair and Replacement Account into such other Institutions' Repair and Replacement Reserve Account or Accounts pursuant to a schedule determined by the Executive Director.

The moneys in the Repair and Replacement Reserve Account may be invested by the Depository, upon the request of the Board, in Permitted Investments.

FIFTH: *Disposition of Residual Funds in the Revenue Fund.* At the close of each Fiscal Year and after all transfers and maximum deposits hereinabove described shall have been made, and after any deficiencies in any such transfers and deposits which may exist from any previous Fiscal Year shall have been remedied, the balance of any excess funds in each Revenue Fund then remaining may be used by the Board (i) to redeem, on the next interest payment date, the Bonds of the related Institution then Outstanding which are subject to redemption prior to maturity (but such redemptions shall be in accordance with the provisions of the Bond Resolution governing repayment of such Bonds in advance of maturity and shall not be made in amounts of less than \$5,000 at any one time); (ii) for any expenditures, including the payment of debt service, related to improving or restoring any existing facilities of the related Institutional System, or providing for such additional facilities; (iii) any other lawful purpose of the related Institutional System; (iv) for any expenditures related to or improving or restoring any existing facilities of the System or providing for such additional facilities; and (v) any other lawful purpose of the System.

All moneys in the other accounts in the Revenue Fund, other than the Bond and Interest Sinking Fund Account, the Debt Service Account and the Debt Service Reserve Account, may be invested or reinvested at the direction of the Board in any Permitted Investments and all income thereon or profit therefrom shall be credited to the Revenue Fund. All such securities so purchased shall mature or be redeemable on a date or dates prior to the time when such moneys so invested will be required for expenditure.

RULES AND COVENANTS

Rate Covenant. The Board has covenanted and agreed in the Bond Resolution that it will adopt such rules and regulations as are necessary to assure occupancy and use of the System, until all of the Bonds authorized have been paid fully as to both principal and interest; and that 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, or having the right to use or having the right to be served by, the System will be so fixed and revised from time to time and will be so collected that the (i) ratio of Net Revenues to Annual Debt Service in each Fiscal Year shall be at least equal to 120 percent (1.2 times) of the Annual Debt Service for such Fiscal Year and (ii) ratio of Net Revenues of each Institutional System to Annual Debt Service of the Bonds of that Institution in each Fiscal Year shall be at least equal to 120 percent (1.2 times) of such Annual Debt Service for such Fiscal Year, commencing with the end of the first Fiscal Year in which capitalized interest, if any, has been fully applied to payment of debt service.

Failure to satisfy such rate covenant shall not constitute an event of default under the Bond Resolution if the Board timely engages (within 30 days of any such failure) an independent management consultant acceptable to the related Bond Insurer, such consultant timely prepares (within 45 days of engagement) a report with recommendations for meeting the required coverage ratio and the Board, to the extent legally permissible, timely implements the consultant's recommendations. Notwithstanding the preceding sentence, in no event may coverage described in clause (i) fall below 100 percent (1.00 times) of Annual Debt Service on all Bonds in each Fiscal Year.

Title. At or prior to the issuance of any Bonds, the Board will have indefeasible title in fee simple to the sites of the System, subject only to Permitted Encumbrances and to the provisions of the next

paragraph; *provided* that, any property, when determined by the Board not to be income producing because destroyed, worn out, obsolete or otherwise physically or structurally unfit for the use or occupancy thereof for which the same was initially acquired, may be abandoned or sold for economic non-feasibility; or, when otherwise determined by the Board not to be suitable for the use and occupancy thereof for which the same was initially acquired, may be converted to income use for administrative or academic purposes or may be leased to such parties at such rentals as shall be approved by the Board. A copy of the resolution or resolutions of the Board making such determination shall be filed with the Executive Director of the Board and the related Bond Registrar.

Disposition of Assets. No property, plant and equipment (“PP&E”) that is used to generate Net Revenues may be sold or otherwise disposed of unless (i) the PP&E is obsolete or worn out, (ii) fair market value is received in return, or (iii) the market value of all PP&E disposed of in any Fiscal Year does not exceed five percent of the total market value of all such PP&E. No cash, investments and other current assets (“*Liquid Assets*”) that are a source of Net Revenues may be sold or otherwise disposed of unless (i) fair market value is received in return or (ii) the total market value of Liquid Assets disposed of in any Fiscal Year does not exceed one percent of all such Liquid Assets. Notwithstanding the foregoing, no accounts receivable that are a source of Net Revenues may be sold, pledged, factored or otherwise disposed of under any circumstances.

Additional Obligations. The Board may not issue any Bonds or incur any additional obligations secured by Net Revenues (including, but not limited to, guarantees or derivatives in the form of credit default swaps or total-rate-of-return swaps or similar instruments), without the prior written consent of each Bond Insurer, or upon satisfaction of the test relating to the issuance of additional series of Bonds as described under “SECURITY FOR THE SERIES 2016 BONDS—Future Parity Bonds;” *provided, however*, that the Board may issue revenue bonds or additional obligations secured by a lien that is subordinate to the lien on Net Revenues which secures the Bonds without the consent of any Bond Insurer and without satisfying the parity test described above.

Mergers. The Board may merge or consolidate with, sell all or substantially all of the assets constituting the System to, or acquire all or substantially all of the assets of, any other entity with respect to the System (a “*Merger*”), unless such Merger will have an adverse effect on the Bonds or the Net Revenues of the System, and so long as each Bond Insurer consents in writing to the Merger, which consent shall not be unreasonably withheld.

The Board is authorized to amend the Bond Resolution in order to make any changes necessary to (i) include in the System and the Net Revenues the housing and auxiliary facilities systems and revenues of other institutions of higher education under the jurisdiction of the Board or (ii) consolidate the Institutional Systems and the Net Revenues of each Institutional System more completely into the System, including but not limited to, centralizing the operation of the System and/or eliminating Institutional Systems.

Negative Pledge. The Board may not create or allow to exist any liens on any Net Revenues except Permitted Encumbrances and except as described under “Additional Obligations” above.

Insurance. The Board must maintain, with respect to the System, property and casualty (including business interruption) and liability (including professional liability) insurance as reviewed and recommended by an independent insurance consultant at least once every year, in amounts and covering risks as customarily maintained by similarly situated entities. All such insurers must be rated at least “A” by Best or S&P. The Board may self-insure with respect to the System (for liability only), subject to periodic review by an independent actuarial consultant and maintenance of funding at levels recommended by the actuarial consultant. Certificates of the insurers that such insurance is in full force and effect shall be deposited with each Bond Insurer (together with satisfactory evidence from the Board indicating that

premiums are being paid on an annual or more frequent basis in accordance with the terms of each such policy) and, prior to the expiration of any such policy, the Board shall furnish to each Bond Insurer satisfactory evidence that such policy has been renewed or replaced or is no longer required by the Bond Resolution.

The Board will (i) credit the proceeds from any insurance to the related Repair and Replacement Reserve Account to be used to reconstruct, repair or rehabilitate the part of the related Institutional System damaged or destroyed, or to replace funds so used, or (ii) pay such proceeds into the related Bond and Interest Sinking Fund Account, which funds may be used to redeem Outstanding Bonds issued to construct the facilities to which the insurance proceeds relate, but will not offset or be counted as funds which are otherwise required to be deposited in such Account.

Operation of the System. The Board will at all times maintain, preserve and keep the System in good repair, working order and condition and will, when necessary and to the extent that funds are available therefor, make any and all needful and proper repairs, renewals, replacements, and additions thereto, and will continue to operate and maintain the System as income-producing facilities.

Records and Audits. The Board will keep accurate financial records and proper books relating to each Institutional System and to the System and such records and books shall be open to inspection by the Bondholders and their agents and representatives. The Board will, not later than 180 days after the close of each Fiscal Year, furnish to any Bondholder who shall request same in writing, copies of audit reports prepared by the proper officer of the State reflecting in reasonable detail the financial condition and record of operation of the System.

Pledge of Performance. The Board has pledged in the Bond Resolution to faithfully and punctually perform or cause to be performed all of the acts and obligations relating to the System as are required by the provisions of the Bond Resolution and the statutes of the State under which the Bonds are issued, including the operation and maintenance of the System as provided in the Bond Resolution, the making and collecting of sufficient rates, fees, and charges for the use thereof, the segregation of the income and the revenues therefrom to the respective Funds and Accounts created under the provisions of the Bond Resolution and the proper application of all moneys and investments thereof.

Bondholders Remedies. Twenty percent of the Owners of a series of the Bonds may, after 30 days' notice in writing by any Owner of Bonds, by proper court action, compel the Board to perform all duties imposed upon it under the provisions of the Bond Resolution and under the provisions of the Act authorizing the issuance of the Bonds, and the performance of any and all covenants made by the Board in and by the Bond Resolution. No Bond Registrar, nor any other person acting on behalf of the Owners of the Bonds, is authorized under the Bond Resolution to enforce the covenants of the Board provided for therein or otherwise to enforce any of the rights of the Owners of the Bonds.

Contractual Obligations. The Bond Resolution shall constitute a contract between the Board and the Owners of the Bonds and shall remain in full force and effect so long as any of said Bonds remain Outstanding.

As long as any of the Bonds remain Outstanding and unpaid either as to principal or interest or both, the Board will at all times exercise all of its lawful powers to preserve and protect the security of the Bonds and the rights of the Bondholders under the Bond Resolution.

The Board will furnish heat to the System, and any additions thereto or any replacements thereof, at not in excess of reasonable cost.

The Board will not discriminate, nor permit discrimination by its agents, lessees or others operating the System, in the use or occupancy thereof because of race, color, creed or national origin.

MODIFICATION OF BOND RESOLUTION

Modification with the Consent of the Bondholders. The Owners of a majority in original principal amount of the Bonds then Outstanding or, if a change relates to less than all Bonds, the Owners of a majority in original principal amount of the series of Bonds at any time Outstanding affected by such change (not including any Bonds which may then be held or owned by or for the account of the Board or any Institution unless 100% of such Bonds are so owned) shall have the right to consent to and approve the adoption by the Board of a resolution or resolutions modifying or amending any of the terms or provisions contained in the Bond Resolution, *provided* that, without the consent of the Owners of all outstanding Bonds affected thereby, the Bond Resolution may not be so modified or amended in such manner as to:

- (a) make any change in the maturity of any Bonds;
- (b) make any change in the rate of interest borne by any of the Bonds;
- (c) reduce the amount of the principal of, or redemption premium payable on, any of the Bonds;
- (d) create any lien on or pledge of the income and revenues described in the Bond Resolution ranking prior to the lien thereon and pledge thereof created by the Bond Resolution or create any lien on any Bond and Interest Sinking Fund Account, Debt Service Account or Debt Service Reserve Account ranking prior to the lien created thereon by the Bond Resolution;
- (e) create any preference or priority of any Bond or Bonds of the same or different series, over any other Bond or Bonds of the same or different series, authorized under the Bond Resolution;
- (f) reduce the percentage of Bonds, the Owners of which are required for the approval of any amendatory resolution; or
- (g) affect the rights of the Owners of less than all of the Bonds then Outstanding, unless such amendment or modification shall be applicable only to a particular series of Bonds and the Owners of a majority in original principal amount of the such series of Bonds shall have consented to such amendment or modification.

Owners of Bonds shall be deemed to have consented to such amendments if the official statement or other disclosure document pursuant to which such Bonds are offered and sold specifically describes such amendment and states that by purchasing such Bonds, such Owners and any subsequent Owners shall be deemed to have consented to such amendment for purposes of the Bond Resolution.

Any consent given by the Owner of a Bond pursuant to the provisions of the Bond Resolution shall be irrevocable and shall be conclusive and binding upon all future Owners of the same Bond.

Modification without the Consent of the Bondholders. Notwithstanding the provisions stated above, the Board may, from time to time and at any time, without the consent of or notice to the Owners of the Bonds, amend the Bond Resolution to:

- (a) cure any formal defect, omission, inconsistency or ambiguity in the Bond Resolution;

(b) add to the covenants and agreements of, and limitations and restrictions upon, the Board under the Bond Resolution other covenants, agreements, limitations and restrictions to be observed by the Board which are not contrary to or inconsistent with the Bond Resolution as theretofore in effect;

(c) confirm, as further assurance, any pledge under, and the subjection to any claim, lien or pledge created or to be created by, the Bond Resolution, or of any moneys, securities or funds held under the Bond Resolution;

(d) provide for the issue of additional Bonds;

(e) with the prior written consent of each Bond Insurer, make any changes necessary in order to (i) include in the System and the Net Revenues the housing and auxiliary facilities systems and revenues of other institutions of higher education under the jurisdiction of the Board or (ii) consolidate the Institutional Systems and the Net Revenues of each Institutional System more completely into the System, including, but not limited to, centralizing the operation of the System and/or eliminating Institutional Systems;

(f) modify, alter, amend or supplement the Bond Resolution to make appropriate provisions for the Board to enter into swap agreements, forward payment conversion agreements, agreements or contracts providing for payments based on levels or changes in interest rates, to exchange cash flows or a series of payments based on levels of or changes in similar exposure between the Board and the provider of such agreement;

(g) in connection with the issuance of Variable Rate Bonds, including provisions required for the delivery of credit enhancement or liquidity support for such Variable Rate Bonds; and

(h) modify, alter, amend or supplement the Bond Resolution in any other respect, including amendments which would otherwise be described under the caption "Modification With the Consent of the Bondholders" above, if the effective date of such amendment is a date on which all then Outstanding Bonds affected thereby (i) will no longer be Outstanding; (ii) are subject to mandatory purchase; or (iii) are subject to demand for purchase and whose Owners have received notice of such proposed amendment at least 30 days before such effective date.

DEFEASANCE

Payment of All Outstanding Bonds. If the Board shall pay or provide for the payment of the entire indebtedness on all Outstanding Bonds, in any one or more of the following ways by:

(a) paying or causing to be paid the principal of (including redemption premium, if any) and interest on all Outstanding Bonds, as and when the same become due and payable;

(b) depositing with the Bond Registrars, in trust, at or before maturity, moneys and/or Government Securities in an amount, without consideration of any income or increment to accrue thereon, sufficient to pay or redeem (when redeemable) all outstanding Bonds (including the payment of premium, if any, and interest payable on such Bonds to the maturity or redemption date thereof), *provided* that such moneys, if invested, shall be invested in Government Securities in an amount, without consideration of any income or increment to accrue thereon, sufficient to pay or redeem (when redeemable) and discharge the indebtedness on all Outstanding Bonds at or before their respective maturity dates; it being understood that the investment income on such Government Securities may be used for any other purpose under the Act;

(c) delivering to the Bond Registrars, for cancellation, all Outstanding Bonds; or

(d) depositing with the Bond Registrars, in trust, moneys and/or Government Securities in such amount as the Bond Registrars shall determine will, together with other moneys deposited therein and together with the income or increment to accrue thereon, without consideration of any reinvestment thereof, be fully sufficient to pay or redeem (when redeemable) and discharge the indebtedness on all Bonds at or before their respective maturity dates;

and if the Board shall also pay or cause to be paid all other sums payable under the Bond Resolution by the Board, then and in that case the Bond Resolution and the estate and rights granted under the Bond Resolution shall cease, determine and become null and void.

All moneys, funds, securities or other property remaining on deposit in all funds and accounts established under the Bond Resolution (other than said moneys or Government Securities deposited in trust as above provided) shall, upon the full satisfaction of the Bond Resolution, forthwith be transferred, paid over and distributed to the Board.

Upon the discharge of the Bond Resolution as described above, the liability of the Board in respect of any Bonds shall continue, *provided* that the Owners thereof shall thereafter be entitled to payment only out of the moneys or Government Securities deposited with the Bond Registrars as described above.

Provision for Payment of a Particular Series of Bonds or Any Portion Thereof. If the Board shall pay or provide for the payment of the entire indebtedness on the Bonds or on all Bonds of a particular series or any portion of a series, at any time in one of the following ways:

(a) by paying or causing to be paid the principal of (including redemption premium, if any) and interest on all Bonds or Bonds of such series Outstanding or any such portion thereof, as and when the same shall become due and payable;

(b) by depositing with the related Bond Registrar, in trust, at or before maturity, moneys and/or Government Securities in an amount sufficient, without consideration of any income or increment to accrue thereon, to pay or redeem (when redeemable) all Outstanding Bonds or Bonds of such series or any such portion thereof (including the payment of premium, if any, and interest payable on such Bonds or Bonds to the maturity or redemption date), *provided* that such moneys, if invested, shall be invested in Government Securities in an amount, without consideration of any income or increment to accrue thereon, sufficient to pay or redeem (when redeemable) and discharge the indebtedness on all Outstanding Bonds or Bonds of such series or any such portion thereof at or before their respective maturity dates; it being understood that the investment income on such Government Securities may be used for any other purpose under the Act;

(c) by delivering to the related Bond Registrar, for cancellation by it, such Bonds; or

(d) by delivering to the related Bond Registrar, in trust, moneys and/or Government Securities in such amount as the related Bond Registrar shall determine will, together with the income or increment to accrue thereon without consideration of any reinvestment thereof, be fully sufficient to pay or redeem (when redeemable) and discharge the indebtedness on all Bonds or Bonds of such series or any such portion thereof at or before their respective maturity dates;

and if the Board shall also pay or cause to be paid all other sums payable under the Bond Resolution by the Board with respect to such series of such Bonds or any such portion thereof, and, if such Bonds of such series or any such portion thereof are to be redeemed prior to the maturity thereof or if provision for the payment of only a portion of the Bonds of a particular series is being made, notice, as the case may be, of such redemption or of such provision (which notice shall specify which individual Bonds are entitled to the

benefit of such security) shall have been given as in the Bond Resolution provided or provisions satisfactory to the related Bond Registrar shall have been made for the giving of such notice, such Bonds shall cease to be entitled to any lien, benefit or security under the Bond Resolution. The liability of the Board in respect to such Bonds shall continue but the Owners thereof shall thereafter be entitled to payment (to the exclusion of all other Owners of Bonds) only out of the moneys or Government Securities deposited with the applicable Bond Registrar as described above.

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APPENDIX C

PROPOSED FORM OF OPINION OF BOND COUNSEL

Upon the issuance of the Series 2016 Bonds, Chapman and Cutler LLP, Bond Counsel, proposes to issue its approving opinion in substantially the following form:

[LETTERHEAD OF CHAPMAN AND CUTLER LLP]

[TO BE DATED THE CLOSING DATE]

South Dakota Board of Regents
306 East Capitol Avenue
Pierre, South Dakota 57501

We hereby certify that we have examined certified copy of the proceedings of the South Dakota Board of Regents (the "*Board*") passed preliminary to the issue by the Board of its Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the "*Series 2016 Bonds*") in the aggregate principal amount of \$_____, dated the date hereof, maturing on April 1 of the years, in the amounts and bearing interest at the rates per annum as follows:

YEAR	PRINCIPAL AMOUNT	INTEREST RATE
------	---------------------	------------------

We are of the opinion that such proceedings show lawful authority for the issuance of the Series 2016 Bonds under the authorizing Amended and Restated Bond Resolution of the Board adopted October 21, 2004, as supplemented and amended on December 6, 2005 (as amended), November 22, 2006 (as amended), December 13, 2007 (as amended), March 28, 2008 (as amended), October 22, 2008 (as amended), May 21, 2009 (as amended), October 12, 2011 (as amended), December 12, 2012, December 4, 2013 (as amended), August 14, 2014, on December 2, 2015, and on December __, 2016, and as hereafter amended or supplemented (the "*Bond Resolution*") and the laws of the State of South Dakota now in force. Capitalized terms used herein and not defined shall have the meanings set forth in the Bond Resolution.

We further certify that we have examined the form of Bond prescribed for said issue and find the same in due form of law.

In our opinion said issue of Series 2016 Bonds, to the amount named, is valid and the Series 2016 Bonds are legally binding special obligations of the Board, except that the rights of the owners of the Series 2016 Bonds and the enforceability of the Series 2016 Bonds may be limited by bankruptcy, insolvency, reorganization, moratorium and other similar laws affecting creditors' rights and by equitable principles, whether considered at law or in equity, including the exercise of judicial discretion. The Series 2016 are payable from and secured by the Net Revenues of the NSU Institutional System, as to the Series 2016 NSU Proportion, and the Net Revenues of the SDSU Institutional System, as to the Series 2016 SDSU Proportion; and the uncommitted funds of the Repair and Replacement Reserve Accounts of NSU and SDSU, as to the Series 2016 NSU Proportion and the Series 2016 SDSU Proportion, respectively. The Series 2016 Bonds, together with the Series 2006 Bonds, the Series 2007 Bonds, the Series 2008A Bonds, the Series 2008B Bonds, the Series 2009 Bonds, the Series 2011 Bonds, the Series 2013A Bonds, the Series 2014A Bonds, the Series 2014B Bonds and the Series 2015 Bonds and such bonds as may be issued on a parity with the Series 2016 Bonds pursuant to the terms of the Bond Resolution, are also payable from and secured by Net Revenues of the other Institutions (limited as described in the Bond Resolution), uncommitted funds in the Repair and Replacement Reserve Accounts of the other Institutions (as described in the Bond Resolution) and by such other funds which may be pledged or used as authorized by the Board of Regents Revenue Bond Act of 1971, as amended.

It is our opinion that, subject to the Board's compliance with certain covenants, under present law, interest on the Series 2016 Bonds is excludable from gross income of the owners thereof for federal income tax purposes and is not included as an item of tax preference in computing the alternative minimum tax for individuals and corporations under the Internal Revenue Code of 1986, as amended, but is taken into account in computing an adjustment used in determining the federal alternative minimum tax for certain corporations. Failure to comply with certain of such Board covenants could cause interest on the Series 2016 Bonds to be includible in gross income for federal income tax purposes retroactively to the date of issuance of the Series 2016 Bonds. Ownership of the Series 2016 Bonds may result in other federal tax consequences to certain taxpayers, and we express no opinion regarding any such collateral consequences arising with respect to the Series 2016 Bonds.

Ownership of the Series 2016 Bonds may result in state and local tax consequences to certain taxpayers, and we express no opinion regarding any such state and local tax consequences arising with respect to the Series 2016 Bonds.

We express no opinion herein as to the accuracy, adequacy or completeness of the Official Statement relating to the Series 2016 Bonds.

In rendering this opinion, we have relied upon certifications of the Board with respect to certain material facts within the Board's knowledge. Our opinion represents our legal judgment based on our review of the law and the facts that we deem relevant to render such opinion and is not a guarantee of a result. This opinion is given as of the date hereof and we assume no obligation to revise or supplement this opinion to reflect any facts or circumstances that may hereafter come to our attention or any changes in law that may hereafter occur.

APPENDIX D

PROPOSED FORM OF CONTINUING DISCLOSURE AGREEMENT

THIS CONTINUING DISCLOSURE AGREEMENT (the “*Agreement*”) is executed and delivered by the South Dakota Board of Regents (the “*Board*”) in connection with the issuance of its \$_____ Housing and Auxiliary Facilities System Revenue Bonds, Series 2016 (the “*Series 2016 Bonds*”). The Series 2016 Bonds are being issued pursuant to the Bond Resolution adopted and defined in the Final Official Statement (the “*Bond Resolution*”).

In consideration of the issuance of the Series 2016 Bonds by the Board and the purchase of such Series 2016 Bonds by the beneficial owners thereof, the Board covenants and agrees as follows:

(1) **PURPOSE OF THIS AGREEMENT.** This Agreement is executed and delivered by the Board as of the date set forth below, for the benefit of the beneficial owners of the Series 2016 Bonds and to assist the Participating Underwriter (as defined below) in complying with the requirements of the Rule (as defined below). The Board represents that it will be the only obligated person with respect to the Series 2016 Bonds at the time the Series 2016 Bonds are delivered to the Participating Underwriter and that no other person is expected to become so committed at any time after issuance of the Series 2016 Bonds.

(2) **DEFINITIONS.** The terms set forth below shall have the following meanings in this Agreement, unless the context clearly otherwise requires.

“*Annual Financial Information*” means the financial information and operating data described in Exhibit I.

“*Annual Financial Information Disclosure*” means the dissemination of disclosure concerning Annual Financial Information and the dissemination of the Audited Financial Statements, if any, as set forth in Section 4.

“*Audited Financial Statements*” means audited financial statements of the Board, if and when prepared, as described in Exhibit I.

“*Commission*” means the Securities and Exchange Commission.

“*Dissemination Agent*” means any agent designated as such in writing by the Board and which has filed with the Board a written acceptance of such designation, and such agent’s successors and assigns.

“*EMMA*” means the MSRB through its Electronic Municipal Market Access system for municipal securities or through any other electronic format or system prescribed by the MSRB for purposes of the Rule.

“*Exchange Act*” means the Securities Exchange Act of 1934, as amended.

“*MSRB*” means the Municipal Securities Rulemaking Board.

“*Participating Underwriter*” means Piper Jaffray & Co.

“*Reportable Event*” means the occurrence of any of the Events with respect to the Series 2016 Bonds set forth in Exhibit II.

“*Reportable Events Disclosure*” means dissemination of a notice of an Event as set forth in Section 5.

“*Rule*” means Rule 15c2-12 adopted by the Commission under the Exchange Act, as the same may be amended from time to time.

“*State*” means the State of South Dakota.

“*Undertaking*” means the obligations of the Board pursuant to Sections 4 and 5.

(3) CUSIP NUMBER/FINAL OFFICIAL STATEMENT. The CUSIP Numbers of the Series 2016 Bonds are as set forth in Exhibit III. The Final Official Statement relating to the Series 2016 Bonds is dated December __, 2016 (the “*Final Official Statement*”). The Board will include the CUSIP Numbers in all disclosure described in Section 4 and 5 of this Agreement.

(4) ANNUAL FINANCIAL INFORMATION DISCLOSURE. Subject to Section 9 of this Agreement, the Board hereby covenants that it will disseminate its Annual Financial Information and its Audited Financial Statements, if any (in the form and by the dates set forth in Exhibit I), to EMMA. The Board is required to deliver such information in such manner and by such time so that the MSRB receives the information by the dates specified.

If any part of the Annual Financial Information can no longer be generated because the operations to which it is related have been materially changed or discontinued, the Board will disseminate a statement to such effect as part of its Annual Financial Information for the year in which such event first occurs.

If any amendment or waiver is made to this Agreement, the Annual Financial Information for the year in which such amendment is made (or in any notice or supplement provided to EMMA) shall contain a narrative description of the reasons for such amendment or waiver and its impact on the type of information being provided.

(5) REPORTABLE EVENTS DISCLOSURE. Subject to Section 9 of this Agreement, the Board hereby covenants that it will disseminate in a timely manner (not in excess of ten business days following the occurrence of the Reportable Event) Reportable Events Disclosure to EMMA. Notwithstanding the foregoing, notice of optional or unscheduled redemption of any Series 2016 Bonds or defeasance of any Series 2016 Bonds need not be given under this Agreement any earlier than the notice (if any) of such redemption or defeasance is given to the Bondholders pursuant to the Bond Resolution.

(6) EMMA. All documents submitted to the MSRB through EMMA pursuant to this Agreement shall be in electronic format and accompanied by identifying information as prescribed by the MSRB, in accordance with the Rule. All documents submitted to the MSRB through EMMA must be word-searchable PDFs, configured to permit documents to be saved, viewed, printed and electronically retransmitted.

(7) CONSEQUENCES OF FAILURE OF THE BOARD TO PROVIDE INFORMATION. The Board shall give notice in a timely manner to EMMA of any failure to provide Annual Financial Information Disclosure when the same is due hereunder.

In the event of a failure of the Board to comply with any provision of this Agreement, the beneficial owner of any Series 2016 Bond may seek mandamus or specific performance by court order to cause the Board to comply with its obligations under this Agreement. A default under this Agreement shall not be deemed a default under the Bond Resolution, and the sole remedy under this Agreement in the event of any failure of the Board to comply with this Agreement shall be an action to compel performance.

(8) AMENDMENTS; WAIVER. Notwithstanding any other provision of this Agreement, the Board by a duly enacted order or supplement or amendment to the Bond Resolution, may amend this Agreement, and any provision of this Agreement may be waived, if:

(a) (i) The amendment or waiver is made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature, or status of the Board, or type of business conducted; or

(ii) This Agreement, as amended, or the provision, as waived, would have complied with the requirements of the Rule at the time of the primary offering, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances; and

(b) The amendment or waiver does not materially impair the interests of the beneficial owners of the Series 2016 Bonds, as determined by a party unaffiliated with the Board at the time of the amendment.

(9) TERMINATION OF OBLIGATIONS. The obligations of the Board pursuant to this Agreement shall be terminated hereunder if the Board shall no longer have any legal liability for any obligation on or relating to repayment of the Series 2016 Bonds under the Bond Resolution. If this Section is applicable, the Board shall give notice in a timely manner to the MSRB.

(10) DISSEMINATION AGENT. The Board may, from time to time, appoint or engage a Dissemination Agent to assist it in carrying out its obligations under this Agreement, and may discharge any such Dissemination Agent, with or without appointing a successor Dissemination Agent.

(11) ADDITIONAL INFORMATION. Nothing in this Agreement shall be deemed to prevent the Board from disseminating any other information, using the means of dissemination set forth in this Agreement or any other means of communication, or including any other information in any Annual Financial Information Disclosure or notice of occurrence of a Reportable Event, in addition to that which is required by this Agreement. If the Board chooses to include any information from any document or notice of occurrence of a Reportable Event in addition to that which is specifically required by this Agreement, the Board shall have no obligation under this Agreement to update such information or include it in any future disclosure or notice of occurrence of a Reportable Event.

(12) BENEFICIARIES. This Agreement has been executed to assist the Participating Underwriter in complying with the Rule; however, this Agreement shall inure solely to the benefit of the Board, the Dissemination Agent, if any, and the beneficial owners of the Series 2016 Bonds, and shall create no rights in any other person or entity.

(13) RECORDKEEPING. The Board shall maintain records of all Annual Financial Information Disclosure and Reportable Events Disclosure, including the content of such disclosure, the names of the entities with whom such disclosure was filed and the date of filing such disclosure.

(14) ASSIGNMENT. The Board shall not transfer its obligations under the Bond Resolution unless the transferee agrees to assume all obligations of the Board under this Agreement or to execute a similar agreement obligating such transference to comply with the provisions of the Rule.

[SIGNATURE PAGE FOLLOWS]

[SIGNATURE PAGE TO CONTINUING DISCLOSURE AGREEMENT]

(15) GOVERNING LAW. This Agreement shall be governed by the laws of the State.

SOUTH DAKOTA BOARD OF REGENTS

By: _____
Executive Director, Board of Regents

Address: South Dakota Board of Regents
306 East Capitol Avenue
Suite 200
Pierre, South Dakota 57501

Dated: _____, 2016

Exhibit I
Annual Financial Information and Timing and Audited
Financial Statements

Annual Financial Information means the financial information and operating data as set forth below. All or a portion of the Annual Financial Information and Audited Financial Statements, if any, as set forth below may be included by reference to other documents, including other official statements (subject to the following sentence), which have been submitted to EMMA. The Board shall clearly identify each such item of information included by reference.

I. Annual Financial Information:

- a. Financial information and operating data (exclusive of Audited Financial Statements), including information of the type contained in the Final Official Statement in the table in the section captioned “Historical and Projected Cash Flows of the System” and in “Appendix E – Financial Statements of the Housing and Auxiliary Facilities System Revenue Bond Funds.” The financial statements of the type contained in Appendix E shall be unaudited and prepared in accordance with the accounting principles set forth in the accountants report included in Appendix E.
- b. Annual Financial Information exclusive of Audited Financial Statements will be provided to EMMA not more than 210 days after the last day of the Board’s fiscal year, which is currently June 30.
- c. Audited Financial Statements as described in Part II are not presently prepared by the Board. If the Board ever prepared Additional Financial Statements, they would be expected to be filed at the same time as the Annual Financial Information described in this Part I. If Audited Financial Statements, if prepared, are not-available when the Annual Financial Information is filed, Audited Financial Statements will be filed when available.

II. Audited Financial Statements:

- a. The Board may, but is not under any obligation to, prepare Audited Financial Statements. No assurance is or can be provided that the Board will ever prepare Audited Financial Statements.
- b. Audited Financial Statements, if and when prepared by the Board, will be provided within 30 days after availability to the Board.

If any change is made to the Annual Financial Information as permitted by Section 4 of the Agreement, the Board will disseminate a notice of such change as required by Section 4.

Exhibit II
Events with Respect to the Series 2016 Bonds for Which
Reportable Events Disclosure Is Required

1. Principal and interest payment delinquencies
2. Non-payment related defaults, if material
3. Unscheduled draws on debt service reserves reflecting financial difficulties
4. Unscheduled draws on credit enhancements reflecting financial difficulties
5. Substitution of credit or liquidity providers, or their failure to perform
6. Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed 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
7. Modifications to the rights of security holders, if material
8. Bond calls, if material, and tender offers
9. Defeasances
10. Release, substitution or sale of property securing repayment of the securities, if material
11. Rating changes
12. Bankruptcy, insolvency, receivership or similar event of the Board
13. 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
14. Appointment of a successor or additional trustee or the change of name of a trustee, if material

Exhibit III
CUSIP Numbers

Series 2016 Bonds

YEAR OF MATURITY (APRIL 1)	CUSIP NUMBER ()
2018	
2019	
2020	
2021	
2022	
2023	
2024	
2025	
2026	
2027	
2028	
2029	
2030	
2035	
2040	
2041	

APPENDIX E

**FINANCIAL STATEMENTS OF THE HOUSING AND AUXILIARY FACILITIES SYSTEM
REVENUE BOND FUNDS
FOR THE FISCAL YEARS ENDED JUNE 30, 2016 AND 2015
(UNAUDITED)**

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SCHEDULE I**EVIDENCE OF COMPLIANCE WITH PARITY TEST**

(a) (i) *Historic Test.* Actual Net Revenues of the System for FY15 and FY16 are \$31,690,259 and \$31,304,797, respectively, each of which is at least 120% of Annual Debt Service on all Outstanding Bonds, there being no outstanding additional obligations issued on a parity with the Bonds; and

(ii) *Projected Test.* Projected Net Revenues of the System for each of the three full Fiscal Years immediately succeeding April 1, 2017, which the Board currently anticipates will be the end of the capitalized interest period, are \$34,477,491 (FY 18), \$35,758,535 (FY 19) and \$36,605,786 (FY 20), each of which is at least 120% of Annual Debt Service on all Outstanding Bonds, plus the Series 2016 Bonds, there being no additional obligations. The Projected Net Revenues from the Series 2016 NSU Project and the Series 2016 SDSU Project are included in this calculation.

(b) The minimum amount to be accumulated in the Renewal and Replacement Reserve Account of NSU with respect to the Series 2016 NSU Project shall be an amount equal to the existing RRR Requirement for NSU and at least an additional five percent of the cost of construction of the Series 2016 NSU Project plus the cost of any furnishings and moveable equipment for the Series 2016 NSU Project which is financed with the proceeds of the Series 2016 Bonds.

(c) The minimum amount to be accumulated in the Renewal and Replacement Reserve Account of SDSU with respect to the Series 2016 SDSU Project shall be an amount equal to the existing RRR Requirement for SDSU and at least an additional five percent of the cost of construction of the Series 2016 SDSU Project plus the cost of any furnishings and moveable equipment for the Series 2016 SDSU Project which is financed with the proceeds of the Series 2016 Bonds.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – B

DATE: December 6-8, 2016

SUBJECT: Building Committee Report

On October 12, 2016, the building committee for the NSU Residence Hall project, represented by Regent Jewett, selected Journey Construction as the Construction Manager at Risk.

On November 4, 2016, the building committee for the SDSU Neighborhood Redevelopment Public-Private Contemporary Housing Project, represented by Regent Roberts, selected for interview the firms of South Dakota Housing Unlimited, 1881 Project, and American Campus Communities.

On November 17, 2016, the building committee for the Student Wellness Center Addition, represented by Regent Morgan, approved the Facility Design Plan for the project.

INFORMATIONAL ITEM

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – C

DATE: December 6-8, 2016

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.

INFORMATIONAL ITEM

South Dakota Board of Regents Capital Improvement Projects - December 2016

	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.
ACADEMIC FACILITIES									
5306	<u>Black Hills State University</u>								
	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	2016	Bastian
	Lyle Hare Stadium Renovation					Jun-16 Facility Stmt	Planning	2024	Johnson
	School of Business			Private		Dec-14 Facility Stmt	Planning		Sutton
	<u>Dakota State University</u>								
	Energy Efficiency and ADA Compliance	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded)	\$1,275,000	Jun-12 Exempt	Construction	2016	Exempt
	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	Planning		Schaefer
	<u>Northern State University</u>								
	Johnson Fine Arts Center	FY12 10 Yr Plan	HB1051-2012 SB19-2014	HEFF (Bonded) Private	\$5,000,000 <u>\$7,000,000</u> \$12,000,000	Aug-13 Design Plan	Final Inspection	2016	Jewett
	New Regional Science Education Center			HEFF/Private		Oct-16 Facility Stmt	A/E Selection		Morgan
	<u>South Dakota School of Mines and Technology</u>								
	Chemistry/Chemical Engineering Building Repair & Renovator	FY12 10 Yr Plan	HB1021-2015	HEFF M&R HEFF	\$519,000 <u>\$6,040,000</u> \$6,559,000	Apr-15 Design Plan	Construction		Sutton
	Mineral Industries Building			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 - December 2016

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 Planning	Livestock Disease Emergency FY18 Budget Request ADRDL Fees	\$1,575,000	Oct-16	Design	2020	Morgan
				\$65,473,637	Design Plan			
				<u>\$1,105,000</u>				
				\$68,153,637				
Harding Hall - Renovation & Addition		SB10 - 2016	HEFF M&R Tuition	\$3,300,000 <u>\$5,000,000</u> \$8,300,000	Oct-16 Program Plan (revised)	Design	2018	Morgan
McFadden Northern Plains BiostressLab HVAC Repairs			HEFF M&R	\$1,581,398	Apr-15 Exempt	Construction	2016	Schieffer
New Cow / Calf Research & Education Unit	FY12 10 Yr Plan	HB1016-2013 HB1051-2012	HEFF (Bonded) Local (Bonded) Local	\$900,000 \$2,000,000 <u>\$1,732,500</u> \$4,632,500	Jun-14 Design Plan	Completed (Pending Close Out Form)	2016	Morgan
New Headhouse New Greenhouse	FY12 10 Yr Plan	HB1051-2012	HEFF (Bonded) Private/Local	\$1,000,000 <u>\$3,414,000</u> \$4,414,000	Oct-14 Oct-14 Design Plan	Final Inspection Construction	2015 2016	Morgan
New Football Stadium		SB15-2014	Local (Bonded) Donations Local	\$36,000,000 \$27,000,000 <u>\$2,000,000</u> \$65,000,000	May-14 Design Plan	Completed (Pending Close Out Form)	2016	Morgan
Performing Arts Center-Theater & Music Education Addition	FY12 10 Yr Plan	HB1051-2012 HB1016-2016	HEFF Bonds (Committed) Private	\$13,000,000 <u>\$35,391,807</u> \$48,391,807	Oct-16 Design Plan	Design	2018	Morgan
Plant Science Research Support Facility		SB27-2015	Local Grant Private	\$2,400,000 \$1,100,000 <u>\$500,000</u> \$4,500,000	Mar-16 Design Plan	Construction	2017	Morgan
Precision Agricultural Classroom & Laboratory Building			Unknown		Aug-15 Facility Stmt	Planning		Morgan
South Dakota Art Museum Addition and Renovation			Private		Dec-15 Facility Stmt	A/E Selection		Morgan
Stanley Marshall Center - Additions & Renovations					May-16 Facility Stmt	Design		Roberts

5307

ATTACHMENT 1 3

South Dakota Board of Regents Capital Improvement Projects - December 2016

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.
<u>South Dakota State University (Con't)</u>								
Swine Education and Research Facility		SB 10-2013 HB1112-2014	Donations HEFF (Bonded) General Funds	\$3,863,000 \$1,000,000 <u>\$2,037,000</u> \$6,900,000	Dec-14 Design Plan	Completed (Pending Close Out Form)	2016	Morgan
Utility Tunnel (North), Steam/Condensate Infrastructure Repair & Modernization	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds HEFF M&R M&R	\$7,000,000 \$10,202,000 <u>\$232,000</u> \$17,434,000	Apr-14 Design Plan	Construction	2019	Jewett
Utility Repairs & Upgrades - Water, Sanitary Sewer, Storm Sew	FY12 10 Yr Plan	HB1051-2012	HEFF 2021 Bonds HEFF M&R	\$5,000,000 <u>\$5,043,000</u> \$10,043,000	Mar-16 Program Plan	Phased Project Design & Construction	2022	Jewett
Visual Arts Facility	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds Private	\$7,500,000 <u>\$4,900,000</u> \$12,400,000	Aug-13 Facility Stmt	Planning	2022	Jewett

University of South Dakota

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 <u>\$2,100,000</u> \$15,278,795	Dec-13 Design Plan	Construction	2017	Sutton
Sports Performance Enhancement Facility		SB 8-2013	Local (Bonded) Private Overhead Local	\$22,700,000 \$30,010,423 \$2,100,000 <u>\$3,700,000</u> \$58,510,423	Oct-16 Design Plan	Construction	2017	Schaefer

5308

South Dakota Board of Regents Capital Improvement Projects - December 2016

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.
REVENUE FACILITIES								
DSU	Trojan Center Student Union Renovation		GAF (Bonded) Local Private	\$5,000,000 \$835,229 <u>\$2,500,000</u> \$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 <u>\$420,357</u> \$7,884,723	Oct-16 Design Plan	Construction	2017	Schaefer
NSU	New Residence Hall		Rent Bonds Local	\$7,000,000 <u>\$350,000</u> \$7,350,000	Mar-16 Design Plan	Construction	2017	Jewett
NSU	New Residence Hall - Jerde Replacement		Private	\$20,000,000	Jun-16 Facility Stmt	Design	2018	Jewett
SDSMT	Surbeck Center Addition		Private		Apr-14 Facility Stmt	A/E Selection		Johnson
SDSU	Brown Hall - Renovation		Rents (Bonded) M&R 2011 Bond Bond Interest 2015 Bond	\$7,000,000 \$536,000 \$464,000 \$750,000 <u>\$1,000,000</u> \$9,750,000	Dec-14 Design Plan	Final Inspection	2016	Morgan
SDSU	SDSU Residence Hall - Public/Private Partnership					RFP		Roberts
SDSU	Student Wellness Center Addition		Bonded GAF	\$12,000,000 <u>\$3,057,696</u> \$15,057,696	Oct-16 Program 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 – D

DATE: December 6-8, 2016

SUBJECT: Internal Cash Controls Report

Board of Regents Executive Director, Mike Rush, requested the BOR internal auditor along with the BOR compliance officer and the 4 CAFR employees perform an internal control review on cash collection sites of all of our campuses and special schools. We did not use any materiality dollar amounts to determine locations to review. For the system, we interviewed university staff and reviewed cash collection procedures at 201 locations.

The internal auditor reviewed all working papers and compiled a list of cash collection sites, noted internal control weaknesses and any recommendations. This compilation has been provided to all Presidents and their finance staffs.

After the universities have had time to review the compilation and review and improve their cash internal control procedures, it is our intention to re-visit the universities and to re-evaluate the internal control procedures in place over cash collections at the various locations.

We would like to thank the universities' staff for their assistance provided to our audit group during this review.

INFORMATIONAL ITEM

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – E

DATE: December 6-8, 2016

SUBJECT: FY16 Auxiliary System Agreed Upon Procedures Report

An independent review of the Housing and Auxiliary Facilities System is required by the bond covenants. In order to accomplish this, the Board of Regents (BOR) has retained the Department of Legislative Audit (DLA) to provide an Agreed Upon Procedures review of the system. The BOR's compliance officer and internal auditor receive the financial statement information from the universities, review them, combine them and prepare the footnotes. Those statements and any working papers are then provided to DLA to perform certain tests that are outlined in the Agreed Upon Procedures document. The review by Legislative Audit includes the following

- Verifying that the coverage ratio has been calculated properly,
- Making sure that revenue generated by the auxiliary system stays in the system,
- Checking expenditures to make sure that they are proper, and
- Verifying that the proper amount of funds are being allocated to the Repair & Replacement Reserve (RRR).

For FY16, DLA found no instances of noncompliance with the covenants of the bond. Attachment I is a copy of this year's report. The table below shows the coverage ratios for the last five years for all of the campuses and the system. The covenants require a coverage rate of 120% or higher.

	FY16	FY15	FY14	FY13	FY12
BHSU	132%	161%	179%	157%	141%
DSU	189%	172%	154%	143%	154%
NSU	171%	172%	144%	164%	164%
SDSMT	154%	158%	152%	125%	125%
SDSU	139%	135%	123%	132%	132%
USD	160%	165%	158%	153%	153%
SYSTEM	148%	150%	141%	141%	147%

INFORMATIONAL ITEM

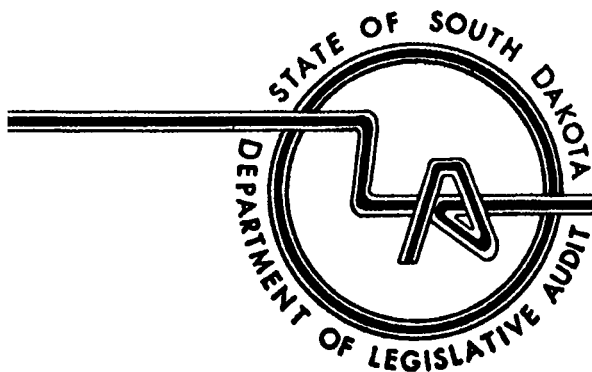
SOUTH DAKOTA BOARD OF REGENTS
FINANCIAL STATEMENTS OF THE HOUSING
AND AUXILIARY FACILITIES SYSTEM
INDEPENDENT ACCOUNTANT'S REPORT ON APPLYING
AGREED UPON PROCEDURES
Fiscal Year Ended June 30, 2016



State of South Dakota
Department of Legislative Audit
427 South Chapelle
% 500 East Capitol
Pierre, SD 57501-5070

BOARD OF REGENTS
HOUSING AND AUXILIARY FACILITIES SYSTEM
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MARTIN L. GUINDON, CPA
AUDITOR GENERAL

INDEPENDENT ACCOUNTANT'S REPORT ON APPLYING AGREED-UPON PROCEDURES

Dr. Michael G. Rush
Executive Director

and

South Dakota Board of Regents

We have performed the procedures enumerated below, which were agreed to by management of the South Dakota Board of Regents (Board), solely to assist the Board in evaluating its compliance with bond requirements in the Housing and Auxiliary Facilities System for the year ended June 30, 2016. The Board's management is responsible for the Housing and Auxiliary Facilities System financial statements and the underlying accounting records, and for complying with bond compliance requirements. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of the Board's management. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

Statement of Net Position and Statement of Revenues, Expenses and Changes in Net Position – Agreed-Upon Procedures

- a. *We obtained the Statement of Net Position and the Statement of Revenues, Expenses and Changes in Net Position for the year ended June 30, 2016, as prepared by management. We agreed the amounts on the statements to management's worksheets and agreed the amounts on management's worksheets to the accounts in the Board's general ledger and other supporting documentation.*

No exceptions were noted.

- b. *We traced information in the footnotes to the statements and other supporting documentation.*

We proposed minor changes which we discussed with management and which have been reflected in the attached footnotes.

- c. *We agreed the information in the supplementary schedules to the Board's general ledger and other supporting documentation.*

No exceptions were noted.

Compliance – Agreed-Upon Procedures

- d. *We determined that balances in the Repair and Replacement Reserve Fund and the Debt Service Reserve Fund were in compliance with bond covenants at June 30, 2016.*

We found no instances of noncompliance in the Repair and Replacement Reserve Fund. There were no Debt Service Reserve requirements on outstanding bonds.

- e. *We determined that the bond accounts were maintained separately from all other accounts on the accounting system in accordance with bond covenants.*

We found no instances of noncompliance.

- f. *We reviewed the Board of Regents meeting minutes for meetings occurring during the fiscal year ended June 30, 2016, and obtained representations from management that none of the facilities of the Auxiliary and Facilities System had been sold or otherwise disposed of contrary to bond covenants as of June 30, 2016.*

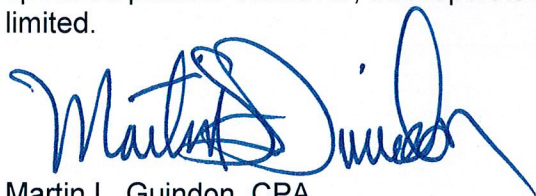
We found no instances of noncompliance.

- g. *We verified compliance with the rate covenant for each institution which requires the ratio of net revenues to annual debt service to exceed 120%.*

We found no instances of noncompliance.

We were not engaged to and did not conduct an examination of internal controls over the compliance with bond requirements or an audit of the Housing and Auxiliary Facilities System – Statement of Net Position and Statement of Revenues, Expenses and Changes in Net Position, the objective of which would be the expression of an opinion on the internal control over bond compliance requirements or the financial statements referred to above. Accordingly, we do not express any such opinions. Had we performed additional procedures, other matters might have come to our attention that would have been reported to the Board.

This report is intended solely for the information and use of management and members of the Board of Regents and is not intended to be and should not be used by anyone other than these specified parties. However, this report is a matter of public record and its distribution is not limited.



Martin L. Guindon, CPA
Auditor General

October 12, 2016

SOUTH DAKOTA BOARD OF REGENTS - COMBINED
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 7,576,592.32	\$ 2,793,531.50	\$ 22,479,278.55	\$ 32,849,402.37
Total Assets	<u>\$ 7,576,592.32</u>	<u>\$ 2,793,531.50</u>	<u>\$ 22,479,278.55</u>	<u>\$ 32,849,402.37</u>
<u>Net Position</u>				
Unrestricted	\$ 7,576,592.32	\$ -	\$ 7,925,260.97	\$ 15,501,853.29
Externally restricted (Note 3)	<u>-</u>	<u>2,793,531.50</u>	<u>14,554,017.58</u>	<u>17,347,549.08</u>
Total Net Position	<u>\$ 7,576,592.32</u>	<u>\$ 2,793,531.50</u>	<u>\$ 22,479,278.55</u>	<u>\$ 32,849,402.37</u>

The accompanying notes are an integral part of these financial statements.

SOUTH DAKOTA BOARD OF REGENTS - COMBINED
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities <u>Revenue Fund</u>	Bond & Interest Sinking Fund <u>Account</u>	Repair & Replacement <u>Reserve Account</u>	(Memorandum Only) <u>Total</u>
Revenues and other additions:				
Net revenues from bonded facilities (Note 1)	\$ 21,991,358.45	\$ -	\$ -	\$ 21,991,358.45
Investment income	119,203.69	93,961.34	293,854.77	507,019.80
Net general activity fee	6,680,008.99	-	-	6,680,008.99
Proceeds from bond issuance, net (Note 4)	-	25,856,509.20	-	25,856,509.20
Other Income	1,395,226.35	193,920.08	449,687.05	2,038,833.48
	<u>30,185,797.48</u>	<u>26,144,390.62</u>	<u>743,541.82</u>	<u>57,073,729.92</u>
Total revenues and other additions				
Expenses and other deductions:				
Bond principal payments	-	21,585,000.00	-	21,585,000.00
Bond interest expense	-	11,545,946.50	-	11,545,946.50
Bond capitalized interest expense	-	87,573.75	-	87,573.75
Bond issuance costs	-	295,663.14	-	295,663.14
Trustee fees and bank charges	-	4,775.00	-	4,775.00
General and administrative expenses	-	-	7,429,910.01	7,429,910.01
	<u>-</u>	<u>33,518,958.39</u>	<u>7,429,910.01</u>	<u>40,948,868.40</u>
Total expenses and other deductions				
Revenues and other additions over (under)				
Expenses and other deductions:	30,185,797.48	(7,374,567.77)	(6,686,368.19)	16,124,861.52
Transfers among funds - additions (deductions)				
Transfers for bond payments	(20,571,483.32)	20,571,483.32	-	-
Transfers for renewal and replacement	(8,281,560.79)	-	8,680,202.79	398,642.00
Other Transfers	(250,000.00)	(13,647,928.25)	1,134,067.37	(12,763,860.88)
	<u>(29,103,044.11)</u>	<u>6,923,555.07</u>	<u>9,814,270.16</u>	<u>(12,365,218.88)</u>
Total transfers among funds - additions (deductions)				
Net increase (decrease) in net position	1,082,753.37	(451,012.70)	3,127,901.97	3,759,642.64
Beginning net position	6,312,630.30	3,244,544.20	19,351,376.58	28,908,551.08
Prior Period Adjustment	181,208.65	-	-	181,208.65
	<u>7,576,592.32</u>	<u>3,244,544.20</u>	<u>19,351,376.58</u>	<u>30,172,412.63</u>
Ending net position	\$ 7,576,592.32	\$ 2,793,531.50	\$ 22,479,278.55	\$ 32,849,402.37

The accompanying notes are an integral part of these financial statements.

Note 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Housing and Auxiliary Facilities System (System) is reported in the financial statements of the South Dakota Board of Regents (BOR). The System includes the activity of the Housing and Auxiliary Facilities System Revenue Bonds Series 2005A (refunded), Series 2006, Series 2007, Series 2008A, Series 2008B, Series 2009, Series 2011, Series 2013A, Series 2014A, Series 2014B and Series 2015 for the year ended June 30, 2016.

The accompanying financial statements have been prepared on the cash basis of accounting and present the financial position and results of financial activity of the System in a format determined by the BOR. The financial statements are not prepared in accordance with generally accepted accounting principles and the notes to the financial statements are not intended to present all disclosures required by generally accepted accounting principles. The significant accounting policies followed are described below.

Revenues from bonded facilities are reported on the Statement of Revenues, Expenses and Changes in Net Position net of maintenance and operating costs. A breakdown of specific revenues and expenses may be found on the supplementary Schedule of Pledged Revenues.

A total column is presented in the statements. The total column includes interfund activity and is not comparable to a consolidated financial statement, but is presented only to facilitate financial analysis.

General Provisions

The Series 2005A (prior to refunding), Series 2006, Series 2007, Series 2008A, Series 2008B, Series 2009, Series 2011, Series 2013A, Series 2014A, Series 2014B and Series 2015 Bonds are limited obligations of the BOR issued by the State Board of Regents and the State of South Dakota, and are secured under the provisions of the Bond Resolution authorizing their issuance. The Bonds are payable and collectible from student housing fees, and the net revenues of the BOR's student housing system and certain auxiliary enterprise facilities and certain other sources as shown in the schedule of pledged revenues. These revenues have been pledged to meet the bond obligations. Neither the credit nor the taxing power of the State of South Dakota nor any state agency, instrumentality, or political subdivision thereof is pledged for the payment of the principal, premium, if any, or interest on the Bonds. The Bonds are not general obligations of the State of South Dakota or any agency, instrumentality, or political subdivision thereof. The South Dakota Board of Regents has no taxing power.

The Series 2005A Bonds were insured by Financial Guarantee Insurance Company prior to refunding. The Series 2009 Bonds are insured by Assured Guaranty Corp. for the timely payment of principal and interest. The Series 2006, Series 2007, Series 2008A, Series 2008B, Series 2011, Series 2013A, Series 2014A, Series 2014B, and Series 2015 Bonds are not insured.

Fund Accounting

The assets, liabilities, and net position of the System are reported in three fund groups as follows:

- The Housing and Auxiliary Facilities Revenue Fund is the fund established to collect and record the gross revenue of the auxiliary institutional system. The moneys in the fund shall be applied to pay 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 expenses incidental to the operation of the institutional system, but shall exclude depreciation.
- The Bond and Interest Sinking Fund Account is the fund established to maintain an amount sufficient to equal the interest then due on the bonds issued and one-half of the principal due on the bonds within the next 12 months. Transfers to this fund are due semi-annually on March 25 and September 25.
- The Repair and Replacement Reserve Account is a fund established to maintain an amount equal to the Repair and Replacement Reserve Requirement of each Bond issue. All moneys and investments so held in this account 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 facilities constituting the related Institutional System.

Other Significant Accounting Policies

Other significant accounting policies are set forth in the financial statements and notes thereto.

Note 2: OUTSTANDING DEBT

The bond principal outstanding at June 30, 2016, was \$5,550,000 for Series 2006; \$6,265,000 for Series 2007; \$3,280,000 for Series 2008A; \$3,795,000 for Series 2008B; \$75,475,000 for Series 2009; \$58,220,000 for Series 2011; \$10,120,000 for Series 2013A; \$35,635,000 for Series 2014A; \$12,185,000 for Series 2014B, and \$22,115,000 for Series 2015.

Note 3: RESERVE BALANCE

Bond indentures for the Housing and Auxiliary Facilities System require the establishment of a Repair and Replacement Reserve consisting of 10% of the amount transferred to the Bond and Interest Sinking Fund Account for the 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. Transfers to the Repair and Replacement Reserve in accordance with the bond indenture requirements are considered Externally Restricted. Balances in Repair and Replacement Reserve Accounts in excess of the transfer requirement are Unrestricted.

Note 4: BOND PROCEEDS

The 2015 bonds represent a par balance of \$22,525,000 and \$3,331,509.20 for bond premium.

Note 5: FY16 INTEREST ON DEBT SCHEDULES

The debt schedule interest amounts for FY16 do not include interest that was paid using the Series 2015 bond proceeds as part of refinancing the Series 2005A bonds for SDSU and USD. The interest paid using proceeds from the bond issue totaled \$162,844.06. Individual campus totals were \$132,578.75 for USD and \$30,265.31 for SDSU.

SUPPLEMENTARY SCHEDULES

The accompanying supplementary schedules are presented for additional analysis and are not required as part of the financial statements of the Housing and Auxiliary Facilities System of the South Dakota Board of Regents

SOUTH DAKOTA BOARD OF REGENTS - COMBINED
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015
Unaudited

	2016			2015		
	<u>Gross Revenues</u>	<u>Maintenance and Operating Costs</u>	<u>Net Revenues Pledged</u>	<u>Gross Revenues</u>	<u>Maintenance and Operating Costs</u>	<u>Net Revenues Pledged</u>
Bookstore	\$ 5,075,225.40	\$ 4,840,314.31	\$ 234,911.09	\$ 5,395,459.71	\$ 5,075,085.39	\$ 320,374.32
Student Center (Non-GAF)	1,750,217.98	1,407,944.19	342,273.79	1,595,148.83	1,399,008.30	196,140.53
Food Service	26,907,830.64	25,011,441.07	1,896,389.57	26,242,137.74	23,768,377.64	2,473,760.10
Residential Living	35,169,824.08	16,019,013.31	19,150,810.77	35,170,955.28	16,415,140.75	18,755,814.53
Conference Services	99,000.57	35,297.30	63,703.27	121,720.70	40,360.57	81,360.13
Other Facility Revenue	2,627,941.68	2,324,671.72	303,269.96	2,565,396.67	1,916,245.94	649,150.73
Revenues from facilities	71,630,040.35	49,638,681.90	21,991,358.45	71,090,818.93	48,614,218.59	22,476,600.34
General Activity Fee	9,850,188.76	3,170,179.77	6,680,008.99	9,408,228.13	2,903,971.41	6,504,256.72
Interest from Investments	507,019.80	-	507,019.80	341,018.19	-	341,018.19
Other Revenue	2,038,833.48	-	2,038,833.48	2,213,049.37	-	2,213,049.37
Capitalized Interest Applied to Debt Service	87,573.75	-	87,573.75	155,337.50	-	155,337.50
Total	<u>\$ 84,113,656.14</u>	<u>\$ 52,808,861.67</u>	31,304,794.47	<u>\$ 83,208,452.12</u>	<u>\$ 51,518,190.00</u>	31,690,262.12
Annual Debt Service			<u>21,110,676.43</u>			<u>21,103,033.14</u>
Coverage Ratio			1.48			1.50

SOUTH DAKOTA BOARD OF REGENTS - COMBINED
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 9,575,000.00	\$ 11,528,033.14	\$ 21,103,033.14
2016	9,640,000.00	11,470,676.43	21,110,676.43
2017	10,315,000.00	11,584,741.04	21,899,741.04
2018	10,860,000.00	11,159,373.02	22,019,373.02
2019	11,280,000.00	10,680,846.26	21,960,846.26
2020	11,750,000.00	10,163,890.50	21,913,890.50
2021	12,240,000.00	9,590,558.50	21,830,558.50
2022	12,825,000.00	8,999,666.50	21,824,666.50
2023	13,380,000.00	8,353,688.52	21,733,688.52
2024	13,670,000.00	7,684,032.02	21,354,032.02
2025	14,290,000.00	6,995,787.28	21,285,787.28
2026	11,950,000.00	6,308,344.28	18,258,344.28
2027	11,550,000.00	5,735,511.28	17,285,511.28
2028	12,070,000.00	5,151,417.52	17,221,417.52
2029	10,755,000.00	4,541,008.52	15,296,008.52
2030	10,235,000.00	3,992,531.28	14,227,531.28
2031	9,580,000.00	3,450,512.54	13,030,512.54
2032	10,015,000.00	2,924,181.26	12,939,181.26
2033	10,440,000.00	2,395,606.26	12,835,606.26
2034	10,360,000.00	1,844,719.26	12,204,719.26
2035	7,030,000.00	1,290,869.26	8,320,869.26
2036	7,345,000.00	949,212.52	8,294,212.52
2037	3,170,000.00	592,250.00	3,762,250.00
2038	3,315,000.00	415,437.50	3,730,437.50
2039	3,460,000.00	230,600.00	3,690,600.00
2040	755,000.00	37,750.00	792,750.00
	<u>\$ 251,855,000.00</u>	<u>\$ 148,071,244.69</u>	<u>\$ 399,926,244.69</u>

SOUTH DAKOTA BOARD OF REGENTS - BLACK HILLS STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 3,672.11	\$ 373,664.56	\$ 1,341,867.60	\$ 1,719,204.27
Total Assets	<u>\$ 3,672.11</u>	<u>\$ 373,664.56</u>	<u>\$ 1,341,867.60</u>	<u>\$ 1,719,204.27</u>
<u>Net Position</u>				
Unrestricted	\$ 3,672.11	\$ -	\$ -	\$ 3,672.11
Externally restricted	<u>-</u>	<u>373,664.56</u>	<u>1,341,867.60</u>	<u>1,715,532.16</u>
Total Net Position	<u>\$ 3,672.11</u>	<u>\$ 373,664.56</u>	<u>\$ 1,341,867.60</u>	<u>\$ 1,719,204.27</u>

SOUTH DAKOTA BOARD OF REGENTS - BLACK HILLS STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities <u>Revenue Fund</u>	Bond & Interest Sinking Fund <u>Account</u>	Repair & Replacement <u>Reserve Account</u>	(Memorandum Only) <u>Total</u>
Revenues and other additions:				
Net revenues from bonded facilities	\$ 1,678,659.89	\$ -	\$ -	\$ 1,678,659.89
Investment income	2,037.15	42,554.70	18,652.52	63,244.37
Net general activity fee	460,765.74	-	-	460,765.74
Other income	95,483.79	-	-	95,483.79
	<hr/>	<hr/>	<hr/>	<hr/>
Total revenues and other additions	2,236,946.57	42,554.70	18,652.52	2,298,153.79
	<hr/>	<hr/>	<hr/>	<hr/>
Expenses and other deductions:				
Bond principal payments	-	940,000.00	-	940,000.00
Bond interest expense	-	799,066.00	-	799,066.00
Trustee fees and bank charges	-	908.34	-	908.34
General and administrative expenses	-	-	1,326,658.46	1,326,658.46
	<hr/>	<hr/>	<hr/>	<hr/>
Total expenses and other deductions	-	1,739,974.34	1,326,658.46	3,066,632.80
	<hr/>	<hr/>	<hr/>	<hr/>
Revenues and other additions over (under) expenses and other deductions	2,236,946.57	(1,697,419.64)	(1,308,005.94)	(768,479.01)
Transfers among funds - additions (deductions)				
Transfers for bond payments	(1,672,400.00)	1,672,400.00	-	-
Transfers for renewal and replacement	(786,000.00)	-	786,000.00	-
Transfers for Other	(250,000.00)	-	(932.63)	(250,932.63)
	<hr/>	<hr/>	<hr/>	<hr/>
Total transfers among funds - additions (deductions)	(2,708,400.00)	1,672,400.00	785,067.37	(250,932.63)
	<hr/>	<hr/>	<hr/>	<hr/>
Net increase (decrease) in net position	(471,453.43)	(25,019.64)	(522,938.57)	(1,019,411.64)
Beginning net position	440,679.21	398,684.20	1,864,806.17	2,704,169.58
Prior Period Adjustment	34,446.33	-	-	34,446.33
	<hr/>	<hr/>	<hr/>	<hr/>
Ending net position	\$ 3,672.11	\$ 373,664.56	\$ 1,341,867.60	\$ 1,719,204.27
	<hr/>	<hr/>	<hr/>	<hr/>

SOUTH DAKOTA BOARD OF REGENTS - BLACK HILLS STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015
Unaudited

	2016			2015		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 1,978,594.48	\$ 2,006,292.87	\$ (27,698.39)	\$ 2,044,323.46	\$ 1,915,706.94	\$ 128,616.52
Student Center (Non-GAF)	5,292.17	(2,443.67)	7,735.84	5,436.22	(3,684.13)	9,120.35
Food Service	1,806,014.99	1,538,984.16	267,030.83	1,676,149.95	1,328,792.31	347,357.64
Residential Living	2,445,399.77	1,152,447.88	1,292,951.89	2,549,192.56	1,284,814.67	1,264,377.89
Conference Services	12,547.67	19,057.39	(6,509.72)	35,725.58	39,836.83	(4,111.25)
Other Facility Revenue	166,406.89	21,257.45	145,149.44	161,911.36	42,263.36	119,648.00
Revenues from facilities	6,414,255.97	4,735,596.08	1,678,659.89	6,472,739.13	4,607,729.98	1,865,009.15
General Activity Fee	948,526.95	487,761.21	460,765.74	1,008,264.00	591,226.93	417,037.07
Interest from Investments	63,244.37	-	63,244.37	28,977.14	-	28,977.14
Other Revenue	95,483.79	-	95,483.79	494,783.74	-	494,783.74
Total	<u>\$ 7,521,511.08</u>	<u>\$ 5,223,357.29</u>	2,298,153.79	<u>\$ 8,004,764.01</u>	<u>\$ 5,198,956.91</u>	2,805,807.10
Annual Debt Service			1,739,066.00			1,738,572.50
Coverage Ratio			1.32			1.61

SOUTH DAKOTA BOARD OF REGENTS - BLACK HILLS STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 945,000.00	\$ 793,572.50	\$ 1,738,572.50
2016	940,000.00	799,066.00	1,739,066.00
2017	980,000.00	762,841.00	1,742,841.00
2018	1,025,000.00	723,834.00	1,748,834.00
2019	1,055,000.00	683,049.00	1,738,049.00
2020	1,100,000.00	641,082.00	1,741,082.00
2021	1,145,000.00	591,137.00	1,736,137.00
2022	1,210,000.00	539,013.00	1,749,013.00
2023	1,255,000.00	484,014.00	1,739,014.00
2024	995,000.00	426,836.00	1,421,836.00
2025	1,035,000.00	383,033.00	1,418,033.00
2026	1,080,000.00	337,355.00	1,417,355.00
2027	835,000.00	289,651.00	1,124,651.00
2028	870,000.00	256,402.00	1,126,402.00
2029	905,000.00	221,880.00	1,126,880.00
2030	345,000.00	195,875.00	540,875.00
2031	360,000.00	180,350.00	540,350.00
2032	375,000.00	164,150.00	539,150.00
2033	390,000.00	147,275.00	537,275.00
2034	410,000.00	129,725.00	539,725.00
2035	430,000.00	110,762.50	540,762.50
2036	450,000.00	90,875.00	540,875.00
2037	470,000.00	70,062.50	540,062.50
2038	490,000.00	47,737.50	537,737.50
2039	515,000.00	24,462.50	539,462.50
	<u>\$ 19,610,000.00</u>	<u>\$ 9,094,040.50</u>	<u>\$ 28,704,040.50</u>

SOUTH DAKOTA BOARD OF REGENTS - DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 273,750.00	\$ 241,789.20	\$ 1,555,461.22	\$ 2,071,000.42
Total Assets	<u>\$ 273,750.00</u>	<u>\$ 241,789.20</u>	<u>\$ 1,555,461.22</u>	<u>\$ 2,071,000.42</u>
<u>Net Position</u>				
Unrestricted	\$ 273,750.00	\$ -	\$ 692,950.22	\$ 966,700.22
Externally restricted	<u>-</u>	<u>241,789.20</u>	<u>\$862,511.00</u>	<u>1,104,300.20</u>
Total Net Position	<u>\$ 273,750.00</u>	<u>\$ 241,789.20</u>	<u>\$ 1,555,461.22</u>	<u>\$ 2,071,000.42</u>

SOUTH DAKOTA BOARD OF REGENTS - DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
Revenues and other additions:				
Net revenues from bonded facilities	\$ 861,652.37	\$ -	\$ -	\$ 861,652.37
Investment income	2,687.95	3,631.60	\$12,935.32	19,254.87
Net general activity fee	248,593.75	-	-	248,593.75
Proceeds from bond issuance, net	-	12,549,526.67	-	12,549,526.67
Other income	-	-	130,000.00	130,000.00
Total revenues and other additions	1,112,934.07	12,553,158.27	142,935.32	13,809,027.66
Expenses and other deductions:				
Bond principal payments	-	350,000.00	-	350,000.00
Bond interest expense	-	275,928.50	-	275,928.50
Bond capitalized interest expense	-	87,573.75	-	87,573.75
Bond issuance costs	-	143,158.42	-	143,158.42
Trustee fees and bank charges	-	100.00	-	100.00
General and administrative expenses	-	-	206,943.16	206,943.16
Total expenses and other deductions	-	856,760.67	206,943.16	1,063,703.83
Revenues and other additions over (under) expenses and other deductions	1,112,934.07	11,696,397.60	(64,007.84)	12,745,323.83
Transfers among funds - additions (deductions)				
Transfers for bond payments	(626,028.50)	626,028.50	-	-
Transfers for renewal and replacement	(490,000.00)	-	490,000.00	-
Transfers for Other	-	(12,318,794.50)	-	(12,318,794.50)
Total transfers among funds - additions (deductions)	(1,116,028.50)	(11,692,766.00)	490,000.00	(12,318,794.50)
Net increase (decrease) in net position	(3,094.43)	3,631.60	425,992.16	426,529.33
Beginning net position	276,844.43	238,157.60	1,129,469.06	1,644,471.09
Ending net position	\$ 273,750.00	\$ 241,789.20	\$ 1,555,461.22	\$ 2,071,000.42

SOUTH DAKOTA BOARD OF REGENTS - DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015
Unaudited

	2016			2015		
	<u>Gross Revenues</u>	<u>Maintenance and Operating Costs</u>	<u>Net Revenues Pledged</u>	<u>Gross Revenues</u>	<u>Maintenance and Operating Costs</u>	<u>Net Revenues Pledged</u>
Student Center (Non-GAF)	\$ 1,062.00	\$ 2,212.32	\$ (1,150.32)	\$ 12,342.00	\$ 2,346.54	\$ 9,995.46
Food Service	1,825,857.95	1,915,161.43	(89,303.48)	1,667,312.22	1,609,440.85	57,871.37
Residential Living	1,746,215.39	794,109.22	952,106.17	1,633,898.74	817,444.19	816,454.55
Revenues from facilities	3,573,135.34	2,711,482.97	861,652.37	3,313,552.96	2,429,231.58	884,321.38
General Activity Fee	451,964.87	203,371.12	248,593.75	282,907.59	205,769.03	77,138.56
Interest from Investments	19,254.87	-	19,254.87	20,640.55	-	20,640.55
Other Revenue	130,000.00	-	130,000.00	-	-	-
Capitalized Interest Applied to Debt Service	87,573.75	-	87,573.75	-	-	-
Total	<u>\$ 4,261,928.83</u>	<u>\$ 2,914,854.09</u>	1,347,074.74	<u>\$ 3,617,101.10</u>	<u>\$ 2,635,000.61</u>	982,100.49
Annual Debt Service			<u>713,502.25</u>			<u>570,949.08</u>
Coverage Ratio			1.89			1.72

SOUTH DAKOTA BOARD OF REGENTS - DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 375,000.00	\$ 195,949.08	\$ 570,949.08
2016	350,000.00	363,502.25	713,502.25
2017	470,000.00	736,831.00	1,206,831.00
2018	650,000.00	719,266.00	1,369,266.00
2019	675,000.00	693,566.00	1,368,566.00
2020	700,000.00	664,128.00	1,364,128.00
2021	735,000.00	632,096.00	1,367,096.00
2022	775,000.00	598,426.00	1,373,426.00
2023	805,000.00	562,868.00	1,367,868.00
2024	845,000.00	525,825.00	1,370,825.00
2025	890,000.00	487,047.00	1,377,047.00
2026	725,000.00	446,187.00	1,171,187.00
2027	755,000.00	413,689.00	1,168,689.00
2028	790,000.00	379,803.00	1,169,803.00
2029	475,000.00	344,335.00	819,335.00
2030	465,000.00	325,850.00	790,850.00
2031	490,000.00	307,250.00	797,250.00
2032	515,000.00	282,750.00	797,750.00
2033	540,000.00	257,000.00	797,000.00
2034	565,000.00	230,000.00	795,000.00
2035	590,000.00	201,750.00	791,750.00
2036	625,000.00	172,250.00	797,250.00
2037	655,000.00	141,000.00	796,000.00
2038	690,000.00	108,250.00	798,250.00
2039	720,000.00	73,750.00	793,750.00
2040	755,000.00	37,750.00	792,750.00
	<u>\$ 16,625,000.00</u>	<u>\$ 9,901,118.33</u>	<u>\$ 26,526,118.33</u>

SOUTH DAKOTA BOARD OF REGENTS - NORTHERN STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 1,181,944.91	\$ 445,701.29	\$ 2,132,108.60	\$ 3,759,754.80
Total Assets	<u>\$ 1,181,944.91</u>	<u>\$ 445,701.29</u>	<u>\$ 2,132,108.60</u>	<u>\$ 3,759,754.80</u>
<u>Net Position</u>				
Unrestricted	\$ 1,181,944.91	\$ -	\$ 1,100,800.60	\$ 2,282,745.51
Externally restricted	<u>-</u>	<u>445,701.29</u>	<u>1,031,308.00</u>	<u>1,477,009.29</u>
Total Net Position	<u>\$ 1,181,944.91</u>	<u>\$ 445,701.29</u>	<u>\$ 2,132,108.60</u>	<u>\$ 3,759,754.80</u>

SOUTH DAKOTA BOARD OF REGENTS - NORTHERN STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
Revenues and other additions:				
Net revenues from bonded facilities	\$ 1,088,472.00	\$ -	\$ -	\$ 1,088,472.00
Investment income	-	-	52,321.52	52,321.52
Net general activity fee	465,000.00	-	-	465,000.00
Other income	-	22,504.35	-	22,504.35
Total revenues and other additions	<u>1,553,472.00</u>	<u>22,504.35</u>	<u>52,321.52</u>	<u>1,628,297.87</u>
Expenses and other deductions:				
Bond principal payments	-	435,000.00	-	435,000.00
Bond interest expense	-	516,466.26	-	516,466.26
Trustee fees and bank charges	-	271.00	-	271.00
General and administrative expenses	-	-	472,208.81	472,208.81
Total expenses and other deductions	<u>-</u>	<u>951,737.26</u>	<u>472,208.81</u>	<u>1,423,946.07</u>
Revenues and other additions over (under) expenses and other deductions	1,553,472.00	(929,232.91)	(419,887.29)	204,351.80
Transfers among funds - additions (deductions)				
Transfers for bond payments	(952,829.27)	952,829.27	-	-
Transfers for renewal and replacement	<u>(401,525.00)</u>	<u>-</u>	<u>401,525.00</u>	<u>-</u>
Total transfers among funds - additions (deductions)	<u>(1,354,354.27)</u>	<u>952,829.27</u>	<u>401,525.00</u>	<u>-</u>
Net increase (decrease) in net position	199,117.73	23,596.36	(18,362.29)	204,351.80
Beginning net position	<u>982,827.18</u>	<u>422,104.93</u>	<u>2,150,470.89</u>	<u>3,555,403.00</u>
Ending net position	<u>\$ 1,181,944.91</u>	<u>\$ 445,701.29</u>	<u>\$ 2,132,108.60</u>	<u>\$ 3,759,754.80</u>

SOUTH DAKOTA BOARD OF REGENTS - NORTHERN STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015
Unaudited

	2016			2015		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 1,168,581.13	\$ 1,125,388.37	\$ 43,192.76	\$ 1,305,755.83	\$ 1,307,869.40	\$ (2,113.57)
Student Center (Non-GAF)	1,690.82	44,944.43	(43,253.61)	2,178.01	112,780.70	(110,602.69)
Food Service	2,040,004.93	1,805,043.47	234,961.46	2,178,390.08	1,900,863.14	277,526.94
Residential Living	2,111,229.19	1,257,657.80	853,571.39	2,266,114.38	1,316,049.01	950,065.37
Revenues from facilities	5,321,506.07	4,233,034.07	1,088,472.00	5,752,438.30	4,637,562.25	1,114,876.05
General Activity Fee	715,000.00	250,000.00	465,000.00	682,316.39	217,316.39	465,000.00
Interest from Investments	52,321.52	-	52,321.52	43,581.06	-	43,581.06
Other Revenue	22,504.35	-	22,504.35	23,040.28	-	23,040.28
Total	<u>\$ 6,111,331.94</u>	<u>\$ 4,483,034.07</u>	1,628,297.87	<u>\$ 6,501,376.03</u>	<u>\$ 4,854,878.64</u>	1,646,497.39
Annual Debt Service			951,466.26			954,524.18
Coverage Ratio			1.71			1.72

SOUTH DAKOTA BOARD OF REGENTS - NORTHERN STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 500,000.00	\$ 454,524.18	\$ 954,524.18
2016	435,000.00	516,466.26	951,466.26
2017	445,000.00	501,966.26	946,966.26
2018	465,000.00	482,697.52	947,697.52
2019	495,000.00	461,588.76	956,588.76
2020	510,000.00	439,061.26	949,061.26
2021	530,000.00	413,706.26	943,706.26
2022	565,000.00	389,176.26	954,176.26
2023	590,000.00	360,875.02	950,875.02
2024	615,000.00	331,255.02	946,255.02
2025	640,000.00	300,295.02	940,295.02
2026	680,000.00	271,263.76	951,263.76
2027	705,000.00	240,013.76	945,013.76
2028	745,000.00	204,392.50	949,392.50
2029	690,000.00	166,737.50	856,737.50
2030	370,000.00	131,450.00	501,450.00
2031	385,000.00	112,106.26	497,106.26
2032	405,000.00	92,012.50	497,012.50
2033	425,000.00	73,200.00	498,200.00
2034	435,000.00	53,437.50	488,437.50
2035	365,000.00	32,812.50	397,812.50
2036	385,000.00	16,843.76	401,843.76
	<u>\$ 11,380,000.00</u>	<u>\$ 6,045,881.86</u>	<u>\$ 17,425,881.86</u>

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 236,829.07	\$ 1,732,376.45	\$ 5,390,738.19	\$ 7,359,943.71
Total Assets	<u>\$ 236,829.07</u>	<u>\$ 1,732,376.45</u>	<u>\$ 5,390,738.19</u>	<u>\$ 7,359,943.71</u>
<u>Net Position</u>				
Unrestricted	\$ 236,829.07	\$ -	\$ 3,840,806.19	\$ 4,077,635.26
Externally restricted	<u>-</u>	<u>1,732,376.45</u>	<u>1,549,932.00</u>	<u>3,282,308.45</u>
Total Net Position	<u>\$ 236,829.07</u>	<u>\$ 1,732,376.45</u>	<u>\$ 5,390,738.19</u>	<u>\$ 7,359,943.71</u>

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities <u>Revenue Fund</u>	Bond & Interest Sinking Fund <u>Account</u>	Repair & Replacement <u>Reserve Account</u>	(Memorandum Only) <u>Total</u>
Revenues and other additions:				
Net revenues from bonded facilities	\$ 1,222,600.77	\$ -	\$ -	\$ 1,222,600.77
Investment income	18,471.02	29,865.58	70,684.59	119,021.19
Net general activity fee	1,646,437.59	-	-	1,646,437.59
Other income	-	171,415.73	189,687.05	361,102.78
Total revenues and other additions	<u>2,887,509.38</u>	<u>201,281.31</u>	<u>260,371.64</u>	<u>3,349,162.33</u>
Expenses and other deductions:				
Bond principal payments	-	910,000.00	-	910,000.00
Bond interest expense	-	1,271,748.78	-	1,271,748.78
Trustee fees and bank charges	-	1,406.32	-	1,406.32
General and administrative expenses	-	-	340,960.10	340,960.10
Total expenses and other deductions	<u>-</u>	<u>2,183,155.10</u>	<u>340,960.10</u>	<u>2,524,115.20</u>
Revenues and other additions over (under) expenses and other deductions	2,887,509.38	(1,981,873.79)	(80,588.46)	825,047.13
Transfers among funds - additions (deductions)				
Transfers for bond payments	(1,532,500.00)	1,532,500.00	-	-
Transfers for renewal and replacement	<u>(1,290,730.76)</u>	<u>-</u>	<u>1,290,730.76</u>	<u>-</u>
Total transfers among funds - additions (deductions)	<u>(2,823,230.76)</u>	<u>1,532,500.00</u>	<u>1,290,730.76</u>	<u>-</u>
Net increase (decrease) in net position	64,278.62	(449,373.79)	1,210,142.30	825,047.13
Beginning net position	25,788.13	2,181,750.24	4,180,595.89	6,388,134.26
Prior Period Adjustment	<u>146,762.32</u>	<u>-</u>	<u>-</u>	<u>146,762.32</u>
Ending net position	<u>\$ 236,829.07</u>	<u>\$ 1,732,376.45</u>	<u>\$ 5,390,738.19</u>	<u>\$ 7,359,943.71</u>

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015
Unaudited

	2016			2015		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 1,928,049.79	\$ 1,708,633.07	\$ 219,416.72	\$ 2,045,380.42	\$ 1,851,509.05	\$ 193,871.37
Student Center (Non-GAF)	10,330.98	32,325.82	(21,994.84)	11,311.39	82,947.60	(71,636.21)
Food Service	2,538,615.69	2,502,800.18	35,815.51	2,461,957.34	2,473,661.04	(11,703.70)
Residential Living	2,359,447.80	1,075,297.41	1,284,150.39	2,405,421.06	975,041.98	1,430,379.08
Conference Services	86,452.90	16,239.91	70,212.99	85,995.12	523.74	85,471.38
Other Facility Revenue	-	365,000.00	(365,000.00)	-	365,000.00	(365,000.00)
Revenues from facilities	6,922,897.16	5,700,296.39	1,222,600.77	7,010,065.33	5,748,683.41	1,261,381.92
General Activity Fee	2,099,992.83	453,555.24	1,646,437.59	1,835,781.63	219,735.79	1,616,045.84
Interest from Investments	119,021.19	-	119,021.19	50,294.20	-	50,294.20
Other Revenue	361,102.78	-	361,102.78	369,842.33	-	369,842.33
Capitalized Interest Applied to Debt Service	-	-	-	155,337.50	-	155,337.50
Total	<u>\$ 9,503,013.96</u>	<u>\$ 6,153,851.63</u>	3,349,162.33	<u>\$ 9,421,320.99</u>	<u>\$ 5,968,419.20</u>	3,452,901.79
Annual Debt Service			<u>2,181,748.78</u>			<u>2,183,625.86</u>
Coverage Ratio			1.54			1.58

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 1,015,000.00	\$ 1,168,625.86	\$ 2,183,625.86
2016	910,000.00	1,271,748.78	2,181,748.78
2017	940,000.00	1,234,881.28	2,174,881.28
2018	980,000.00	1,193,190.00	2,173,190.00
2019	1,020,000.00	1,148,812.50	2,168,812.50
2020	1,055,000.00	1,102,170.00	2,157,170.00
2021	1,100,000.00	1,049,447.50	2,149,447.50
2022	1,150,000.00	993,482.50	2,143,482.50
2023	1,200,000.00	934,468.76	2,134,468.76
2024	1,255,000.00	872,428.76	2,127,428.76
2025	1,315,000.00	806,977.52	2,121,977.52
2026	1,370,000.00	737,815.02	2,107,815.02
2027	1,430,000.00	665,820.02	2,095,820.02
2028	1,500,000.00	592,645.00	2,092,645.00
2029	1,235,000.00	515,962.50	1,750,962.50
2030	1,285,000.00	449,562.52	1,734,562.52
2031	1,340,000.00	380,487.52	1,720,487.52
2032	1,400,000.00	308,512.50	1,708,512.50
2033	1,465,000.00	232,575.00	1,697,575.00
2034	1,015,000.00	153,150.00	1,168,150.00
2035	370,000.00	95,481.26	465,481.26
2036	385,000.00	78,368.76	463,368.76
2037	405,000.00	60,562.50	465,562.50
2038	425,000.00	41,325.00	466,325.00
2039	445,000.00	21,137.50	466,137.50
	<u>\$ 26,010,000.00</u>	<u>\$ 16,109,638.56</u>	<u>\$ 42,119,638.56</u>

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 5,218,349.12	\$ -	\$ 4,873,359.98	\$ 10,091,709.10
Total Assets	<u>\$ 5,218,349.12</u>	<u>\$ -</u>	<u>\$ 4,873,359.98</u>	<u>\$ 10,091,709.10</u>
<u>Net Position</u>				
Unrestricted	\$ 5,218,349.12	\$ -	\$ -	\$ 5,218,349.12
Externally restricted	<u>-</u>	<u>-</u>	<u>4,873,359.98</u>	<u>4,873,359.98</u>
Total Net Position	<u>\$ 5,218,349.12</u>	<u>\$ -</u>	<u>\$ 4,873,359.98</u>	<u>\$ 10,091,709.10</u>

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Debt Service Reserve Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
Revenues and other additions:					
Net revenues from bonded facilities	\$ 11,246,731.09	\$ -	\$ -	\$ -	\$ 11,246,731.09
Investment income	96,007.57	16,409.82	-	99,299.14	211,716.53
Net general activity fee	2,097,226.00	-	-	-	2,097,226.00
Proceeds from bond issuance, net	-	2,223,259.43	-	-	2,223,259.43
Other income	538,646.70	-	-	130,000.00	668,646.70
Total revenues and other additions	13,978,611.36	2,239,669.25	-	229,299.14	16,447,579.75
Expenses and other deductions:					
Bond principal payments	-	7,045,000.00	-	-	7,045,000.00
Bond interest expense	-	5,448,446.95	-	-	5,448,446.95
Bond issuance costs	-	25,494.12	-	-	25,494.12
Trustee fees and bank charges	-	897.34	-	-	897.34
General and administrative expenses	-	-	-	3,339,412.31	3,339,412.31
Total expenses and other deductions	-	12,519,838.41	-	3,339,412.31	15,859,250.72
Revenues and other additions over (under) expenses and other deductions	13,978,611.36	(10,280,169.16)	-	(3,110,113.17)	588,329.03
Transfers among funds - additions (deductions)					
Transfers for bond payments	(10,276,321.93)	10,276,321.93	-	-	-
Transfers for renewal and replacement	(2,415,906.77)	-	-	2,415,906.77	-
Transfers for other				1,135,000.00	1,135,000.00
Total transfers among funds - additions (deductions)	(12,692,228.70)	10,276,321.93	-	3,550,906.77	1,135,000.00
Net increase (decrease) in net position	1,286,382.66	(3,847.23)	-	440,793.60	1,723,329.03
Beginning net position	3,931,966.46	3,847.23	-	4,432,566.38	8,368,380.07
Ending net position	\$ 5,218,349.12	\$ -	\$ -	\$ 4,873,359.98	\$ 10,091,709.10

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015

	2016			2015		
	<u>Gross Revenues</u>	<u>Maintenance and Operating Costs</u>	<u>Net Revenues Pledged</u>	<u>Gross Revenues</u>	<u>Maintenance and Operating Costs</u>	<u>Net Revenues Pledged</u>
Student Center (Non-GAF)	\$ 102,796.72	\$ (18,376.31)	\$ 121,173.03	\$ 106,222.23	\$ 201,550.40	\$ (95,328.17)
Food Service	12,597,787.15	11,155,110.84	1,442,676.31	12,495,755.81	10,688,056.75	1,807,699.06
Residential Living	16,775,919.01	7,250,488.74	9,525,430.27	16,687,395.88	8,029,615.62	8,657,780.26
Other Facility Revenue	2,084,349.79	1,926,898.31	157,451.48	1,948,203.10	1,494,366.58	453,836.52
Revenues from facilities	31,560,852.67	20,314,121.58	11,246,731.09	31,237,577.02	20,413,589.35	10,823,987.67
General Activity Fee	2,097,226.00	-	2,097,226.00	2,189,698.00	-	2,189,698.00
Interest from Investments	211,716.53	-	211,716.53	137,998.84	-	137,998.84
Other Revenue	668,646.70	-	668,646.70	551,057.02	-	551,057.02
Total	<u>\$ 34,538,441.90</u>	<u>\$ 20,314,121.58</u>	14,224,320.32	<u>\$ 34,116,330.88</u>	<u>\$ 20,413,589.35</u>	13,702,741.53
Annual Debt Service			<u>10,243,181.64</u>			<u>10,133,042.52</u>
Coverage Ratio			1.39			1.35

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 4,520,000.00	\$ 5,613,042.52	\$ 10,133,042.52
2016	4,825,000.00	5,418,181.64	10,243,181.64
2017	5,090,000.00	5,248,127.76	10,338,127.76
2018	5,290,000.00	5,027,922.76	10,317,922.76
2019	5,500,000.00	4,786,536.00	10,286,536.00
2020	5,745,000.00	4,532,942.50	10,277,942.50
2021	6,000,000.00	4,247,515.00	10,247,515.00
2022	6,265,000.00	3,966,312.00	10,231,312.00
2023	6,550,000.00	3,650,175.00	10,200,175.00
2024	6,855,000.00	3,317,987.50	10,172,987.50
2025	7,180,000.00	2,968,603.50	10,148,603.50
2026	4,730,000.00	2,634,141.76	7,364,141.76
2027	4,320,000.00	2,419,956.26	6,739,956.26
2028	4,525,000.00	2,186,350.02	6,711,350.02
2029	4,730,000.00	1,941,762.52	6,671,762.52
2030	4,940,000.00	1,687,893.76	6,627,893.76
2031	4,985,000.00	1,422,843.76	6,407,843.76
2032	5,220,000.00	1,153,006.26	6,373,006.26
2033	5,435,000.00	893,056.26	6,328,056.26
2034	5,665,000.00	622,468.76	6,287,468.76
2035	3,760,000.00	336,000.00	4,096,000.00
2036	3,920,000.00	171,500.00	4,091,500.00
	<u>\$ 116,050,000.00</u>	<u>\$ 64,246,325.54</u>	<u>\$ 180,296,325.54</u>

SOUTH DAKOTA BOARD OF REGENTS - UNIVERSITY OF SOUTH DAKOTA
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 662,047.11	\$ -	\$ 7,185,742.96	\$ 7,847,790.07
Total Assets	<u>\$ 662,047.11</u>	<u>\$ -</u>	<u>\$ 7,185,742.96</u>	<u>\$ 7,847,790.07</u>
<u>Net Position</u>				
Unrestricted	\$ 662,047.11	\$ -	\$ 2,290,703.96	\$ 2,952,751.07
Externally restricted	-	-	4,895,039.00	4,895,039.00
Total Net Position	<u>\$ 662,047.11</u>	<u>\$ -</u>	<u>\$ 7,185,742.96</u>	<u>\$ 7,847,790.07</u>

SOUTH DAKOTA BOARD OF REGENTS - UNIVERSITY OF SOUTH DAKOTA
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET POSITION - CASH BASIS
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

	Housing & Auxiliary Facilities <u>Revenue Fund</u>	Bond & Interest Sinking Fund <u>Account</u>	Repair & Replacement <u>Reserve Account</u>	(Memorandum Only) <u>Total</u>
Revenues and other additions:				
Net revenues from bonded facilities	\$ 5,893,242.33	\$ -	\$ -	\$ 5,893,242.33
Investment income	-	1,499.64	39,961.68	41,461.32
Net general activity fee	1,761,985.91	-	-	1,761,985.91
Proceeds from bond issuance, net	-	11,083,723.10	-	11,083,723.10
Other income	761,095.86	-	-	761,095.86
	<u>8,416,324.10</u>	<u>11,085,222.74</u>	<u>39,961.68</u>	<u>19,541,508.52</u>
Total revenues and other additions				
Expenses and other deductions:				
Bond principal payments	-	11,905,000.00	-	11,905,000.00
Bond interest expense	-	3,234,290.01	-	3,234,290.01
Bond issuance costs	-	127,010.60	-	127,010.60
Trustee fees and bank charges	-	1,192.00	-	1,192.00
General and administrative expenses	-	-	1,743,727.17	1,743,727.17
	<u>-</u>	<u>15,267,492.61</u>	<u>1,743,727.17</u>	<u>17,011,219.78</u>
Total expenses and other deductions				
Revenues and other additions over (under) expenses and other deductions	8,416,324.10	(4,182,269.87)	(1,703,765.49)	4,234,054.23
Transfers among funds - additions (deductions)				
Transfers for bond payments	(5,511,403.62)	5,511,403.62	-	-
Transfers for renewal and replacement	(2,897,398.26)	-	3,296,040.26	398,642.00
Transfers for other	-	(1,329,133.75)	-	(1,329,133.75)
	<u>(8,408,801.88)</u>	<u>4,182,269.87</u>	<u>3,296,040.26</u>	<u>(930,491.75)</u>
Total transfers among funds - additions (deductions)				
Net increase (decrease) in net position	7,522.22	-	1,592,274.77	1,599,796.99
Beginning net position	654,524.89	-	5,593,468.19	6,247,993.08
Ending net position	<u>\$ 662,047.11</u>	<u>\$ -</u>	<u>\$ 7,185,742.96</u>	<u>\$ 7,847,790.07</u>

SOUTH DAKOTA BOARD OF REGENTS - UNIVERSITY OF SOUTH DAKOTA
HOUSING AND AUXILIARY FACILITIES SYSTEM
SCHEDULE OF PLEDGED REVENUES - CASH BASIS
FOR THE YEARS ENDED JUNE 30, 2016 AND 2015
Unaudited

	2016			2015		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Student Center (Non-GAF)	\$ 1,629,045.29	\$ 1,349,281.60	\$ 279,763.69	\$ 1,457,658.98	\$ 1,003,067.19	\$ 454,591.79
Food Service	6,099,549.93	6,094,340.99	5,208.94	5,762,572.34	5,767,563.55	(4,991.21)
Residential Living	9,731,612.92	4,489,012.26	5,242,600.66	9,628,932.66	3,992,175.28	5,636,757.38
Other Facility Revenue	377,185.00	11,515.96	365,669.04	455,282.21	14,616.00	440,666.21
Revenues from facilities	17,837,393.14	11,944,150.81	5,893,242.33	17,304,446.19	10,777,422.02	6,527,024.17
General Activity Fee	3,537,478.11	1,775,492.20	1,761,985.91	3,409,260.52	1,669,923.27	1,739,337.25
Interest from Investments	41,461.32	-	41,461.32	59,526.40	-	59,526.40
Other Revenue	761,095.86	-	761,095.86	774,326.00	-	774,326.00
5346 Total	<u>\$ 22,177,428.43</u>	<u>\$ 13,719,643.01</u>	8,457,785.42	<u>\$ 21,547,559.11</u>	<u>\$ 12,447,345.29</u>	9,100,213.82
Annual Debt Service			<u>5,281,711.50</u>			<u>5,522,319.00</u>
Coverage Ratio			1.60			1.65

SOUTH DAKOTA BOARD OF REGENTS - UNIVERSITY OF SOUTH DAKOTA
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2016
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2015	\$ 2,220,000.00	\$ 3,302,319.00	\$ 5,522,319.00
2016	2,180,000.00	3,101,711.50	5,281,711.50
2017	2,390,000.00	3,100,093.74	5,490,093.74
2018	2,450,000.00	3,012,462.74	5,462,462.74
2019	2,535,000.00	2,907,294.00	5,442,294.00
2020	2,640,000.00	2,784,506.74	5,424,506.74
2021	2,730,000.00	2,656,656.74	5,386,656.74
2022	2,860,000.00	2,513,256.74	5,373,256.74
2023	2,980,000.00	2,361,287.74	5,341,287.74
2024	3,105,000.00	2,209,699.74	5,314,699.74
2025	3,230,000.00	2,049,831.24	5,279,831.24
2026	3,365,000.00	1,881,581.74	5,246,581.74
2027	3,505,000.00	1,706,381.24	5,211,381.24
2028	3,640,000.00	1,531,825.00	5,171,825.00
2029	2,720,000.00	1,350,331.00	4,070,331.00
2030	2,830,000.00	1,201,900.00	4,031,900.00
2031	2,020,000.00	1,047,475.00	3,067,475.00
2032	2,100,000.00	923,750.00	3,023,750.00
2033	2,185,000.00	792,500.00	2,977,500.00
2034	2,270,000.00	655,938.00	2,925,938.00
2035	1,515,000.00	514,063.00	2,029,063.00
2036	1,580,000.00	419,375.00	1,999,375.00
2037	1,640,000.00	320,625.00	1,960,625.00
2038	1,710,000.00	218,125.00	1,928,125.00
2039	1,780,000.00	111,250.00	1,891,250.00
	<u>\$ 62,180,000.00</u>	<u>\$ 42,674,239.90</u>	<u>\$ 104,854,239.90</u>

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

**REVISED
AGENDA ITEM: 7 – F**

DATE: December 6-8, 2016

SUBJECT: FY16 CAFR Audit Review

The FY16 Statewide Comprehensive Annual Financial Report (CAFR) will be released later this month. The Department of Legislative Audit (DLA) is doing its final reviews of the Board of Regents System (BOR). For FY16, it appears that there will be no audit findings or adjustments for the Board of Regents (BOR) system.

This year was the final year of the Governor's plan to release the CAFR for Fiscal Year 2016 by December 31, 2016. Three years ago when this mandate was given, BOR presented their work to DLA in late December. This year the information was completed by the end of October. Efficiencies were found during the last three years but there has also be a large commitment of extra hours by university staff to meet this deadline. The accounting staff at each campus is to be congratulated for their continued commitment to excellence. Listed below are the controllers and board office staff who had a major hand in completing this year's financial statements.

Rob Houdek – BHSU
Amy Dockendorf – DSU
Kay Fredrick – NSU
Heather Forney – SDSMT
Deb Rowse – SDSMT
Karen Jastram – SDSU
Jim Rogness – SDSU
Shelley Brunick – USD
Melissa Hartnett – USD

Claudean Hluchy– Special Schools
Michelle Elkin – RIS
Dennis Konkler – RIS
Mary Ellen Garrett – BOR
Sara Brainard – BOR
Justin Nagel – BOR
Sherri Stahl – BOR
Scott Van Den Hemel – BOR

With every audit there are always areas that are identified as places for improvement. The central office will sit down with DLA and continue to look for ways to improve our internal controls and other processes. The central office staff and the controllers at the campuses will also meet to discuss ways to improve the process of putting together the financial statement. We will also review any postings that DLA did not make because they did not meet materiality thresholds. This will help identify areas that are potentially problematic in the future and minimize the number of audit adjustments.

(Continued)

INFORMATIONAL ITEM

Listed in the table below are the number of audit adjustments, dollar value of those adjustments and the impact on the net position. During the audit, if DLA finds material errors in the statements, they will submit corrections that have to be made. The board office then reviews the corrections and classifies them from 1 to 5 with 1 being high priority and 5 being very low priority. An example of a 1 would be an error with a very high dollar amount or a significant breach in procedure. An example of a 5 would be a human error involving a low dollar amount or a reclassification from one expense item to another. Anything with a rating from 1 to 3 requires a significant review of the error and a plan to eliminate that error in the future. For FY16, there are no adjustments to classify.

Fiscal Year	# of Audit Adjustments	Dollar Value of Adjustments	Impact on Net Position
2012	8	\$11,899,084.64	0.68%
2013	5	\$3,021,544.72	0.23%
2014	11	\$188,588,386.54	0.00%
2015	0	\$0.00	0.00%
2016	0	\$0.00	0.00%

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – G

DATE: December 6-8, 2016

SUBJECT: Black Hills State University Tuition Proposal

BHSU presented a proposal to the Board of Regents for a new tuition structure in December 2015. The new 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 concern that students would experience a rate increase.

BHSU is requesting the new structure move forward for FY18 even if another tuition freeze is implemented. The new tuition and fee structure would replace the current state-support tuition and fee model for on-campus classes. The new model will assess a single rate per credit hour similar to the self-support tuition structure. With few exceptions, no additional fees will be added. With a single rate, more stability and transparency is provided.

The Proposed Rates

BHSU is proposing to charge an estimated rate of \$280 per credit hour for undergraduate residents taking on-campus courses and \$370 per credit hour for undergraduate non-residents taking on-campus courses. No additional fees will be assessed on these rates with the exception of the teacher education field experience fees. All special discipline fees will be eliminated for BHSU courses. Additional resources needed for higher cost areas will be handled as increases to the overall tuition rate in the future. A summary of rates for undergraduate students, excluding special reduced rates is as follows:

On-Campus Resident (BHSU Spearfish)	\$280.00
On-Campus Non-Resident (BHSU Spearfish)	\$370.00
BHRC, Internet, Remedial	\$333.35
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.

(Continued)

INFORMATIONAL ITEM

State-support Tuition

Board of Regents Policy 5:5:1 states “All courses taught on campus will be at the Board approved state-support tuition rate except for remedial courses.” The assessment of state-support tuition rates 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 as more courses now have program fees. As shown below, the cost per credit hour at BHSU varies from \$266.80 to \$295.45 for an undergraduate resident student. The cost for a non-resident ranges from \$352.85 to \$381.50.

	<u>English</u>	<u>Math</u>	<u>Sciences</u>	<u>Business</u>
State-Support Tuition	\$232.80	\$232.80	\$232.80	\$232.80
General Activity Fee	\$34.00	\$34.00	\$34.00	\$34.00
Program Fee	<u>\$0.00</u>	<u>\$15.00</u>	<u>\$20.00</u>	<u>\$28.65</u>
Total per Credit Hour	\$266.80	\$281.80	\$286.80	\$295.45
Non-Resident Per Cr Hr	\$352.85	\$367.85	\$372.85	\$381.50

The comparison of what a resident student on-campus taking courses in different disciplines with varying program fees pays for a credit hour under the current model and the proposed model is represented below:

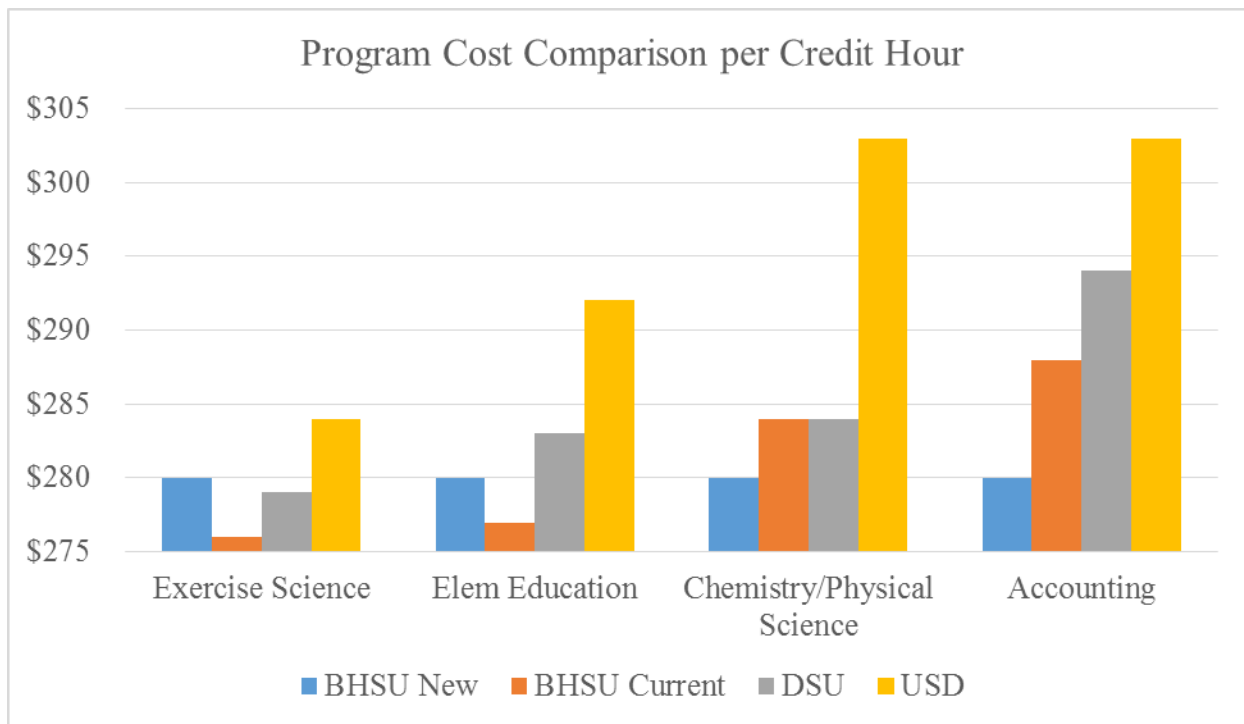
	<u>English</u>	<u>Math</u>	<u>Sciences</u>	<u>Business</u>
Current Cost per Cr Hr	\$266.80	\$281.80	\$286.80	\$295.45
New Proposed Rate	\$280.00	\$280.00	\$280.00	\$280.00
Change in Rate	\$13.20	(\$1.80)	(\$6.80)	(\$15.45)

Comparison to Other Universities

The following table provides an overview of program costs per credit hour under the new model, and the current structure at the other public universities based on program cost information available on their websites. This information shows how the proposed rate varies from the current tuition and fees assessed at BHSU and how the rate is competitive when compared to other public universities.

	BHSU New	BHSU with Program Fees	DSU with Program Fees	USD with Program Fees
Accounting	\$280	\$288	\$294	\$303
Elementary Education	\$280	\$277	\$283	\$292
Exercise Science	\$280	\$276	\$279	\$284
Chemistry/Physical Science	\$280	\$279	\$284	\$303
English	\$280	\$255	\$277	\$286

Source: <https://www.sdbor.edu/student-information/Pages/Program-Costs-by-Campus.aspx>



SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – H

DATE: December 6-8, 2016

SUBJECT: BHSU Solar Project

Black Hills State University has been active in sustainable efforts taking leadership in addressing climate change by being a signatory on the American College and Universities President's Climate Commitment and in reducing long-term energy costs with a history of investing in energy efficiency projects, saving the state of South Dakota thousands of dollars every year. Through these efforts, BHSU is actively working to create a more efficient and sustainable campus. Our next step is to invest in renewable energy. We are investigating a project to install solar panels on the roofs of several buildings on campus. These panels will produce an estimated 1.5 million kilowatt hours or approximately 17% of BHSU's electricity use over a year. The solar panels are expected to produce between 10-25% of the monthly electrical need on campus, depending on the month.

BHSU currently pays \$0.03 per kilowatt hour to Western Area Power Administration (WAPA). Six months out of the year, BHSU exceeds its allocation from WAPA and then buys power from Black Hills Energy (BHE) at a rate of \$0.12 per kilowatt hour. The solar power will replace the power bought from BHE.

Two purchase/finance options are being pursued at this time. The first is to work with a utility investor who will buy the panels. The panels will be placed on the BHSU campus, but remain the property of the utility investor. BHSU will buy the power from the owner at a rate between \$0.072 and \$0.085, up to 40% lower than the current rate from BHE. The owner will be responsible to maintain them, so BHSU will not incur any additional costs. The first year cash savings is projected at \$10,000. Future year cash flow is dependent upon the cost escalator, which is being negotiated between 0-3% per year, and the rate increases from BHE, which have averaged 3-5% in recent years. The benefits to the private utility investor include the ability to meet governmental requirements to invest in renewable energy and tax incentives, which are not available to state entities. The second option is for BHSU to purchase the panels. The estimated cost is \$1.5-\$2 million with a simple payback of 13-17 years. An annual savings of \$126,000 is estimated with this option, but the payback only occurs if utility dollars are retained. With this option, BHSU owns the panels and the power, but is required to maintain/repair/replace the panels. This cost is not included in the simple payback.

(Continued)

INFORMATIONAL ITEM

The Bureau of Administration negotiates all utility contracts for the state of South Dakota. Both BOA's attorney and the Board of Regents' General Counsel have been asked to review our current contracts to ensure this project is allowable. Initial contacts have also been made to WAPA and BHE to ensure their support of this project. BHSU hopes to bring a final contract to the Board for approval at the March 2017 meeting.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – I

DATE: December 6-8, 2016

SUBJECT: Child of Alumni Update

At the April 2015 BOR meeting, the Board approved giving resident tuition to undergraduate children of alumni students attending the same school from which their parent or guardian graduated. The campuses were allowed to restrict the program beyond being a child of an alumni and all schools but USD chose to do that.

The initial qualifications, retention and eligibility period requested by the universities follows:

BHSU/DSU/NSU

- ACT composite score of at least 20
- To retain the award, the student must complete no less than 30 semester credit hours within an academic year and maintain a 2.5 cumulative GPA.

SDSM&T

Initial Eligibility:

- If a first-year full-time student, has a minimum 20 ACT Composite or comparable SAT Composite.
- If a transfer student, has a 2.5 cumulative GPA for credits transferred.

Resident Tuition Retention Criteria (failure to meet the retention criteria will cause the recipient to be ineligible to receive resident undergraduate tuition and fees):

- Recipients must complete a minimum of 30 South Dakota State University credits per academic year with a GPA of 2.75 or greater.

Years of Eligibility:

- Resident tuition can be retained for up to four academic years (eight semesters) for first-year students and for transfer students for the difference between four years and the years of credit transferred (i.e. if 60 hours transferred in, resident rate can be retained for two academic years (4 less 2 = 2), excluding approved education absences, such as co-ops, study abroad, and other approved absences.

(Continued)

INFORMATIONAL ITEM

- Once resident tuition is lost, it will not be reinstated unless waived by the Provost because of extenuating circumstances (medical/personal/family emergencies, etc.) Voluntarily taking time off from the university is not an acceptable reason for reinstatement.

SDSU

Initial Eligibility:

- If a first-year full-time student, has a minimum 20 ACT Composite or comparable SAT Composite.
- If a transfer student, has a 2.5 cumulative GPA for credits transferred.

Resident Tuition Retention Criteria (failure to meet the retention criteria will cause the recipient to be ineligible to receive resident undergraduate tuition and fees):

- Recipients must complete a minimum of 30 South Dakota State University credits per academic year with a GPA of 2.75 or greater.

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- Once resident tuition is lost, it will not be reinstated unless waived by the Provost because of extenuating circumstances (medical/personal/family emergencies, etc.) Voluntarily taking time off from the university is not an acceptable reason for reinstatement.

USD

USD offers the in-state tuition to any new undergraduate non-resident students admitted under current admission standards whose parent graduated from USD. Students are eligible for the rate as long as they are enrolled at the university.

Fall 2016 Enrollments

The following table shows the numbers of students coded as Child of Alum for the fall 2015 and 2016 semester. Of the 259 in fall 2016, 136 are new and 123 are returning students. There is no way to know if these students would have come to us without offering the special rate.

<i>Tracking the Child Of Alum Program</i>				
		Fall 2015 # of Students	Fall 2016 # of Students	Fall 2016 # of Credit Hours
BHSU		1	4	50
DSU		0	1	14
NSU		0	1	12
SDSM&T		6	23	351
SDSU		71	146	2,150
USD		67	84	1,125
	Total	145	259	3,702

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – J

DATE: December 6-8, 2016

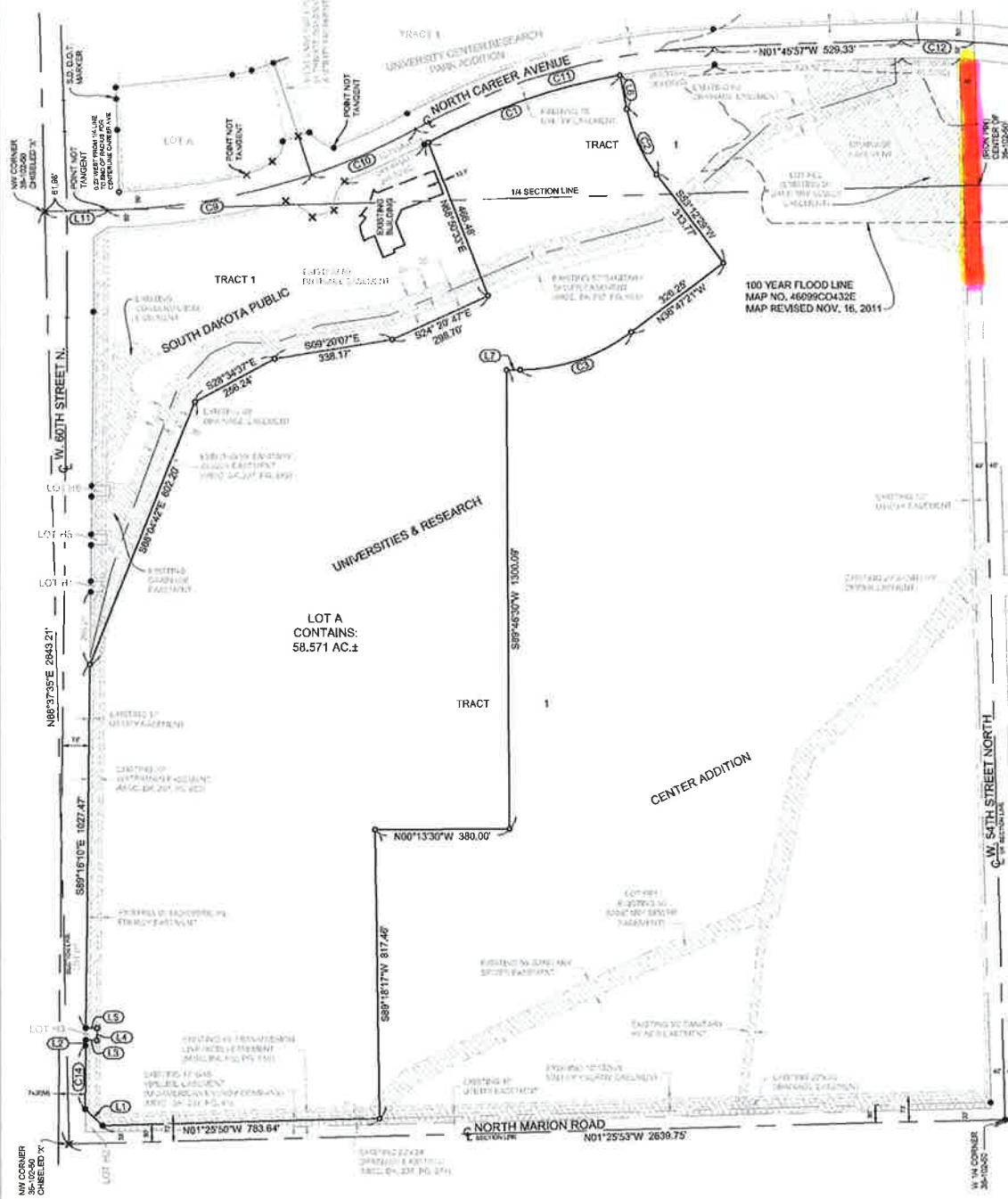
SUBJECT: Petition to Vacate Street

The platting that was original done for the University Center in Sioux Falls included West 54th Street running across the southern boundary of the tract of land owned by the Board of Regents, extending west to east from N. Marion Road to N. Career Avenue (See Attachment I). The Engineering Development Plan for the Discovery District, dated April 25, 2016, halts W. 54th Street at N. Pennsylvania Avenue, negating the need for the platted section of W. 54th Street running between N. Pennsylvania Avenue and N. Career Avenue, which crosses a major drainage way and would be costly to construct (See Attachment II). Consequently, the City has requested the adjacent land owners execute a petition to vacate the above-referenced portion of W. 54th Street to avoid any future issues/delays that could arise as a result of leaving that section of W. 54th Street platted. A draft of petition to vacate is included as Attachment III. To be clear, the section of W. 54th Street to be vacated has not yet been developed or advanced, it only exists on the plat.

The request to vacate was discussed with the Commissioner of School and Public Lands and his office confirmed there are no issues on their end and no involvement needed from their office or the Governor's Office to submit the petition to vacate, as we are not conveying or acquiring land, but rather removing a right-of-way and freeing up an additional 33 ft. of land already owned by the Board. As such, the only thing needed to advance the petition to vacate is the approval of the Board, as one of the adjacent landowners to the section of right-of-way to be vacated.

DRAFT MOTION 20161206_7-J: I move to approve proceeding with the vacation of that portion of W. 54th Street extending from N. Pennsylvania Avenue to N. Career Avenue in Sioux Falls, SD, and to authorize the executive director to execute the required petition to vacate and to take any other action(s) necessary to effectuate the vacation.

LOT A OF TRACT 1 OF SOUTH DAKOTA PUBLIC UNIVERSITIES & RESEARCH CENTER ADDITION TO THE CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA



CURVE TABLE					
Curve #	Delta	Radius	Tangent	Length (L)	Chord Distance
C1	17°00'14"	1669.86'	251.87'	576.01'	S18°58'52"E
C2	23°20'07"	460.00'	104.10'	204.74'	S65°57'33"W
C3	36°39'51"	530.00'	116.10'	338.23'	N18°30'26"W
C9	17°38'40"	1909.86'	296.42'	866.15'	S09°48'08"E
C10	0°42'05"	1909.86'	162.08'	323.35'	S23°26'30"E
C11	26°31'45"	1909.86'	450.22'	884.30'	N16°01'48"W
C12	6°00'37"	1909.86'	101.10'	202.01'	N01°18'31"E
C14	0°54'13"	11384.18'	86.78'	179.55'	S89°27'30"E

LINE TABLE		
Line #	Bearing	Distance
L1	N44°18'38"E	68.30'
L2	S88°51'33"E	15.22'
L3	S00°59'42"W	32.08'
L4	S89°00'13"E	34.62'
L5	N00°59'25"E	32.11'
L6	S78°42'38"W	87.36'
L7	N00°13'53"W	38.84'
L11	N01°22'03"W	178.13'

Note:
The bearing system for this plat is based on the UTM Zone 14 North.

Legend

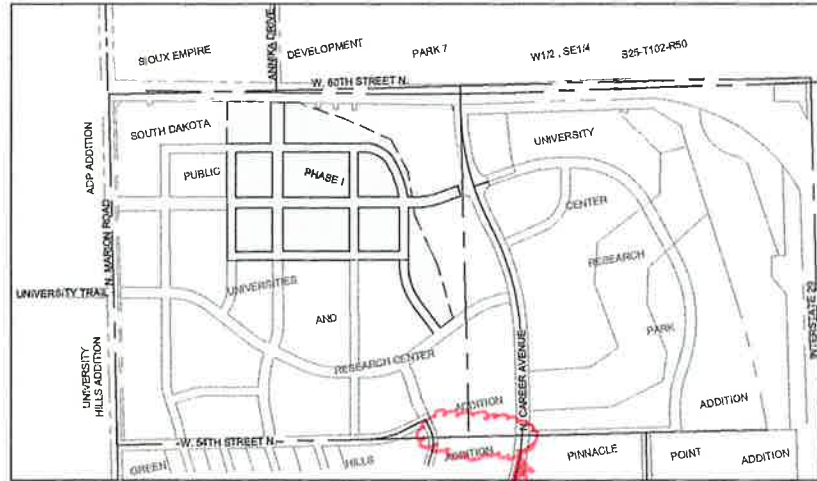
- - Denotes 5/8 inch by 18 inch rebar set and marked by License No. 4478
- - Denotes found monument
- ✕ - Denotes found chiseled 'X' in concrete
- (R) - Record Distance
- (M) - Measured Distance



VICINITY MAP
SEC. 36-102-50

DEVELOPMENT ENGINEERING PLAN FOR SOUTH DAKOTA PUBLIC UNIVERSITIES AND RESEARCH CENTER ADDITION - PHASE I (USD DISCOVERY DISTRICT) TO THE CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA

- LEGEND**
- FIRE HYDRANT
 - LIGHT POLE
 - POWER POLE
 - TRAFFIC SIGNAL
 - TELEPHONE BOX
 - EXISTING MANHOLE
 - SIGN
 - STREET SIGN
 - GAS METER
 - UTILITY CLOSURE
 - GUY WIRE
 - OVERHEAD POWER
 - GAS VALVE
 - WATER SHUTOFF
 - WATER VALVE
 - UNDERGROUND POWER
 - UNDERGROUND TELEPHONE
 - FIBER OPTIC
 - UNDERGROUND TELEVISION
 - OVERHEAD TELEVISION
 - WATER LINE
 - GAS LINE
 - SANITARY SEWER
 - STORM SEWER
 - CHAIN LINK FENCE
 - BARBED WIRE FENCE
 - WOOD FENCE
 - EXISTING CURB & GUTTER
 - EXISTING DROP INLET
 - EXISTING CONTOUR
 - BUSHES
 - DECIDUOUS TREE
 - CONIFEROUS TREE
 - CONCRETE SURFACE



LOCATION MAP

Vacate 54th Street

INDEX OF SHEETS

SHEET NO. 1	TITLE SHEET
SHEET NO. 2	LOT LAYOUT PLAN
SHEET NO. 3	PAVEMENT MARKING PLAN
SHEET NO. 4	GRADING PLAN
SHEET NO. 5	EXISTING DRAINAGE PLAN
SHEET NO. 6	PROPOSED DRAINAGE PLAN
SHEET NO. 7	STORM SEWER PLAN
SHEET NO. 8	UTILITY PLAN

DRAWING INDICATES GENERAL UTILITY LOCATIONS ONLY.
NEITHER THE CORRECTNESS OR COMPLETENESS OF
LOCATIONS ARE GUARANTEED. CONTACT SOUTH DAKOTA
ONE CALL PRIOR TO EXCAVATIONS. (1-800-781-7474)

OWNER/DEVELOPER:
USD RESEARCH PARK, INC.
RICH NASER, PRESIDENT
4800 NORTH CAREER AVENUE,
SUITE 100
SIOUX FALLS, SD 57107
(605) 276-8010

ENGINEER:
SAYRE ASSOCIATES, INC.
218 S. DULUTH AVE.
SIOUX FALLS, SD 57104
(605) 332-7211
ATTN: MONTY MILLER
EMAIL: MONTY@SAYREASSOCIATES.COM

BENCHMARK NO. 1
TOP NUT OF FIRE HYDRANT ON SOUTH SIDE OF
STREET APPROX. 960' WEST OF ROUNDABOUT
ELEV = 1490.52 (88 DATUM)

LEGAL DESCRIPTION:

TRACT 1 OF SOUTH DAKOTA PUBLIC UNIVERSITIES & RESEARCH CENTER ADDITION TO
THE CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA
IN N1/2 OF S36-T102-R50
CONTAINING: 160.8 ACRES ±

I, MONTY L. MILLER, HEREBY CERTIFY THAT THIS PLAN OR REPORT
WAS PREPARED BY ME OR UNDER MY DIRECT SUPERVISION AND
THAT I AM A DULY REGISTERED ENGINEER UNDER THE LAWS OF
THE STATE OF SOUTH DAKOTA.

DATE: 4/25/2018

Monty L. Miller
MONTY L. MILLER
REG. NO. 4229

Sayre
Associates
101 S. South Avenue, Suite 200, Sioux Falls, SD 57104
(605) 332-7211 Fax (605) 332-7220
Engineers • Surveyors

PREPARED BY:
 Sayre Associates, Inc.
 216 S. Duluth Avenue
 Sioux Falls, South Dakota 57104
 (605) 332-7211

PETITION TO VACATE West 54th Street North right-of-way, from the east line of North Pennsylvania Avenue extended north to the west line of North Career Avenue

TO THE SIOUX FALLS CITY COUNCIL:

The owners of real property in Sioux Falls, SD, petition the Council to vacate the street described above, because it has not been used for public travel for at least 20 years.

An exhibit of the street proposed to be vacated is attached and made a part of this petition.

We request that you have this petition filed, set a hearing date and give notice of the time and place of the hearing as required by law. After the hearing, we request that you vacate the street by resolution as provided by law.

1) LEGAL DESCRIPTION

Lot 1, Block 7 of Green Hills Addition
 to the City of Sioux Falls, Minnehaha
 County, South Dakota

 (OWNER – SIGNATURE)

 Richard Brake
 (OWNER – PRINT)

Subscribed and sworn to before me
 this ____ day of _____, 2016.

 Notary Public – South Dakota

My Commission Expires:

2) LEGAL DESCRIPTION

Tract 10, Green Hills Addition to the City
of Sioux Falls, Minnehaha County, South
Dakota

(OWNER – SIGNATURE)

City of Sioux Falls
(OWNER – PRINT)

Subscribed and sworn to before me
this ____ day of _____, 2016.

Notary Public – South Dakota

My Commission Expires:

3) LEGAL DESCRIPTION

SE1/4, except H1, H3, H4, H5, H6, H7, H8,
H9 and except Pinnacle Point Addition,
Section 36-102-50, Sioux Falls City
unplatted

(OWNER – SIGNATURE)

Sonler Properties LLC
(OWNER – PRINT)

Subscribed and sworn to before me
this ____ day of _____, 2016.

Notary Public – South Dakota

My Commission Expires:

4) LEGAL DESCRIPTION

Tract 1, South Dakota Public Universities
& Research Center Addition, Minnehaha
County, South Dakota

(OWNER – SIGNATURE)

South Dakota Board of Regents
(OWNER – PRINT)

Subscribed and sworn to before me
this ____ day of _____, 2016.

Notary Public – South Dakota

My Commission Expires:

I, _____, have read the above "Petition to Vacate" and know its contents. It is true to the best of my knowledge.

(ADDRESS)

(PETITIONER – SIGNATURE)

(TELEPHONE NUMBER)

(EMAIL ADDRESS)

State of _____

Subscribed and sworn to before me this
_____ day of _____, 2016.

County of _____

Notary Public – South Dakota

My Commission Expires:

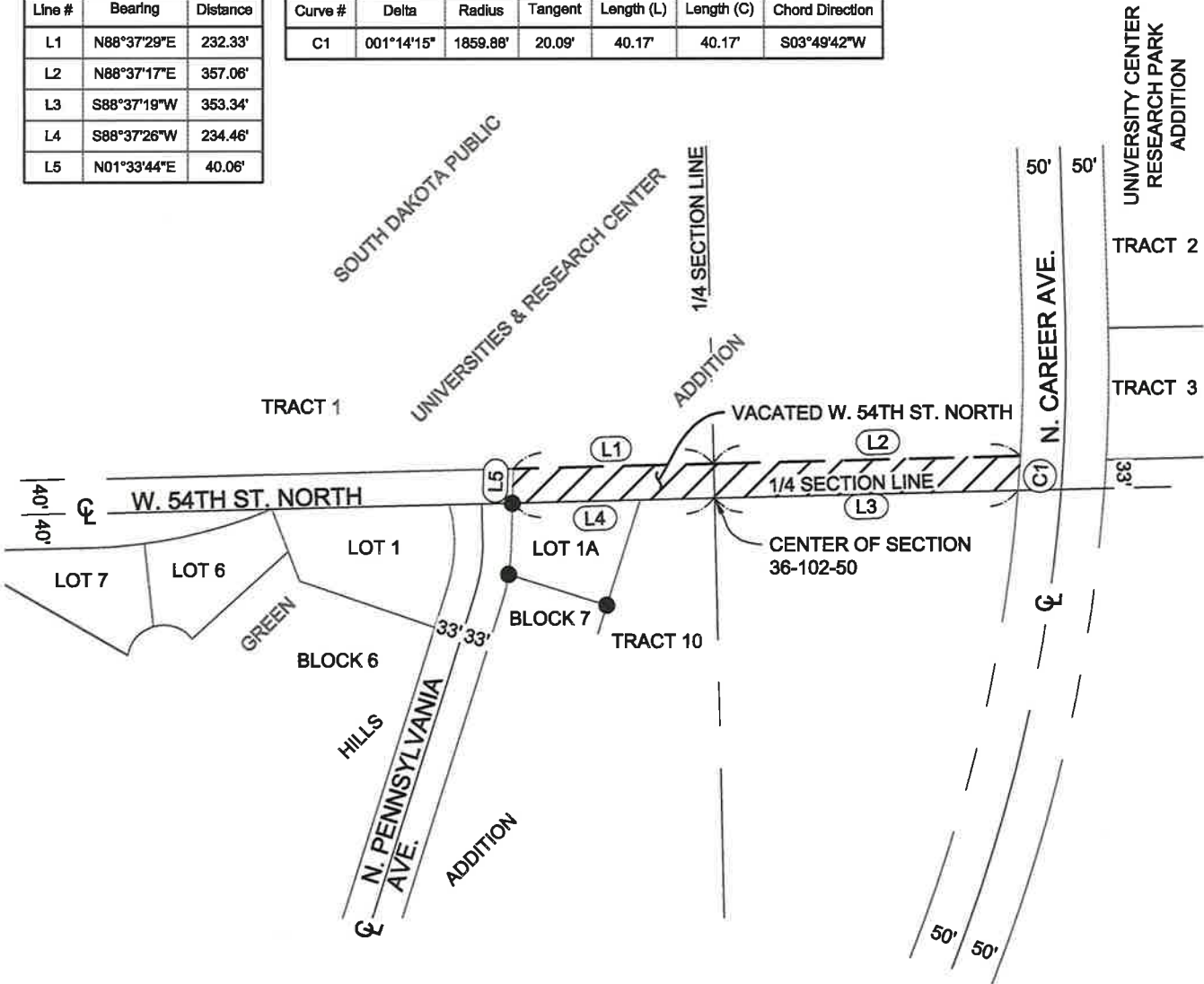
☐ I would like the City of Sioux Falls to remove the easement from the proposed vacated right-of-way with the resolution.

EXHIBIT "A"

PROJECT NO.: 20363
DATE: 07 OCTOBER 2016
PREPARED FOR: CITY OF SIOUX FALLS
LEGAL DESCRIPTION: VACATED WEST 54TH STREET NORTH RIGHT-OF-WAY ABUTTING TRACT 1 OF SOUTH DAKOTA PUBLIC UNIVERSITIES & RESEARCH CENTER ADDITION TO THE CITY OF SIOUX FALLS, MINNEHAHA COUNTY, SOUTH DAKOTA

LINE TABLE		
Line #	Bearing	Distance
L1	N88°37'29"E	232.33'
L2	N88°37'17"E	357.06'
L3	S88°37'19"W	353.34'
L4	S88°37'26"W	234.46'
L5	N01°33'44"E	40.06'

CURVE TABLE						
Curve #	Delta	Radius	Tangent	Length (L)	Length (C)	Chord Direction
C1	001°14'15"	1859.88'	20.09'	40.17'	40.17'	S03°49'42"W



I HEREBY CERTIFY THAT THIS SURVEY, PLAN OR REPORT WAS PREPARED BY ME OR UNDER MY DIRECT SUPERVISION AND THAT I AM A DULY REGISTERED LAND SURVEYOR UNDER THE LAWS OF THE STATE OF SOUTH DAKOTA.

REGISTERED LAND SURVEYOR NO. 4478



Legend

- - Denotes 5/8 inch by 18 inch rebar set and marked by License No. 4478
- - Denotes found monument



216 S. Duluth Avenue • Sioux Falls, SD 57104
Phone: (605) 332-7211 • Fax: (605) 332-7222
Engineers • Surveyors

SOUTH DAKOTA BOARD OF REGENTS

Full Board

**REVISED
AGENDA ITEM: 7 – K**

DATE: December 6-8, 2016

SUBJECT: FY18 Governor's Budget Recommendations

Governor Dugaard gave his FY18 budget address on Tuesday, December 6, 2016, before the Legislature. FY17 revenues are projected to be down \$26.1 million from initial projections. This shortfall is expected to be resolved through reductions in annual appropriations across state government, totaling \$34.7 million. These reductions will be found in State Aid to Education, Department of Social Services reduced recipient utilization, State Treatment and Rehabilitation Academy, utility rate adjustments, and Technical Institute lower enrollments. Governor Dugaard is also proposing a change to the way stocks held in unclaimed property are handled. If approved, this proposal would result in an additional \$13 million in one-time funds. One-time funds for FY17 are projected to be \$22.7 million. The projected FY18 general fund budget is projected to grow by \$19.7 million.

The employee compensation package proposed by the Governor includes a proposed 1% cost-of-living increase for all eligible state employees. There is no proposed pay for performance increase. The health insurance increase for FY18 is approximately \$342 per benefit eligible employee.

Base General Funding

The Governor is proposing base general fund increases of \$2,278,028 for the Board of Regents. That amount is offset by a proposed reduction of (\$2,589,441) in the FY18 utility budget based on current estimates, and a \$3,502 reduction in general fund lease payments, for a net reduction of (\$314,915). The increases include ongoing funds for the SD Opportunity Scholarship, the SDSD/SDSBVI Teacher Salary Increase, operating funds for the Animal Disease Research and Diagnostic Laboratory and additional maintenance and repair dollars. Further details are found in Attachment I.

<u>General Funds Base</u>	<u>Requested</u>	<u>Recommended</u>
Maintenance and Repair		\$918,737
Utilities Base	(\$2,589,441)	(\$2,589,441)
SD Opportunity Scholarship	\$360,000	\$412,798
SDSD/SDSBVI Teacher Salary Increase	\$146,493	\$146,493

(Continued)

INFORMATIONAL ITEM

Animal Disease Research & Diagnostic Lab		\$800,000
Lease Payment Adjustment	(\$3,502)	<u>(\$3,502)</u>
		(\$314,915)

The Governor's recommendations result in a -0.1% decrease in base general funding.

One-Time Funding

The Governor is proposing one-time allocations to the BOR in the amount of \$6,200,000. The recommendation includes funding for the Animal Disease Research & Diagnostic Laboratory and the USD School of Law. The funding for the Law School would provide three years to have a long-term plan in place for the Law School.

<u>One-Time Funding</u>	<u>Requested</u>		<u>Recommended</u>	
Animal Disease Research & Diagnostic Laboratory	\$68,800,000	One-Time	\$5,000,000	One-Time
USD School of Law	<u>\$600,000</u>	(Base)	<u>\$1,200,000</u>	One-Time
			\$6,200,000	

Details regarding the plans and total funding package for the ADR&DL facility and operating funds are included as Attachment II.

FTE, Federal and Other Fund Authority

With the proposed creation of continuously appropriated informational budgets for Research Grants and Contracts in both Federal and Other funds, the need for a cushion of contingency authority is all but eliminated. The campuses are able to reduce expenditure authority and in turn provide more transparency in the budgeting of federal and other fund authority. Reductions to federal fund authority of (\$46,559,356) and other fund authority of (\$45,807,532) were requested and recommended.

Proposed FY17 General Bill Amendment

The Governor's budget recommendation also includes an amendment to the FY17 General Bill, reducing utility funding by (\$3,022,139). This reduction is based on FY16 actual expenditures reported in Energy Cap and preliminary projections for FY17 from Energy Cap data reported by the campuses. The general bill amendment is a one-time adjustment to funding. The base fund reduction is reflected in the FY8 budget.

Governor's Recommended Budget FY2018

1. SD Opportunity Scholarship (SDOS) Funding

Additional funding is needed to support the anticipated participation in SDOS.

Requested: \$360,000 (base funding)

Recommended: \$412,798 (base funding). The amount was increased based on the October projections using the fall 2016 participation numbers.

2. SDSD/SDSBVI Teacher's Salary Increase

This funding will help maintain a competitive salary structure for the teaching staff at both the South Dakota School for the Deaf (SDSD) and the South Dakota School for the Blind and Visually Impaired (SDSBVI).

Requested: \$146,493 (base funding)

Recommended: \$146,493 (base funding)

3. HEFF M&R Funding

The proposal will sustain the 2% Maintenance and Repair funding.

Requested: \$0

Recommended: \$918,737 (base funding)

4. Lease Payment Adjustments

BOR lease payments funded with general funds and reimbursed with student fee money fluctuate each year. This aligns general funds with the actual lease payment for FY18.

Requested: (\$3,502) (base funding)

Recommended: (\$3,502) (base funding)

5. Utility Funding

The utility decrease is based on preliminary projections based on Energy Cap data reported by the campuses.

Requested: (\$2,589,441) (base funding)

Recommended: (\$2,589,441) (base funding)

6. USD School of Law

The proposal will help provide the financial resources to fund basic costs to replace revenue associated with fewer admitted students.

Requested: \$600,000 (base funding)

Recommended: \$1,200,000 (one-time funding)

Governor's Recommended Budget FY2018

7. Animal Disease Research and Diagnostic Laboratory

This project will position the ADR&DL to serve the state's interests for the coming years. The diagnostics and research to be conducted in the new and remodeled space will provide benefits to the industry sectors of value-added agribusiness and human health and nutrition called out in the 2020 Vision: The South Dakota Science and Innovation Strategy (April 2013). See Attachment II for a detailed cost and funding summary of the ADR&DL project.

Requested: \$68,800,000 (one-time funding)

Recommended: \$800,000 (base funding) and \$5,000,000 (one-time funding)

The current cost of the facility is estimated at \$61,381,637. Amounts secured to date total \$2,742,000, leaving a balance of \$58,639,637. This amount would be funded with \$6,000,000 from ADR&DL operating revenues, \$5,000,000 of state general funds, \$1,500,000 from operating funds not needed until facility is fully operational, and \$46,139,637 from the Agriculture Industry. The current plan is to bond for the facility and to raise taxes on agriculture inputs to fund the debt service. The \$800,000 is for operating funds which will also be supplemented by \$960,000 of industry taxes.

8. FTE and Expenditure Authority

With the proposed creation of continuously appropriated informational budgets for research grants and contracts in both federal and other funds, the campuses are able to reduce expenditure authority and in turn provide more transparency in the budgeting of federal and other fund authority.

Requested: NSU - 12.0 FTE and SDSD/SDSBVI - 2.0 FTE. Total reduction of federal fund authority - (\$46,559,356) and other fund authority - (\$45,807,532).

Recommended:

Federal Funds:	(\$46,559,356)
Other Funds:	(\$45,807,532)
FTE:	14.0

Budget Items Requested but not Recommended

9. Student Affordability – Tuition Freeze and Small School Initiative

The original proposal from the BOR was to freeze tuition and mandatory fees for resident and non-resident on-campus and off-campus students by increasing state funding to cover a portion of salary and benefits including inflation normally covered by this revenue source. The Board's proposal included a 3% salary package and a 1% salary enhancement. Also included in the Board's proposal was the proposal to hold down costs at our small comprehensive schools.

Requested: \$9,232,903 and 8.0 FTE (base funding)

Recommended: \$0

Governor's Recommended Budget FY2018

10. Helping Students Graduate – University College

This proposal from BHSU was to provide additional resources to grow degree production through enhanced and intrusive academic advising to include career guidance, improved retention and an increased graduation rate.

Requested: \$534,025 and 9.0 FTE (base funding)

Recommended: \$0

11. Spectrum STRONG: Social and Career Skills Development

DSU's proposed program would have emphasized Social support, Tutoring, Reducing stress, Organizational skills, Navigating for success and Guidance for life through specialized advising.

Requested: \$77,672 and 1.0 FTE (base funding)

Recommended: \$0

12. American Indian Circle Program

The proposed NSU program would address the needs of American Indian students and provide the support they need to enroll in college, successfully earn their degree and become part of South Dakota's work force and contributors within their communities.

Requested: \$164,600 and 2.0 FTE (base funding) and \$30,000 (one-time funding)

Recommended: \$0

13. Math at Mines Initiative

The SDSM&T proposal would continue an already successful program and branching out to start a middle school program.

Requested: \$303,500 and 3.5 FTE (base funding)

Recommended: \$0

14. Math Success Initiative

The SDSU proposal would improve student preparation and competency in mathematics.

Requested: \$245,434 and 2.5 FTE (base funding)

Recommended: \$0

Governor's Recommended Budget FY2018

15. iSAFE Information Security Program

BOR proposed funding would provide additional staffing, resources, training, identification and establishment of the required security expectations for all universities and the sharing of resources to eliminate duplication and maximize our investments.

Requested: \$662,827 and 7.0 FTE (base funding) and \$3,000,000 (one-time funding)

Recommended: \$0

16. Dakota Lakes Research Farm

Proposed funding would have increased the scientific research impact of the Dakota Lakes Research Farm by adding a research scientist in the area of precision agriculture and the lab equipment necessary to support the research scientists.

Requested: \$120,286 and .75 FTE (base funding) and \$75,000 (one-time funding)

Recommended: \$0

17. Precision Agriculture - SDSU Extension

Proposed funding would have enhanced the capacity of SDSU Extension to provide transformative outreach programming in precision agriculture through the hiring of an economics field specialist to work with the Dakota Lakes Field Station.

Requested: \$87,303 and 1.0 FTE (base funding)

Recommended: \$0

18. SDSU Extension – STEM Outreach

Proposed funding would have resolved federal salary shortfall erosion in SDSU Extension. Using existing FTE, three master's degree-prepared youth field specialists will be hired to work specifically with underserved and minority audiences.

Requested: \$282,882 (base funding)

Recommended: \$0

19. Shared Responsibility Student Aid Model (Year 1)

BOR requested funding for year 1 of a 5 year proposal to provide funding assistance using the idea that five partners, one of which is the state, share responsibility for meeting the cost of attendance for post-secondary education.

Requested: \$3,504,243 (base funding)

Recommended: \$0

Governor's Recommended Budget FY2018

20. Cyber infrastructure Security R&D Labs (MADLABS)

The DSU proposed MADLABS would build on DSU's expanding capabilities and strengths to establish a hub of cybersecurity and cyber operations expertise, research and economic development locally, statewide and regionally.

Requested: \$18,000,000 (one-time funding)

Recommended: \$0

21. SD Materials and Manufacturing Institute

The SDSM&T facility would increase ties to industry, enhance competitiveness, establish more firms, prepare students for employment, and create more high paying jobs in South Dakota.

Requested: \$20,000,000 (one-time funding)

Recommended: \$0

22. Discovery District GEAR Expansion

The USD proposal would expand the GEAR Center, home to USD's Biomedical Engineering Department.

Requested: \$14,000,000 (one-time funding)

Recommended: \$0

South Dakota Board of Regents
FY18 General Fund Request and Governor's Recommended

Board's Request				Governor's Recommended		
Priorities	Base Funding	One-Time	FTE	Base Funding	One-Time	FTE
Student Affordability	\$9,232,903		8.00	\$0		0.0
Innovation and Institutional Initiatives						
University College, Helping Students Graduate	\$580,500		9.00			
Support for Autism Spectrum Students	\$77,672		1.00			
American Indian Circle Program	\$164,600	\$30,000	2.00			
SD Mathematics for Engineering Institute	\$303,500		3.50			
Math Success Initiative	\$245,434		2.50			
School of Law	\$600,000				\$1,200,000	
SDSBVI/SDSD	\$146,493			\$146,493		
Subtotal	\$2,118,199	\$30,000	18.00	\$146,493	\$1,200,000	0.00
Technology Security Investments	\$662,827	\$3,000,000	7.00	\$0	\$0	0.0
Research Initiatives						
Dakota Lakes Research Farm	\$120,286	\$75,000	0.75			
SDSU Extension STEM Outreach	\$282,882					
Precision Agriculture	\$87,303		1.00			
Subtotal	\$490,471	\$75,000	1.75	\$0	\$0	0.00
Shared Responsibility Student Aid Model (Year 1)	\$3,504,243			\$0		
Current Program Changes						
FTE - NSU and SDSD			14.00			14.0
South Dakota Opportunity Scholarship	\$360,000			\$412,798		
HEFF M&R				\$918,737		
Utilities	(\$2,589,441)			(\$2,589,441)		
Lease Adjustment	(\$3,502)			(\$3,502)		
Subtotal	(\$2,232,943)	\$0	14.00	(\$1,261,408)	\$0	14.00
Capital Projects						
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		\$800,000	\$5,000,000	
Subtotal		\$120,800,000		\$800,000	\$5,000,000	
Base Funding Change without Salary Policy	\$13,775,700	\$123,905,000	48.75	(\$314,915)	\$6,200,000	14.0
	General	One-Time	FTE	General	One-Time	FTE
FY17 Base General Funds	\$212,097,277		5,140.4	\$212,097,277		5,140.4
Increase	\$13,775,700		48.8	(\$314,915)		14.0
FY18 Base Funding	\$225,872,977		5,189.2	\$211,782,362		5,154.4
Percentage Increase	6.5%		0.9%	-0.1%		0.3%
FY18 One-Time Funding and Specials		\$123,905,000			\$6,200,000	

Animal Disease Research and Diagnostic Lab (ADRDL)

Cost & Funding Proposal [Updated: 12-05-2016]

\$68,153,637	Total project cost estimate from architect and builder (09-09-2016)
-\$2,742,000	Funds secured during 2016 legislative session
-\$6,772,000	Further project cuts (10-03-2016)
\$58,639,637	REMAINING FUNDS NEEDED FOR PROJECT
	*Plus additional ongoing operations funding of \$1.85M per year

PROPOSED FUNDING from SDSU/ADRDL, State General Funds

-\$6,000,000	SDSU/ADRDL available contribution
-\$5,000,000	One-Time State General Funds
-\$1,500,000	State General Funds (Needed ongoing operations funding will scale up during the three-year construction timeframe; these unneeded operations dollars can be used to offset construction costs.)

PROPOSED FUNDING from Agriculture Industry

-\$46,139,637	Agriculture Industry
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PROPOSED ONGOING OPERATIONS FUNDING (\$1.76M per year)

Ongoing State General Funds = \$800,000/year
 Commercial Pet Food Fee = \$600,000/year
 Ag Industry = \$360,000/year

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

**REVISED
AGENDA ITEM: 7 – L**

DATE: December 6-8, 2016

**SUBJECT: BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition
(Emergency Approval)**

Attached are proposed changes to BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition. The revisions change the reference of state-support tuition to on-campus tuition, adds information on reduced tuition programs recently approved, and includes additional statutory language related to the National Guard reduced tuition program.

The policy has been reviewed by the necessary councils and the Council of Presidents and Superintendents.

DRAFT MOTION 20161206_7-L: I move emergency approval of the revisions to BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Tuition and Fees: ~~State-Support~~ On-Campus Tuition

NUMBER: 5:5:1

1. ~~State-Support~~ On-Campus Tuition

The six universities receive state appropriated dollars that are used to support the on-campus operations. All courses taught on campus will be at the Board approved ~~state-support~~on-campus tuition rate except for remedial courses.

A. **Standard ~~State-Supported~~ On-Campus Tuition Rates:** The Board sets tuition rates each spring that are effective for the following summer, fall and spring terms. The ~~on-campus~~state-support tuition rates are per credit hour rates for the following classifications of students:

1. Undergraduate resident
2. Undergraduate nonresident
3. Graduate resident
4. Graduate nonresident

The ~~state-support~~ on-campus tuition rates are per semester rates for the following classifications of students:

1. Law school resident
2. Law school nonresident
3. Pharmacy resident
4. Pharmacy nonresident

The ~~state-support~~ on-campus tuition rates are per annual rates for the following classifications of students:

1. Medical school resident
2. Medical school nonresident

2. Tuition Allocations

- A. All ~~state-support-on-campus~~ tuition collected shall be deposited 88.5% into the BOR system tuition fund and 11.5% into the higher education facilities fund with the exception of the first \$875,000 of Medical School tuition which shall be deposited 100% into the system tuition fund (SDCL 13-53-15).
- B. Salary Competitiveness: Salary competitiveness is a component of tuition. The proceeds shall be used to enhance faculty and non-faculty exempt salaries. The Board will identify the per credit hour rate annually that is committed to the enhancement of salaries as part of the annual tuition and fee setting process.
- C. Institutional Maintenance and Repair: The campuses are required to allocate a portion of each ~~state-support-on-campus~~ credit hour to maintenance and repair. The campus M&R dollars are retained locally in a separate fund and the revenue can only be expended on Board approved projects. The Board will identify the per credit hour rate that is to be committed to maintenance and repair as part of the annual tuition and fee setting process.
- D. Critical Maintenance and Repair: The critical deferred maintenance bonds are supported by revenue from each ~~state-supported-on-campus~~ tuition credit. The critical deferred maintenance funds are deposited centrally. The Board will identify the per credit hour rate that is to be committed to the critical maintenance and repair bonds as part of the annual tuition and fee setting process.
- E. Technology Funds: The Board has identified a portion of each ~~state-support oncampus~~ credit hour that is to be dedicated to technology investments. The technology investments include the amounts needed to support Regents Information Systems and the System Technology Fund. The Board will identify the per credit hour rate that is to be committed to these technology investments.

3. **Board Approved Reduced Tuition Programs**

A university may request that the Board approve the use of reduced nonresident tuition rates to support enrollment. Strategies. A university may also request that the Board set differential tuition rates if necessary to maintain or increase the enrollment of selected types of students.

- A. **Persons 65 Years of Age or Older:** The tuition for resident students sixty-five (65) years of age or older during the calendar year enrolled shall be 55% of the cost of resident tuition.
- B. **Graduate Fellows and Assistants:**
Resident graduate assistants and graduate student fellows shall be assessed 53% of the resident graduate tuition rate for all ~~state-support-on-campus~~ courses, nonresidents shall be assessed 63%. (Policy 5:17).

- C. **Reserve Officer Training Corps Cadets:** South Dakota residents who are junior and senior students and who are contracted senior Reserve Officer Training Corps (ROTC) cadets shall be charged 50% of the undergraduate resident tuition rate established by the Board of Regents for not more than four semesters. (BOR, May 1989, pp. 531 and 533).
1. A senior cadet is eligible for the special tuition rate as long as he or she:
 2. remains a resident of South Dakota throughout each semester he or she has applied for benefits;
 3. has met all the contract eligibility requirements for Senior ROTC and has signed the contract for the programs;
 4. maintains satisfactory academic progress as defined by the United States Army or Air Force Cadet Command;
 5. is not receiving a ROTC scholarship and is not a member of the simultaneous membership program.
- D. **North Dakota Residents Attending Northern State University:** First-time freshmen and new transfer students from North Dakota enrolled beginning with the summer 2004 term at Northern State University shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.
- E. **Military Science Courses:** Military Science courses offered to military science students shall be offered without payment of tuition. All other required fees shall apply.
- F. **Western Regional Graduate Program (WRG):** Students from the WICHE states can participate in the Western Regional Graduate Program. The graduate programs that have been approved by the Board for South Dakota allow students to pay instate tuition rates. The Master's and Ph.D. degree programs in materials engineering and science, paleontology and atmospheric sciences or Master's in robotics and intelligent autonomous system offered by South Dakota School of Mines and Technology, integrative genomics from Black Hills State University or Master's in health informatics from Dakota State University are part of the Western Regional Graduate Program which allows students from WICHE compact states to attend the program at the resident tuition rate.
- G. **Non-Resident Tuition Rates for Enrollment Management:** ~~A university may request that the Board approve the use of reduced nonresident tuition rates to manage enrollment.~~
- ~~A university may also request that the Board set differential tuition rates if necessary to maintain or increase the enrollment of selected types of students. (moved to the top of this section)~~

- H. Wyoming Residents Attending Black Hills State University:** First-time freshmen and new transfer students from Wyoming enrolled beginning with the summer 2013 term at Black Hills State University shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.
- I. Iowa Residents Attending Dakota State University, Northern State University, South Dakota State University, and the University of South Dakota:** First-time freshmen and new transfer students from Iowa enrolled at DSU, NSU, SDSU or USD beginning with the summer 2016 term shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.
- J. Western Undergraduate Exchange Tuition Rate for Residents of WICHE States:** Undergraduate residents of WICHE states are eligible to attend any of the SD universities at 150% of the resident on-campus tuition rate. Students attending SDSM&T who are new freshmen and first-time transfers starting the summer of 2016 shall be charged the Western Undergraduate Exchange (WUE) tuition rate for undergraduate courses. The states included are: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Northern Dakota, Oregon, Utah, Washington, and Wyoming.
- K. Children of Alumni:** - Effective Summer 2015, non-resident undergraduate freshmen students or first-time transfers attending the same university from which one of their parents or legal guardian received a degree can attend at the resident oncampus tuition rate. Eligibility criteria approved by the Board differ between institutions and are available from each university.

4. Tuition and Fee Reductions and Waivers Established by the Legislature

The Legislature has established several tuition and fee reductions and waivers for the benefit of specific groups of South Dakota residents. The information in this policy on the legislated reductions and waivers contains only excerpts from the South Dakota Codified laws and is not intended to provide the necessary detail to administer the programs. Normal fees should be assessed unless specifically waived. SDCL must be referenced for specific guidelines and eligibility criteria. Current information about eligibility requirements is provided in SDCL and shall be available from the Executive Director's office.

- A. Employees of the State of South Dakota (SDCL ~~ch. §~~ 3-20):** Employees of the state who meet the following requirements and who are admitted to the university may be eligible for a 50% tuition reduction for state support undergraduate and graduate courses up to a maximum of six credit hours per semester. An employee of the state is eligible for tuition reduction as long as he or she:
1. is continuously employed by the state for a period of one year in a benefit eligible position;

2. is a bona fide resident of the state;
3. maintains an academic grade of 2.0 or better;
4. maintains an academic rating of competent or better in the most recent merit appraisal or is otherwise certified as competent by the immediate supervisor; and 5) is a benefit-eligible employee.

Registration in any course at the reduced tuition rate shall be limited to space available, as determined by the President or designee; after all of the full-time or full tuition paying students have registered. The Board of Regents shall maintain an annual record of the number of participants and the tuition dollar value of such participation.

- B. Members of the South Dakota National Guard (SDCL § 33-6-5):** ~~Any member of the South Dakota National Guard who is a resident of the state of South Dakota and who has met admissions requirements is entitled to receive up to a 50% tuition reduction for undergraduate courses if the eligibility in SDCL § 33-6-7 are met. The state benefit is applied after applying any federal tuition benefits.~~

~~In order to receive benefits a person must apply to the Department of Military and Veteran's Affairs according to SDCL § 33-6-8.~~

Any member of the South Dakota National Guard can qualify for a reduced tuition benefit by meeting the following qualifications in SDCL § 33-6-7:

1. Be a member of the South Dakota Army National Guard Unit or Air National Guard Unit throughout each semester or vocational program for which the member applies for benefits;
2. Have satisfactorily completed required initial basic training;
3. Have satisfactorily performed duty upon return from basic training, including a minimum ninety percent attendance on scheduled drill dates and at annual training with the member's parent unit;
4. Maintain satisfactory academic progress; and
5. Provide proper notice to the institution at the time of registration for the term in which the benefits are sought.

South Dakota National Guard members taking undergraduate courses are entitled to a benefit of fifty percent of the on-campus undergraduate resident tuition to be paid or otherwise credited by the Board of Regents.

South Dakota National Guard members taking graduate courses are entitled to a benefit of fifty percent of the on-campus graduate resident tuition to be paid or otherwise credited by the Board of Regents.

All nonresident members of the South Dakota National Guard who have met admission requirements in SDCL § 33-6-7 will be treated as residents for purposes of the tuition assessed.

The state benefits are applied after applying any federal tuition benefits. The total federal and state benefits may not exceed one hundred percent of the tuition cost.

- C. **Veterans and Others Who Performed War Service (SDCL § 13-55-2):** Veterans and others who performed active war service may pursue any undergraduate course or courses without payment of charges for tuition for each month of qualified service or major fraction thereof a month in academic time. No eligible person shall be entitled to less than one or more than four academic years of free tuition. Residence at the time of entry into military service or active war service shall not affect eligibility for this entitlement. Eligibility is limited to persons who reside in this state and who:
1. are veterans or others as defined in SDCL § 33-17-2;
 2. are qualified for resident tuition;
 3. comply with all the requirements for admission;
 4. are not entitled to have such tuition paid by the United States or are entitled to receive in part from the United States for education and training allowance and in part the expenses of his or her subsistence, tuition, fees, supplies, books and equipment per SDCL § 13-15-4.
- D. **Children and Spouses of National Guardsmen Disabled or Deceased in Line of Duty (SDCL § 13-55-10):** South Dakota residents under the age of 25 years whose father, mother, or spouse died or sustained a total permanent disability resulting from duty as a member of the South Dakota National Guard, while on state active duty or any authorized training duty, shall be entitled to tuition without cost and be entitled to attend any course or courses of study.
- E. **Visually Impaired Persons (SDCL §§ 13-55-11 through 13-55-13):** Residents of South Dakota who are visually impaired and who are eligible for admission may pursue any course of study without payment of tuition and fees that other students are required to pay directly to the university until they have received two hundred twentyfive (225) semester hours of credit or its equivalent.
- A person shall be deemed to be visually impaired if he or she cannot, with use of correcting glasses, see sufficiently to perform ordinary activities for which eyesight is essential. The impairment shall be certified according to SDCL § 13-55-11.1.
- F. **Children of Residents Who Died During Service in Armed Forces (SDCL §§ 13-55-6 through 13-55-9):** Certain children of residents who died while in the service of the armed forces of the United States are entitled to free tuition and to

any course or courses of study without the payment of any charges or costs, therefore:

1. Eligibility is limited to South Dakota residents under the age of twenty-five years.
2. The deceased parent, mother or father, must have been a veteran as defined in SDCL § 33-17-1, must have been a bona fide resident of South Dakota for at least six months immediately prior to entry into active service, and must have died from any cause while in the service of the armed forces of the United States.

G. **Dependents of Prisoners or Missing in Action (SDCL § 13-55-9):** Dependents of prisoners of war or persons missing in action, upon being admitted to a university, shall be entitled to eight semesters or twelve quarters, free of tuition and mandatory fees, other than subsistence expenses, for either full- or part-time study, for so long as he or she is eligible.

H. **Certain Elementary and Secondary Teachers and Vocational Instructors (SDCL ~~eh-~~§ 13-55-24):** Certain elementary and secondary school teachers and vocational instructors may pursue any undergraduate or graduate course upon payment of 50% of tuition and 100% of required fees.

Eligibility is limited to teachers and vocational instructors who:

1. are bona fide residents of South Dakota;
2. are employed by an accredited school as a teacher as defined in Title 13;
3. are required by state law, administrative rules or an employment contract to attend college as a condition of employment or to maintain a certificate to teach;
4. are certified as eligible for this program by the school district or private school by which they are employed; and
5. maintain an average academic grade of 3.0 or better.

The right of any teacher or vocational instructor to participate in this tuition reduction is limited to the space available, as determined by the president or designee; in any course after all of the full-time or full tuition paying students have registered.

An eligible teacher or vocational instructor may receive the tuition reduction for a maximum of six credit hours per academic year. For the purposes of this section, the academic year shall begin with the fall semester and include all of the following summer.

- I. **Survivors of Certain Fire Fighters, Certified Law Enforcement Officers and Emergency Medical Technicians (SDCL § 13-55-22):** If a firefighter or certified law enforcement officer or an emergency medical technician dies as a direct result of injuries received in performance of official duties, the survivor, upon being duly accepted for enrollment into any state-supported university of higher education or state-supported technical or vocational school, shall be allowed to obtain a bachelor's degree or vocational degree for so long as the survivor is eligible, free of any tuition. However, the bachelor's degree or vocational degree shall be earned within a thirtysix month or eight semester period or its equivalent.
- J. **Reciprocity Tuition Rate for Minnesota Residents (SDCL ~~ch. §~~ 13-53B):** Minnesota residents shall be charged the rate established in the tuition reciprocity agreement between the South Dakota Board of Regents and the Minnesota Higher Education Coordinating Board. (See Policy 1:16, Interstate Tuition Agreements).
- K. **Resident Tuition for Rehabilitation Services Clients:** All nonresidents who are receiving tuition support from the South Dakota Division of Rehabilitation Services are entitled to pay tuition at resident rates.
- L. ~~Nonresident South Dakota National Guard Members (SDCL 33-6): Non-resident members of the South Dakota National Guard shall be appropriately classified as nonresidents but shall receive a reduced tuition benefit equal to residents of the South Dakota National Guard paid after applying the federal tuition benefit. The nonresident rate assessed will be reduced by the value of the benefit received by South Dakota residents of the National Guard, the adjustment being one-half of the resident statesupport tuition rate.~~

5. Reduced Tuition Program Limitation

A student is only eligible to participate in one reduced tuition program at any point in time. The student will be assigned the appropriate student type that provides the student with the greatest reduced tuition benefit.

SOURCE: BOR, October 2004; August 2006; June 2011; April 2013; March 2016; December 2016.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – M

DATE: December 6-8, 2016

SUBJECT: BOR Policy 5:11 – Personal Dues and Subscriptions (First 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.

DRAFT MOTION 20161206_7-M: I move to approve the first 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

1. Purpose:
This policy is set forth 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.

2. Definitions:
 - Aa. Individual memberships and individual professional memberships: These are for individual memberships in professional and business organizations.

 - Bb. Individual licensure fees: These fees are licensure fees of an individual.

 - Ce. 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.

3. 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.
 - A. 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:
 - 1a. 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

 - 2b. 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.

4. This policy is not intended to limit the prerogative of presidents, superintendents or the executive director to use state funds to support institutional memberships 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.

SOURCE: BOR, December 1990.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – N

DATE: December 6-8, 2016

SUBJECT: BOR Policy 5:21 – System Collection Policy (Emergency Approval)

At the October 2016 Board meeting, changes to the System Collection Policy were up for emergency approval. The policy changes were premised on a signed Memorandum of Agreement with the Commissioner of the Bureau of Administration for the Obligation Recovery Center (ORC). The language regarding the revocation of motor vehicle registration or driver's license revocation for student debt had been removed. The Board questioned the ability of the state to agree to this given the requirements in the law passed in 2015. Following the Board meeting, the Bureau of Administration revoked the agreement saying that they had not paid close enough attention to the language in the agreement. They have provided us a new MOU that would make student debt subject to revocation of driver's licenses as well as motor vehicle registration.

Rules were recently approved that will set the dollar limit for the revocation of motor vehicle registration, motorcycle registration, boat registration or driver license at \$1,000 or more, and \$50 for any hunting license, fishing license, state park permit, or camping.

The law provides that each agency will decide what debt is referred to ORC. Most agencies are submitting all outstanding debt, regardless of age and over \$25.00. The universities have been actively collecting student debt using collection agencies as required in Board policy. As we consider a transition to ORC, we need to resolve two issues: 1) what level of debt must be submitted to ORC, and 2) what will happen with the debt that has already been through two collection agencies or is less than \$250.00. The Board office recently met with the Board of Finance to get a reaction to these two issues. The Board of Finance decides what debt can be written-off. The Board of Finance, chaired by Tony Venhuizen, did not take formal action, but signaled support for writing off accounts that have been through two collection agencies. The Board of Finance also indicated support for writing off accounts less than \$250.00 that are not referred to ORC as long as the campuses could document due diligence in their collection efforts. This will provide the universities with some discretion on whether or not an account less than \$250.00 would go to ORC for collection.

Given the support from the Board of Finance and the finalization of the rules, the recommendation is to approve the changes to BOR policy 5:21 which will require all future

(Continued)

DRAFT MOTION 20161206_7-N: I move emergency approval of the revisions to BOR Policy 5:21 as presented.

accounts of \$250.00 or more to be referred to the Obligation Recovery Center after in-house collection efforts are exhausted. As part of the transition, the universities will submit write-offs to the Board of Finance for accounts from 2011 and earlier that have been to two collection agencies or are less than \$250.00. Accounts from 2012 forward that are \$250 or more will be sent to ORC. For all years, the universities will have discretion on whether to submit accounts that are less than \$250.00 to the Obligation Recovery Center for collection or to the Board of Finance for write-off. Accounts in repayment will remain at the university or the current collection agency.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: System Collection Policy

NUMBER: 5:21

1. System Collection Procedure

The following system collection procedure shall be used for student, employee, and customer receivables including, but not limited to, tuition and fees, institutional student loans, traffic fines, library fines, daycare, housing fines, student health and other student charges of whatever kind or character; except that student obligations arising from participation in federal student financial aid programs shall be collected in the manner specified under federal regulation.

- A. A commercial or vendor account shall become delinquent 45 days after the established due date. A student account shall become delinquent when a balance remains after the established deadlines. The debtor shall be informed that if the account is not satisfied in full or appropriate arrangements made by the due date, the account shall be handled as follows:
 - 1) All student accounts with an accounts receivable (AR) balance of ~~\$25050~~ or more shall have a HOLD placed on them as soon as they become delinquent. The hold will stop a student from registering, adding or dropping classes, or obtaining an official transcript from the institution. The HOLD shall not be removed until the account is satisfied in full. The institution recognizing the receivable may exercise discretion and override the hold upon consultation with the other institution.
 - 2) For all commercial or vendor accounts that become delinquent, the university shall discontinue their services until accounts are paid in full.
- B. Collection of student, commercial or vendor accounts shall proceed according to the following schedule:
 - 1) Accounts less than ~~\$2501,000~~:
 - a. Accounts that are less than ~~\$2501,000~~ shall be handled using in-house collection procedures, which shall consist of a minimum of three contacts to the debtor, with at least two of them being in writing. Debtors shall be responsible for all collection fees incurred where permitted under law.

- b. When in-house collection efforts are exhausted, the account may be referred ~~to a collection agency under contract with the institution or~~ to the State of South Dakota's Obligation Recovery Center.
 - c. When collection efforts are exhausted and the account is at least two years delinquent, the account will be submitted to the Board of Finance to be written off in accordance with procedures established by the Board of Finance.
 - d. The HOLD may remain on a debtor's record even after the account is approved for write-off, which will stop the debtor from receiving services from the institution in the future.
- 2) Accounts that are \$~~2501,000~~ or more:
 - a. Accounts that are \$~~2501,000~~ or more shall be handled using in-house collection procedures, which shall consist of a minimum of three contacts to the debtor, with at least two of them being in writing, one by registered mail. The collection process on accounts \$~~2501,000~~ or more shall be completed within ~~180~~120 days from the date the account became delinquent. Debtors shall be responsible for all collection fees incurred where permitted under law.
 - b. ~~When an account is not in repayment or~~ When in-house collection efforts are exhausted, the account shall be referred to the State of South Dakota's Obligation Recovery Center for collection efforts.
 - c. When the collection efforts by the Obligation Recovery Center have been ~~are~~ exhausted and the debt has been referred back to the university, it will ~~account is at least two years delinquent, the account will~~ be submitted to the Board of Finance for write-off in accordance with procedures established by the Board of Finance.
 - d. The HOLD shall remain on a debtor's record even after the account is written-off, which shall stop the debtor from receiving services from the institution until the debt is satisfied.
- C. Employee debts to their institutions may be satisfied through voluntary or involuntary deductions from salary, or they may be referred to a collection agency.
 - 1) Employees shall be billed for debts to their employers in the same manner as others who owe monies to the employing institution.
 - 2) Where employees fail to respond to demands for payment, an institution may refer the matter to a collection agency, or it may:

- a. Notify the debtor-employee that his or her monthly salary shall be reduced to cover the amount owing plus interest beginning with the salary earned during the month following that in which the notice is sent.
 - b. The notice sent to debtor-employees shall fix a time for an informal meeting between the institution's chief financial officer or that person's designee and the employee to discuss the debt and its resolution.
 - i. The meeting shall be scheduled no later than ten working days prior to the date of the first deduction.
 - c. If the debtor-employee contacts the institution in response to such notice, the institution may work out mutually acceptable terms for the use of salary deductions to repay all sums owing.
 - d. If the debtor-employee fails to respond to the notice, or if no mutually acceptable agreement is reached, the institution may recoup its claim from the debtor-employee's salary beginning with the installment payable for services provided during the month following that in which the notice was sent.
 - e. Deduction from salary may be in such amounts needed to satisfy the debtor-employee's obligations to the institution; provided
 - i. That the deductions from salary shall comply with the priorities and limitations on deductions from wages established by SDCL chapter 21-18.
- 3) Debtor-employees may challenge such deductions under grievance procedures established in Board policy or, where pertinent, collective bargaining agreements.
- a. If an employee succeeds in showing the deduction to have been improper, the institution shall make a lump sum payment of the amount deducted, plus interest from the time of the deduction.
- D. Late fees established by the Board may be assessed against delinquent accounts or
~~Institutions may assess~~ interest may be assessed on delinquent accounts at the category
 F rate specified in SDCL 54-3-16.

SOURCE: BOR, December 1995; May 1996; June 2001; May 2003; March 2006; December 2010; May 2012; December 2015; October—December 2016.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – O

DATE: December 6-8, 2016

SUBJECT: BOR Policy 5:25 – Auxiliary Revenue System (First 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.

DRAFT MOTION 20161206_7-O: I move to approve the first 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

1. Preamble

On October 21, 2004, the Board adopted a resolution establishing a combined system of housing and auxiliary facilities where each Institution continued to operate its existing system, but the revenues of which are subject to being used to avoid a potential default on each series of bonds issued on behalf of any Institution in the system. Under this resolution, the Board created and authorized the issue and delivery of bonds for the purposes of financing the construction, acquisition, or modification of revenue generating facilities.

2. Definitions

- A. Board – the South Dakota Board of Regents.
- B. Bond or Bonds – each series of Housing and Auxiliary Facilities System Revenue Bonds.
- C. 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 3B below for the restrictions and uses of Bond and Interest Sinking Fund Accounts.
- D. 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:
 - 1. Paid into the Bond and Interest Sinking Fund Account and used for the payment of the next interest payment of the bond, or
 - 2. Used for any purpose approved by Bond Counsel.

- E. 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.
- F. 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 3C below for the restrictions and uses of the Debt Service Reserve Account.
- G. Debt Service Reserve Requirements – if required upon issuance of a series of bonds, means the lesser of:
 - 1. Maximum Annual Debt Service on the bonds which are secured by the Debt Service Reserve Account,
 - 2. 125% of average Annual Debt Service on the bonds which are secured by the Debt Service Reserve Account,
 - 3. 10% of the original principal amount of the bonds which are secured by the Debt Service Reserve Account.
- H. 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.
- I. 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.
- J. 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.
- K. Institutional System – for each Institution, each and all of the following:
 - 1. Any facilities financed with the proceeds of bonds issued for such Institution or purchased with System funds,
 - 2. The existing facilities of each Institution as described in Exhibit A ~~to the 2011 Bonds~~ of the most recent bond issue,

3. 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.
- L. 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.
 - M. 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.
 - N. Permitted Investments – any investments permitted by the laws of the State of South Dakota for the investment of public funds.
 - O. 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:
 1. The Net Revenues of each Institutional system,
 2. Uncommitted funds of the Repair and Replacement Reserve Accounts of each Institution,
 3. 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,
 4. 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
 5. Such other funds which may be pledged or used as authorized by state law.
 - P. Project(s) – facilities to be constructed with a series of bonds.
 - Q. 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 3D below for the restrictions and uses of the Repair and Replacement Reserve Account.
 - R. Revenue Fund – the fund of that name established for each Institutional System pursuant to the requirements of a bond resolution. See Section 3A below for the restrictions and uses of Revenue Funds.

- S. 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.

3. Flow of Funds

- A. 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 Repair and Replacement Reserve Account.
- B. 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.
- C. 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.

- D. Repair and Replacement 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 Repair and Replacement 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 Repair and Replacement Reserve Account exceed the RRR Requirement. All moneys and investments held in the Repair and Replacement Reserve 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.
- E. 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. To redeem, on the next interest payment date, the bonds of the related Institution then outstanding, which are subject to redemption prior to maturity,
 - 2. For any expenditures, including the payment of debt service, relating to improving or restoring any existing facilities of the related Institutional System, and
 - 3. For any other lawful purpose of the related Institutional System.

4. Continued Requirements

- A. Each Institution shall notify the Board at least 30 days prior to each interest or principal payment date either:
 - 1. That it has sufficient Net Revenue available from the Institutional System to make the interest and principal payment on such payment date, or
 - 2. 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.

B. 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:

~~B.~~

1. 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
2. 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.
3. 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.
4. In no event may the coverage described above fall below 100% of Annual Debt Service on all bonds in each fiscal year.

C. 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.

1. In the event of an insurable event, the proceeds from any insurance related to the event will be credited to the Repair and Replacement Reserve Account to be used to reconstruct, repair, or rehabilitate the part of the Institutional System damaged.

D. The Board will provide the following via posting on the EMMA website:

- ~~1. No later than 270 days after the end of each fiscal year, demand and enrollment statistics including full and part time enrollment, full time equivalent students, applications, acceptances and matriculations, schedule of tuition and fee rates, student housing occupancy, and other relevant data;~~
- ~~2.~~1. A copy of any annual or period report with respect to the System prepared for the Board;
- ~~3. 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;~~
- ~~4.~~2. 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;

- ~~5.3.~~ 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~~;~~
- ~~6.4.~~ Within 270 days of the end of the fiscal year, a copy of the unaudited financial statements for each Institution~~;~~
- ~~7.5.~~ Unaudited Financial Statements of the Housing and Auxiliary Facilities System Revenue Bond Funds will be provided upon completion~~;~~ ~~and~~
- 6. 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
- ~~8.7.~~ By the end of October, the historical and projected worksheet for the system.

- E. If any part of the information described in part D 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.
- F. Reportable events will be disseminated by the Board not more than 10 business days after occurrence via the EMMA website. Reportable events are:
 - 1. Principal and interest payment delinquencies,
 - 2. Non-payment related defaults, if material,
 - 3. Unscheduled draws on debt service reserve reflecting financial difficulties,
 - 4. Unscheduled draws on credit enhancements reflecting financial difficulties,
 - 5. Substitution of credit or liquidity providers, or their failure to perform,
 - 6. 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,
 - 7. Modifications to the rights of security holders, if material,
 - 8. Bond calls, if material, and tender offers,
 - 9. Defeasances,
 - 10. Release, substitution or sale of property securing repayment of the securities, if material,
 - 11. Rating changes,
 - 12. Bankruptcy, insolvency, receivership or similar event of the Board,
 - 13. 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,

14. Appointment of a successor or additional trustee or the change of name of a trustee, if material,

5. Addition/Removal of Project from System

- A. 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.
- B. 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.
- C. No property, plant, and equipment that is used to generate Net Revenue may be sold or otherwise disposed of unless:
 1. The property, plant, and equipment is obsolete or worn out,
 2. Fair market value is received in return, or
 3. 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.
- D. 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.
- E. No accounts receivable that are a source of Net Revenues may be sold, pledged, factored, or otherwise disposed of under any circumstances.

6. 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.

SOURCE: BOR, June 2012, March 2017.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – P

DATE: December 6-8, 2016

SUBJECT: System Tuition Pool Condition Statement

Attached you will find a System Tuition Pool Condition Statement. The balance as of June 30, 2016, in the fund was \$3,183,372. Interest earnings on FY16 money was posted in September and the first \$250,000 SDSM&T loan installment has been paid. The current balance is \$3,643,242. The current goal of the pool is 5% of tuition revenue or \$10,315,698. The reserve is currently at 2.13%.

At the end of FY13, the executive director transferred \$2,500,000 from the tuition reserve to SDSM&T to cover a cash shortfall. The current plan from SDSM&T is to have that amount paid back in ten quarters at \$250,000 per quarter. SDSM&T's payback is on target. Here is the payback plan by year:

FY16 - \$750,000

FY17 - \$1,000,000

FY18 - \$750,000

The Board's reserve is available to address emergencies as well as other Board priorities and critical needs. The reserve pool is not growing commensurate with the tuition and fee revenues generated by the campuses. Today, the institutions get back all of their revenues from the tuition pool. The tuition reserve pool only grows by the amount of interest earned through investment.

INFORMATIONAL ITEM

**South Dakota Board of Regents
Tuition Condition Statement
June 30, 2016**

FY16 Actual

<u>Beginning Cash Balance:</u> ⁽¹⁾	\$2,277,302
<u>Revenue:</u>	
Actual Interest Earnings (on FY15 money)	\$156,070
Installment of SDSM&T Loan	\$750,000
<u>Ending Cash Balance and Reserve</u> ⁽²⁾	<u>\$3,183,372</u>

FY17 Projected

<u>Beginning Cash Balance:</u>	\$3,183,372
<u>Revenue:</u>	
Actual Interest Earnings (on FY16 money)	\$209,869
Installment of SDSM&T Loan	\$1,000,000
<u>Ending Cash Balance and Reserve</u> ⁽¹⁾	<u>\$4,393,241</u>
% of On-Campus Tuition Revenue	2.13%

(1) <i>Beginning Cash Balance Reflects the Loan to SDSM&T</i>	\$2,500,000
<i>Balance of Loan to SDSM&T as of 06/30/2016</i>	\$1,750,000
(2) <i>Board's Reserve Goal of 5% of Tuition Base</i>	\$10,315,698

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – Q

DATE: December 6-8, 2016

SUBJECT: FY17 Military Rate for Centers

The federal government currently provides federal tuition assistance up to a maximum of \$250 per credit hour to active military students. The Board approved the extension of the National Guard undergraduate tuition benefit for active duty military personnel (Reserves, Active Reserves, and Active Military) at all University Center locations for both FY15 and FY16. This rate allows the centers to remain competitive, especially in the Rapid City area where a majority of active duty personnel are enrolled.

This tuition rate was not included in the FY17 Tuition and Fee Schedule approved at the April Board meeting. To remain competitive, the Centers wish to continue to charge the \$250.00 for active duty personnel (Reserves, Active Reserves, and Active Military) and, therefore, need to have the rate retroactively approved.

DRAFT MOTION 20161206_7-Q: I move to approve a \$250.00 rate for Active Duty Military Personnel at all University Center locations effective Summer 2016.

SOUTH DAKOTA BOARD OF REGENTS

Budget & Finance

**REVISED
AGENDA ITEM: 7 – R**

DATE: December 6-8, 2016

SUBJECT: Black Hills State University Wellness Center Addition - Preliminary Facility Statement

Black Hills State University requests approval of its Preliminary Facility Statement to begin planning for future construction of a Wellness Center addition to the Young Center. If approved, BHSU would be able to move forward with its Facility Program Plan.

BHSU is in the process of updating the campus' master plan. An addition of a Wellness Center is part of this conversation. Currently, the fitness center is located in 4,000 square feet above the gymnasium floor where the old dance floor used to be located. An addition of a Wellness Center would provide dedicated fitness space and a wellness wing to the Young Center.

Preliminary discussions indicate the best location for this addition would be on the south side of the Young Center adjacent to the pool patio. This location would take advantage of the exterior views toward the new campus green and also toward the mountain vista to the east.

The BHSU Student Senate supports the concept of a new Wellness Center wing on the Young Center. They have identified numerous needs surrounding a wellness center and are eager to start the planning process for future BHSU students.

BHSU is proposing to raise two-thirds of the cost of the addition from private funds and one-third of the cost will be funded with GAF or other cash. BHSU may need an increase to the GAF to support operations of the facility. No GAF increase will be requested to debt finance the facility. BHSU will fund the development of its Facility Program Plan from GAF revenues. The development cost will not exceed \$50,000.

With approval of the Preliminary Facility Statement, more specific project details and project costs can be determined by hiring an architect to assist with the development of the Facility Program Plan. Additional details of the proposed project can be found in BHSU's attached Preliminary Facility Statement.

DRAFT MOTION 20161206_7-R: I move approval of the Preliminary Facility Statement for the BHSU Wellness Center addition which will allow BHSU to continue planning and design of the proposed addition which will be funded with private, GAF or other funds.

Black Hills State University Wellness Center Addition

Preliminary Facility Statement

Submitted November 4, 2016 (Revised 11-3-16)

A. General Programmatic Needs to be Addressed

The Donald E. Young Center, once the standard bearer for the region, was built in 1989 making it 27 years old. The facility currently houses the athletic department and three academic departments including Exercise Science, Physical Education, and Outdoor Education. It contains a gymnasium with two full size basketball courts, a field house, athletic weight room, small fitness room, swimming pool, classrooms, Athletic Hall of Fame, and a National Guard armory. The building contains 181,936 gross square feet (GSF) including two additions: the National Guard Armory in 2002 (6,248 GSF) after Cook Gym was torn down and additional space (3,870 GSF) to address Title IX concerns in 2007.

The facility was built when our name was Black Hills State College and the college was in the NAIA athletic division with 10 team sports, 239 athletes, fewer than 4,000 head count, and a Spearfish population of 6,966 (1990 census). Today, Black Hills State University is an NCAA Division II university with 14 sports, 362 athletes, nearly 4,300 head count, and a Spearfish population of 11,283 (2015 census). Additionally, student expectations have changed regarding fitness center needs in the past 27 years. The internet was not available to the public and there was no wifi or cable connected cardio equipment. Exercise Science and Physical Therapy, as major disciplines, were not yet available. Nor was the emphasis in outdoor recreation and healthy living as expansive as it is today.

Since the Young Center was built, BHSU has added the following sports primarily to address Title IX concerns: women's triathlon, women's soccer, women's softball, and women's golf. The growth in the number of sports and the number of students and student athletes has placed significant strain on the building resources including locker rooms and the availability of the gym, field house, and fitness areas outside of athletic use. Furthermore, the facility hosts major events for South Dakota and the local region, including Special Olympics, track and field, youth soccer, and youth gymnastics. The participants and guests total nearly 10,000 annually. The local Spearfish community continues to also have access to the facility.

BHSU's fitness center is currently 4,000 sq. ft. and is located above the gym floor on the old dance floor. This addition would provide a dedicated fitness/wellness wing onto the Young Center. If fund raising efforts are successful, additional space may be added for health services and rehabilitation.

B. Analysis of the Student Body or Constituents to Be Served

BHSU Student Senate leadership supports the concept of using GAF to support a new wellness center wing attached to the Young Center. They have identified numerous

needs surrounding a wellness center and are eager to start the planning process for future BHSU students.

C. Additional Services to Be Offered
NA

D. Compliance with Master Plan

We are currently in the process of updating our campus master plan. The wellness center addition is part of the conversation.

E. Analysis of Needs Assessment Based on the Facilities Utilization Report
NA

F. Location

Preliminary review indicates the best place for this addition is on the south side of the Young Center adjacent to the pool patio. The master plan suggests this location would take advantage of exterior views both inward toward the new campus green and outward toward the mountain vista to the east, a strong reference to the campus' Black Hills context.

G. Reallocation of Old Space, if any

Possible uses of the 4,000 GSF currently dedicated to the fitness room could be converted back into the dance floor, used for additional seating for the basketball arena, or converted to an office area for the additional coaches and graduate assistants from additional sports.

H. Proposed Funding Source/Sources

BHSU's goal is for 2/3 of the cost to be paid from private donations with the other 1/3 paid from GAF or other funds cash. GAF will not be increased to debt finance the facility. BHSU may need an increase to the GAF to support operations of the facility.

I. Budget for Development of a Facility Program Plan

The costs of developing the facility program plan, which are estimated not to exceed \$50,000, will be paid from the current fee revenues.

SOUTH DAKOTA BOARD OF REGENTS

Budget & Finance

AGENDA ITEM: 7 – S

DATE: December 6-8, 2016

SUBJECT: Dakota State University Athletic Event Center – Preliminary Facility Statement

Dakota State University requests approval of its Preliminary Facility Statement to begin planning for future construction of an Athletic Event Center. In an effort to move this project forward, DSU will engage a firm to assist in development of an Athletic Master Plan for its campus. That plan would also review other sports areas such as the football Complex, Indoor Track and Outdoor Track, Baseball and Softball Facilities and Fields, Fieldhouse current and future use, and the potential for added sports and other required facility needs.

The DSU Fieldhouse currently provides a practice and competition space for volleyball and men's and women's basketball. This facility was constructed in 1958 when the majority of sports were for men's athletic programs. Athletic Department office space is insufficient and meeting room space is limited to one classroom and hallways. The Zimmerman Hall basement now serves as the athletic weight room, which is three blocks from the Fieldhouse. In addition, when outdoor practices are moved indoors during the winter months due to weather, facility scheduling becomes a problem.

A new Athletic Event Center would provide enhanced recruiting capabilities for DSU and allow it to add programs to both men's and women's athletics. Exercise Science and Physical Education programs would be greatly enhanced as well. A modern facility would provide a greater fan and student-athlete experience and would allow DSU to host special events and tournaments.

Funding for this project would come from private fundraising. Approval of this Preliminary Facility Statement would allow DSU to present the proposal to potential donors. Private funds will be used to develop the facility program plan. Additional details of this proposed project can be found in DSU's attached Preliminary Facility Statement.

DRAFT MOTION 20161206_7-S: I move to approve DSU's Preliminary Facility Statement to begin planning for the construction of an Athletic Event Center. This would allow DSU to move forward with the development of a Facility Program Plan including cost estimates and site location. If approved, the Board President should appoint a Building Committee representative to this project.

PRELIMINARY FACILITY STATEMENT

ATHLETIC EVENT CENTER

DAKOTA STATE UNIVERSITY

DSU requests approval of this Preliminary Facility Statement to begin planning for an Athletic Event Center.

A. GENERAL PROGRAMMATIC NEEDS TO BE ADDRESSED:

The Dakota State University Fieldhouse currently provides a practice and competition facility for volleyball and men's and women's basketball. It also provides limited practice space for men's and women's indoor track. Office space for the athletic department also resides in the Fieldhouse but is insufficient. Meeting room space is limited to one classroom and hallways. The athletic weight room is inconveniently located in the basement of Zimmermann Hall, three blocks from the Fieldhouse, due to lack of space within the facility. Indoor practice for baseball and softball is also held in the Fieldhouse during winter months or when weather does not permit play outside. This creates additional scheduling conflicts. Intramural sports on campus also utilize the Fieldhouse on various occasions. Participation in intramurals has grown over time and is expected to continue to grow along with the growth of the total student population. Locker room facilities are inadequate for the 253 student-athletes currently competing for DSU. Locker rooms are shared when seasons allow, however some sports cannot be provided space at any time. The Fieldhouse is also jointly shared with the South Dakota Army National Guard. Monthly drill time creates additional scheduling conflicts for use of the gym facility. The Guard also uses several of the offices within the building. Community activities are also held at the Fieldhouse when scheduling permits.

B. ANALYSIS OF THE STUDENT BODY OR CONSTITUENTS TO BE SERVED:

The existing Fieldhouse was constructed in 1958, a time when men's athletic programs comprised the majority of sports and athletes on campus. At that time, the total student enrollment was 407, with 70 student-athletes participating in sports. The fall 2016 enrollment was 3,190 (1,315 which are on-campus students) and for the same academic year DSU has a total of 253 student-athletes participating in 12 sports – football, volleyball, men's and women's cross country, men's and women's basketball, men's and women's indoor track, men's and women's outdoor track, baseball and softball.

C. ADDITIONAL SERVICES TO BE OFFERED:

A new Athletic Event Center would provide the following additional services:

Events Center

- Enhanced recruiting capabilities and capacity to allow DSU to add Junior Varsity

programs to the men's and women's basketball programs and the volleyball team – thereby enhancing student enrollment.

- Increased academic facilities that will enhance the Exercise Science and Physical Education programs and promote the recruitment of students into the fields of nursing, physical and occupational therapy, personal fitness and strength and conditioning.
- Addition of academic labs for hands-on experience with all age groups including the rapidly growing field of exercise for the aging adult.
- An event center that will allow DSU to host events including, but not limited to, youth tournaments, district and regional volleyball, high school basketball tournaments and other events that bring perspective students and student-athletes to DSU, enhancing the university's recruiting ability.
- A modern facility to enhance the student-athlete and fan experience at all events
- An event center capable of hosting larger events that will enhance fundraising with increased ticket sales. The facility would also allow a larger audience for graduation, fundraising events or community needs.
- A facility that will provide locker room accommodations for all sports.
- A facility with adequate weight room, athletic training and rehab facilities for all DSU student-athletes.
- A facility that will provide adequate office space for coaching staff of the current and future sports at DSU.
- A facility with adequate equipment storage. Currently, the majority of sports store uniforms and equipment in a metal structure that leaks and has cracks in the cement.

To support the need for an Athletic Event Center, DSU will be engaging a firm to assist in developing an Athletic Master Plan. This Athletic Master Plan will include initial planning for the much needed Athletic Event Center. That plan would also review many other areas, including but not be limited to:

- Football Complex
- Indoor Track and Outdoor Track
- Baseball and Softball Facilities and Fields
- Fieldhouse current and future use
- Potential for added sports and other required facility needs

D. COMPLIANCE WITH CAMPUS MASTER PLAN:

The development of an Athletic Master Plan and planning for an Athletic Event Center would provide additional detail to support the Campus Master Plan. The Athletic Master Plan and Athletic Event Center plans would be developed in compliance with the Campus Master Plan.

E. ANALYSIS OF NEEDS ASSESSMENT BASED ON THE FACILITIES UTILIZATION REPORT:

Not Applicable.

F. LOCATION:

The location of this new complex would be determined through the planning process. Potential locations would include the area near the existing Fieldhouse and adjacent to Trojan Field. The Athletic Master Plan would identify locations for future development as the university looks to meet the needs of the student-athletes and programs in DSU Athletics.

G. REALLOCATION OF OLD SPACE, IF ANY:

The construction of a new Athletic Event Center would allow DSU to utilize the existing Fieldhouse in new ways. As part of the Athletic Master Plan, DSU would determine potential reconfiguration or renovation of that facility to maximize the benefit to DSU students and student-athletes. Likewise, the existing weight room located in Zimmermann Hall – if relocated to the new Event Center – would be repurposed. This area is in the basement of Zimmermann Hall, thus having limited potential, but would provide additional opportunities for use by both Residence and Student Life.

H. PROPOSED FUNDING SOURCE/SOURCES:

The funding for this facility will come from private fundraising. Approval of the Preliminary Facility Statement is requested so that design concepts, schematics and location assessment can be done to present to potential donors.

I. BUDGET FOR DEVELOPMENT OF A FACILITY PROGRAM PLAN:

Private funds will be used to develop the facility program plan.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – T

DATE: December 6-8, 2016

SUBJECT: HEFF Cash Flow Statement

The primary source of dollars to support university academic facilities is the tuition dollars placed into the Higher Education Facilities Fund (HEFF). Starting in FY17, the percentage contributed to HEFF is 11.5% of all tuition dollars, with the exception of the first \$875,000 of medical school tuition revenue. The reduction from 20% to 11.5% reflects the pay-off of the HEFF Series 2008 bond (\$8,612,640) and redirecting the \$704,077 payment to the tuition freeze, and increasing the tuition fee base by rolling the university support fee into tuition. While the percentage is reduced, the 11.5% produces the same amount of revenue to support HEFF debt and maintenance and repair as it previously did. HEFF supports new construction as well as the M&R needs of the universities.

Attachment I provides a summary of five cash flow statements using different assumptions.

- Scenario 1: Stable enrollments and 2% annual rate increase FY18-FY30. The remaining \$23.0M in projects from the Ten-Year Plan could be bonded in FY22. In this scenario you could do an additional \$10.0M of bonding in 2025.
- Scenario 2: Enrollment decline of 1% in FY18, stable enrollments FY19-FY30 and 2% rate increase FY18-FY30. The remaining \$23.0M in projects from the Ten-Year Plan could be bonded in FY23. In this scenario you could do an additional \$10.0M of bonding in 2027.
- Scenario 3: Enrollment decline of 2% in FY18, stable enrollments FY19-FY30 and 2% rate increase FY18-FY30. The remaining \$23.0M in projects from the Ten-Year Plan could be bonded in FY25. In this scenario you could do an additional \$10.0M of bonding in 2028.
- Scenario 4: Enrollment decline of 3% in FY18, stable enrollments FY19-FY30, and 2% rate increase FY18-FY30. The remaining \$23.0M in projects from the Ten-Year Plan could be bonded in FY27. In this scenario you could do an additional \$10.0M of bonding in 2030.
- Scenario 5: Enrollment decline of 1% in FY18 and no rate increase, stable enrollments and 2% rate increase FY19-FY30. The remaining \$23.0M in projects from the Ten-

(Continued)

INFORMATIONAL ITEM

Year Plan could be bonded in FY27. In this scenario you could do an additional \$10.0M of bonding in 2029.

Other assumptions:

- FY17 – issue \$13M of bonds for the SDSU Performing Arts Center and pay only principal until FY22 (SDSU to pay interest) and then pick up both principal and interest;
- An inflation increase to M&R expenditures of 2% for FY18 and thereafter;
- Bonding \$23.0M in capital to finish the capital plan when cash flows allow.

The point of the attached tables is to show how a 1%-3% change in any one year in enrollments can significantly impact the HEFF cash flow statements due to the compounding yearly projections. The cumulative effect of a change in any year can significantly alter the cash flows. A loss of credit hours in more than one year would seriously impact our planning.

The cash flow statements all show a fairly large unobligated balance at the end of each year even with additional debt financing plans. Because annual revenues do not come in until September, the cash balance at fiscal year-end must be sufficient to pay approximately one-half of the annual lease payment which is due in August. Projection of debt capacity and cash flows must both be considered prior to issuing new debt. We would only fund projects when capacity is available to debt service the leases and when sufficient cash is available to meet the annual payment.

The remaining projects on the 2012 Ten-Year Plan can be found in Attachment II.

Contributions or Reductions in HEFF Cash

Scenario 1

FY18-FY30 Stable Enrollments

FY18-FY30 - 2% Rate Increase

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
11.5% HEFF Collections	\$27,728,645	\$28,283,217	\$28,848,882	\$29,425,859	\$30,014,377	\$30,614,664	\$31,226,957
Interest Revenue	\$505,956	\$469,291	\$448,111	\$434,102	\$427,344	\$444,073	\$413,640
M&R Allocation	\$15,155,987	\$15,154,668	\$15,474,212	\$15,800,109	\$16,132,941	\$16,473,856	\$16,822,376
Bond & Rent Payments	\$14,300,803	\$14,303,839	\$14,289,736	\$14,285,123	\$13,751,165	\$15,599,293	\$15,580,920
Contributions To / (From) HEFF	-\$1,222,189	-\$705,999	-\$466,955	-\$225,271	\$557,615	-\$1,014,412	-\$762,699
Unobligated Funds	\$11,643,027	\$10,937,028	\$10,470,073	\$10,244,802	\$10,802,417	\$9,788,005	\$9,025,306

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>
11.5% HEFF Collections	\$31,851,497	\$32,488,527	\$33,138,297	\$33,801,063	\$34,477,084	\$35,166,626	\$35,869,958
Interest Revenue	\$390,759	\$374,775	\$372,320	\$378,189	\$392,613	\$434,677	\$487,236
M&R Allocation	\$17,175,035	\$17,537,300	\$17,903,373	\$19,471,522	\$19,854,075	\$20,244,279	\$20,642,287
Bond & Rent Payments	\$15,600,028	\$15,407,843	\$15,411,599	\$14,226,923	\$13,613,493	\$13,605,053	\$12,616,009
Contributions To / (From) HEFF	-\$532,807	-\$81,841	\$195,645	\$480,807	\$1,402,129	\$1,751,971	\$3,098,898
Unobligated Funds	\$8,492,499	\$8,410,658	\$8,606,303	\$9,087,110	\$10,489,239	\$12,241,210	\$15,340,108

Assumptions:

1. 3.0% interest earnings calculation based on the ending cash balance plus \$4,000,000 for unexpended M&R funds.
2. Stable enrollments FY17-FY30.
3. 2% tuition increase FY18-FY30. .
4. Assumes \$13M in capital projects bonded in FY17 with SDSU paying all interest through FY21 and then HEFF picking up principal and interest starting in FY22.
5. Additional capital projects of \$23.0M would be bonded for in FY22. This would complete the 2012 Ten-Year Capital Plan.
6. All figures are estimates.

Contributions or Reductions in HEFF Cash
Scenario 2
FY18 1% Enrollment Decline and FY19-FY30 Stable Enrollments
FY18-FY30 - 2% Rate Increase

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
11.5% HEFF Collections	\$27,728,645	\$28,000,385	\$28,560,393	\$29,131,601	\$29,714,233	\$30,308,518	\$30,914,688
Interest Revenue	\$505,956	\$469,291	\$439,626	\$416,708	\$400,600	\$407,522	\$412,302
M&R Allocation	\$15,155,987	\$15,154,668	\$15,474,212	\$15,800,109	\$16,132,941	\$16,473,856	\$16,822,376
Bond & Rent Payments	\$14,300,803	\$14,303,839	\$14,289,736	\$14,285,123	\$13,751,165	\$14,082,849	\$15,580,920
Contributions To / (From) HEFF	-\$1,222,189	-\$988,831	-\$763,929	-\$536,923	\$230,727	\$159,335	-\$1,076,306
Unobligated Funds	\$11,643,027	\$10,654,196	\$9,890,267	\$9,353,344	\$9,584,071	\$9,743,406	\$8,667,100

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>
11.5% HEFF Collections	\$31,532,982	\$32,163,641	\$32,806,914	\$33,463,052	\$34,132,313	\$34,814,960	\$35,511,259
Interest Revenue	\$380,013	\$354,151	\$341,330	\$336,329	\$339,357	\$369,480	\$409,533
M&R Allocation	\$17,175,035	\$17,537,300	\$17,903,373	\$19,471,522	\$19,854,075	\$20,244,279	\$20,642,287
Bond & Rent Payments	\$15,600,028	\$15,407,843	\$15,411,599	\$14,226,923	\$13,613,493	\$13,605,053	\$12,616,009
Contributions To / (From) HEFF	-\$862,068	-\$427,351	-\$166,728	\$100,936	\$1,004,102	\$1,335,108	\$2,662,496
Unobligated Funds	\$7,805,032	\$7,377,681	\$7,210,953	\$7,311,889	\$8,315,991	\$9,651,099	\$12,313,595

Assumptions:

1. 3.0% interest earnings calculation based on the ending cash balance plus \$4,000,000 for unexpended M&R funds.
2. Stable enrollments FY17-FY30.
3. 2% tuition increase FY18-FY30. .
4. Assumes \$13M in capital projects bonded in FY17 with SDSU paying all interest through FY21 and then HEFF picking up principal and interest starting in FY22.
5. Additional capital projects of \$23.0M would be bonded for in FY23. This would complete the 2012 Ten-Year Capital Plan.
6. All figures are estimates.

Contributions or Reductions in HEFF Cash
Scenario 3
FY18 2% Enrollment Decline and FY19-FY30 Stable Enrollments
FY18-FY30 - 2% Rate Increase

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
11.5% HEFF Collections	\$27,728,645	\$27,717,553	\$28,271,904	\$28,837,342	\$29,414,089	\$30,002,371	\$30,602,418
Interest Revenue	\$505,956	\$469,291	\$431,141	\$399,314	\$373,857	\$370,972	\$365,471
M&R Allocation	\$15,155,987	\$15,154,668	\$15,474,212	\$15,800,109	\$16,132,941	\$16,473,856	\$16,822,376
Bond & Rent Payments	\$14,300,803	\$14,303,839	\$14,289,736	\$14,285,123	\$13,751,165	\$14,082,849	\$14,064,477
Contributions To / (From) HEFF	-\$1,222,189	-\$1,271,663	-\$1,060,903	-\$848,576	-\$96,160	-\$183,362	\$81,036
Unobligated Funds	\$11,643,027	\$10,371,364	\$9,310,461	\$8,461,885	\$8,365,725	\$8,182,363	\$8,263,399

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>
11.5% HEFF Collections	\$31,214,467	\$31,838,756	\$32,475,531	\$33,125,042	\$33,787,543	\$34,463,293	\$35,152,559
Interest Revenue	\$367,902	\$377,614	\$355,751	\$341,241	\$334,276	\$353,903	\$382,939
M&R Allocation	\$17,175,035	\$17,537,300	\$17,903,373	\$19,471,522	\$19,854,075	\$20,244,279	\$20,642,287
Bond & Rent Payments	\$14,083,585	\$15,407,843	\$15,411,599	\$14,226,923	\$13,613,493	\$13,605,053	\$12,616,009
Contributions To / (From) HEFF	\$323,749	-\$728,773	-\$483,690	-\$232,162	\$654,251	\$967,864	\$2,277,202
Unobligated Funds	\$8,587,148	\$7,858,375	\$7,374,685	\$7,142,523	\$7,796,774	\$8,764,638	\$11,041,840

Assumptions:

1. 3.0% interest earnings calculation based on the ending cash balance plus \$4,000,000 for unexpended M&R funds.
2. Stable enrollments FY17-FY30.
3. 2% tuition increase FY18-FY30. .
4. Assumes \$13M in capital projects bonded in FY17 with SDSU paying all interest through FY21 and then HEFF picking up principal and interest starting in FY22.
5. Additional capital projects of \$23.0M would be bonded for in FY25. This would complete the 2012 Ten-Year Capital Plan.
6. All figures are estimates.

Contributions or Reductions in HEFF Cash
Scenario 4
FY18 3% Enrollment Decline and FY19-FY30 Stable Enrollments
FY18-FY30 - 2% Rate Increase

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
11.5% HEFF Collections	\$27,728,645	\$27,434,721	\$27,983,415	\$28,543,084	\$29,113,945	\$29,696,224	\$30,290,149
Interest Revenue	\$505,956	\$469,291	\$422,656	\$381,920	\$347,113	\$334,421	\$318,640
M&R Allocation	\$15,155,987	\$15,154,668	\$15,474,212	\$15,800,109	\$16,132,941	\$16,473,856	\$16,822,376
Bond & Rent Payments	\$14,300,803	\$14,303,839	\$14,289,736	\$14,285,123	\$13,751,165	\$14,082,849	\$14,064,477
Contributions To / (From) HEFF	-\$1,222,189	-\$1,554,495	-\$1,357,877	-\$1,160,228	-\$423,048	-\$526,060	-\$278,064
Unobligated Funds	\$11,643,027	\$10,088,532	\$8,730,655	\$7,570,427	\$7,147,379	\$6,621,319	\$6,343,255

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>
11.5% HEFF Collections	\$30,895,952	\$31,513,871	\$32,144,148	\$32,787,031	\$33,442,772	\$34,111,627	\$34,793,860
Interest Revenue	\$310,298	\$308,727	\$320,543	\$340,528	\$323,402	\$332,360	\$350,200
M&R Allocation	\$17,175,035	\$17,537,300	\$17,903,373	\$19,471,522	\$19,854,075	\$20,244,279	\$20,642,287
Bond & Rent Payments	\$14,083,585	\$13,891,400	\$13,895,155	\$14,226,923	\$13,613,493	\$13,605,053	\$12,616,009
Contributions To / (From) HEFF	-\$52,370	\$393,898	\$666,163	-\$570,886	\$298,606	\$594,655	\$1,885,764
Unobligated Funds	\$6,290,885	\$6,684,783	\$7,350,946	\$6,780,060	\$7,078,666	\$7,673,321	\$9,559,085

Assumptions:

1. 3.0% interest earnings calculation based on the ending cash balance plus \$4,000,000 for unexpended M&R funds.
2. Stable enrollments FY17-FY30.
3. 2% tuition increase FY18-FY30. .
4. Assumes \$13M in capital projects bonded in FY17 with SDSU paying all interest through FY21 and then HEFF picking up principal and interest starting in FY22.
5. Additional capital projects of \$23.0M would be bonded for in FY27. This would complete the 2012 Ten-Year Capital Plan.
6. All figures are estimates.

Contributions or Reductions in HEFF Cash
Scenario 5
FY18 1% Enrollment Decline and FY19-FY30 Stable Enrollments
FY18 - 0% Rate Increase, FY19-FY30 - 2% Rate Increase

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
11.5% HEFF Collections	\$27,728,645	\$27,451,358	\$28,000,385	\$28,560,393	\$29,131,601	\$29,714,233	\$30,308,518
Interest Revenue	\$505,956	\$469,291	\$423,155	\$382,943	\$348,686	\$336,571	\$321,394
M&R Allocation	\$15,155,987	\$15,154,668	\$15,474,212	\$15,800,109	\$16,132,941	\$16,473,856	\$16,822,376
Bond & Rent Payments	\$14,300,803	\$14,303,839	\$14,289,736	\$14,285,123	\$13,751,165	\$14,082,849	\$14,064,477
Contributions To / (From) HEFF	-\$1,222,189	-\$1,537,858	-\$1,340,408	-\$1,141,896	-\$403,819	-\$505,901	-\$256,941
Unobligated Funds	\$11,643,027	\$10,105,169	\$8,764,761	\$7,622,865	\$7,219,046	\$6,713,145	\$6,456,204

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>
11.5% HEFF Collections	\$30,914,688	\$31,532,982	\$32,163,641	\$32,806,914	\$33,463,052	\$34,132,313	\$34,814,960
Interest Revenue	\$313,686	\$312,779	\$325,291	\$346,003	\$329,637	\$339,390	\$358,062
M&R Allocation	\$17,175,035	\$17,537,300	\$17,903,373	\$19,471,522	\$19,854,075	\$20,244,279	\$20,642,287
Bond & Rent Payments	\$14,083,585	\$13,891,400	\$13,895,155	\$14,226,923	\$13,613,493	\$13,605,053	\$12,616,009
Contributions To / (From) HEFF	-\$30,246	\$417,061	\$690,404	-\$545,528	\$325,121	\$622,371	\$1,914,726
Unobligated Funds	\$6,425,958	\$6,843,019	\$7,533,423	\$6,987,895	\$7,313,016	\$7,935,387	\$9,850,113

Assumptions:

1. 3.0% interest earnings calculation based on the ending cash balance plus \$4,000,000 for unexpended M&R funds.
2. Stable enrollments FY17-FY30.
3. 2% tuition increase FY18-FY30. .
4. Assumes \$13M in capital projects bonded in FY17 with SDSU paying all interest through FY21 and then HEFF picking up principal and interest starting in FY22.
5. Additional capital projects of \$23.0M would be bonded for in FY27. This would complete the 2012 Ten-Year Capital Plan.
6. All figures are estimates.

2012 Ten-Year Plan Proposed Funding Schedule

September 2016

Project		Fund Sources				Proposed HEFF Bonding			
		HEFF Bonds	Other Bonds	Other Funds	Project Total	FY2014	FY2015	FY2017	TBD
Infrastructure Projects**									
BHSU	Infrastructure Repair and Upgrade	\$4,000,000		\$500,000	\$4,500,000	\$4,000,000			\$0
DSU	Energy Efficiency and ADA Compliance	\$1,275,000		\$0	\$1,275,000	\$1,275,000			\$0
NSU	Street Improvements	\$600,000		\$0	\$600,000	\$600,000			\$0
SDSM&T	Utility Infrastructure	\$2,740,000		\$500,000	\$3,240,000	\$2,740,000			\$0
SDSU	Utility Tunnel, Steam/Condensate Infrastructure Repair & Modernization	\$7,000,000		\$10,434,000	\$17,434,000	\$7,000,000			\$0
SDSU	Utility Repairs & Upgrades - Water, Sanitary Sewer, Storm Sewer	\$5,000,000		\$5,043,000	\$10,043,000	\$0			\$5,000,000
USD	Mechanical Overhaul & Modernization	\$8,000,000		\$2,000,000	\$10,000,000	\$8,000,000			\$0
		\$28,615,000		\$18,477,000	\$47,092,000	\$23,615,000	\$0	\$0	\$5,000,000
** Other funds will come from campus HEFF M&R allocations.									
Building Projects									
BHSU	Jonas Science Renovation	\$1,250,000		\$2,950,000	\$4,200,000	\$1,250,000			\$0
BHSU	E. Y. Berry Library Renovation	\$3,000,000		\$1,500,000	\$4,500,000	\$0			\$3,000,000
DSU	Information Systems Building	\$6,000,000		\$5,400,000	\$11,400,000	\$0	\$6,000,000		\$0
NSU	Johnson Fine Arts Center Renovation and Addition	\$5,000,000		\$8,800,000	\$13,800,000	\$5,000,000			\$0
SDSM&T	Chemistry/Chemical Engineering Renovation **	\$6,040,000		\$519,000	\$6,559,000	\$0	\$6,040,000		\$0
SDSU	New Headhouse & Greenhouses	\$1,000,000		\$3,414,000	\$4,414,000	\$1,000,000			\$0
SDSU	Architecture, Math & Engineering	\$10,000,000		\$7,082,800	\$17,082,800	\$10,000,000			\$0
SDSU	Visual Arts Facility	\$7,500,000		\$4,900,000	\$12,400,000	\$0			\$7,500,000
SDSU	Performing Arts Center	\$13,000,000		\$20,103,713	\$33,103,713	\$0		\$13,000,000	\$0
SDSU	New Cow-Calf Research & Education Unit - Volga	\$900,000	\$2,000,000	\$806,000	\$3,706,000	\$900,000			\$0
USD	Science, Health, and Research Lab Building*	\$8,695,000		\$3,405,000	\$12,100,000	\$8,695,000			\$0
USD	Patterson Hall Renovation	\$6,500,000		\$0	\$6,500,000	\$6,500,000			\$0
USD	Dakota Hall	\$7,500,000		\$0	\$7,500,000	\$0			\$7,500,000
		\$76,385,000	\$2,000,000	\$58,880,513	\$137,265,513	\$33,345,000	\$12,040,000	\$13,000,000	\$18,000,000
Total Infrastructure Plus Building Projects		\$105,000,000	\$2,000,000	\$77,357,513	\$184,357,513	\$56,960,000	\$12,040,000	\$13,000,000	\$23,000,000

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – U

DATE: December 6-8, 2016

SUBJECT: Northern State University Regional Science Education Center – Facility Program Plan

Northern State University requests approval of its Facility Program Plan to construct a new science facility at a cost of \$25,175,000. This project's Preliminary Facility Statement was approved by the Board at its June 2015 meeting.

At the December meeting, the Board discussed the possibility of using some Higher Education Facilities Funds to supplement the \$15M gift received for this new building. The proposal included an interest free loan for the balance of the project cost (up to \$20M), until such time that HEFF could pick up debt service of the project. If approved the Board would likely issue a private placement bond which the donor would buy and carry until HEFF would cash flow the debt service. At the time HEFF became available, the Board would issue bonds in an amount sufficient to buy the bonds back and then the principal and interest would be covered with HEFF. No decision was made pending a better cost estimate for the building.

The current cost estimate of the building is \$25,175,000. With the gift of \$15M, there is a funding gap of \$10,175,000. The Board will need to revisit the idea of committing HEFF in the future. This could mean replacing other projects on the current 2012 Ten-Year Plan, shifting the priorities, or committing funds after all other projects are completed. Without the commitment of HEFF, the project would have to be funded entirely with private funds. The legislation could include HEFF as a fund source, although unless there is a firm commitment, it could put the legislation in jeopardy.

Originally, the project was planned for both math and science programs, however, as a result of the architectural programming process, NSU determined that math will remain in the MeWaldt-Jensen building. The proposed new building will be approximately 50,000 gross square
(Continued)

DRAFT MOTION 20161206_7-U:

Option 1: I move to submit legislation to amend the 2012 Ten-Year Plan by adding the NSU Regional Science Education Center at a cost of \$25,175,000, with \$X.XXM to be funded with Higher Education Facilities funds and the balance to be funded with private funds.

Option 2: I move to submit legislation to approve NSU's Facility Program Plan to construct a Regional Science Education Center at a cost of \$25,175,000. Funding for this project will come entirely from private donations.

feet. The selected site for this building will be on the corner of 12th Ave and State Street providing a gateway to campus. This site is currently fenced in and utilized as a practice football field. Since most visitors, staff and students arrive at NSU by traveling south on State Street, this facility will be the first glimpse of the campus. There will be easy access from this facility to both the Barnett Center and Johnson Fine Arts Center parking lots.

This facility will support the advancement of science education and research in the region. The Regional Science Education Center will be a significant addition both academically and architecturally, providing students and faculty with state of the art, flexible research and learning laboratories, innovative learning spaces, and collaborative interaction spaces. Laboratory designs within this building will have a unique set of physical parameters associated with pedagogical and scientific requirements. The following items will be implemented into the conceptual design: maximized adaptability/flexibility, multiple learning configurations, safety and security optimized, transparency of space with views and access to research, and shared lab prep with optimized work flow/adjacencies.

The facility would qualify for HEFF monies in the future for maintenance and repair. The utility costs would come from the general funds utility appropriation used to support academic facilities. Utility costs are estimated based on the size of the building and historical utility costs for academic buildings at NSU. Additional staff needed to routinely clean the building will come from the university's existing operating budget.

If approved, the Regional Science Education Center facility should be added to the 2017 legislative bill package. The facility could be an amendment to the 2012 Ten-Year Plan if HEFF dollars are being committed, otherwise it makes more sense for the bill to be a standalone bill.

Additional specifics of the project can be found in NSU's attached Facility Program Plan document and schematic drawings. This project is under the guidance of a building committee with Regent Morgan serving as the representative.

Northern State University Regional Science Education Center Facility Program Plan

Northern State University requests the approval of this Facility Program Plan for the construction of a new science facility. This Regional Science Education Center is an investment not only in Northern State University but in the entire region. Not only will our students majoring in the sciences benefit a great deal from this facility, in addition, given NSU's long standing tradition of excellence in teacher preparation, this is regional initiative will benefit K-12 students and educators, strengthening our existing partnership and expanding opportunities for collaboration. The Preliminary Facility Plan was approved by the Board of Regents in June 2015.

A. Programmatic justification for discrete spaces

Northern State University's mission includes teaching, research and service, with student instruction and advising recognized as a primary area of emphasis. Faculty are recognized as exceptional teacher-scholars who engage in research for professional development and faculty include students in their research in order to prepare them for advanced studies, often placing students within the South Dakota Regental system.

Northern State University's recent grant in support of a science education center provides an exceptional opportunity to advance science education and research in the region, yielding increased enrollments in the sciences at Northern State University. This Regional Science Education Center will be a significant addition both academically and architecturally providing students and faculty with state of the art flexible research and learning laboratories, innovative learning spaces, and collaborative interaction spaces. Throughout the past 10 years, the number of students declaring a science major has fluctuated but we have experienced increases of 50-66% (159 majors in 2006 fall, 260 in the spring of 2012, 225 in the fall of 2016) and credit hour production in the sciences has increased nearly 68% (4,119 credit hours in FY07 compared to 6,911 credit hours in FY16).

The Preliminary Facility Plan proposed that both the math and science programs would be housed in the new facility. However, as a result of the architectural programming process, it has been determined that math will remain in MeWaldt-Jensen. Much of second floor will be reconfigured to meet the needs of the math program providing students and faculty with a robust teaching and learning environment. The development of enhanced learning facilities and services in mathematics emulates that of other successful institutions in the state, such as the School of Mines, with the objective of continuing to increase student success, retention, and graduation ratios.

This Regional Science Education Center will serve four distinct purposes:

1. Providing a facility that enhances learning and research opportunities for current and future Northern State University students. Northern State faculty will benefit from this new facility as an enhanced instructional environment, leading to enhanced learning outcomes.

2. Faculty will have dedicated research facilities which will enhance both their own research and increase opportunities for engaging students in research.
3. Providing opportunities for current and future science teachers to regularly increase their knowledge regarding science content and pedagogy, all for the objective of sustaining excellent elementary and secondary science education in the region and State of South Dakota.
4. Providing K-12 students the opportunity to learn and become excited about the sciences, with the goal of promoting STEM educational opportunities, a strategic initiative promoted by the Governor of South Dakota.

This facility will improve the educational experience in the following ways:

1. Efficiency will be impacted in two ways. First, this facility will allow for more efficient use of resources, including temperature control, appropriate ventilation in multiple spaces, and energy efficiency in terms of water, lighting and other parameters. Second, the facility will provide for much more efficient use of preparation and storage space. Currently, 1-3 labs utilize and share common prep spaces. This has led to duplication of certain supplies and pieces of equipment. This duplication will be avoided in the facility via use of a larger prep space shared by all labs within a discipline (e.g. single biology prep space and a single chemistry prep space).
2. Growth/expansion: Our programs have grown to the point where there is no appropriate space available for further expansion. Moving the sciences to a new facility while maintaining some lab spaces in MJ will allow for expansion of course specialized offerings, such as histology and geology, and additional programs, such as a MS in Environmental Studies and/or more specialized programs similar to Accelerated Nursing.
3. Collaboration: The new facility will improve collaboration between science faculty due to the common prep and research space. It will also allow for more collaboration with other entities such as the School of Education and EPSCOR, as well as enhance our capabilities to collaborate with researchers at other higher education institutions. We will also have the potential to expand existing activities such as the Northern South Dakota Regional Science Fair and the NSU Undergraduate Scholarship, Research, and Creativity Forum, and allow us to effectively host other events such as the Annual Meeting of the South Dakota Academy of Sciences. A new facility will be attractive to outside entities looking for interns and graduates to fill their positions, thus enhancing students' opportunities for internships and other hands-on educational experiences leading to employment and advanced studies.
4. Competitiveness: This facility will make NSU more competitive with other institutions in the region with newer facilities. We expect the facility itself to be a recruitment tool for our programs. Additionally, considering the new building will allow for expanded and more advanced education and research opportunities, we anticipate that our students will

ultimately be more marketable when pursuing careers or graduate/professional school programs.

Governor Dugaard recently stated “For more than a century, Northern has served our state and the region, and it is an increasingly important part of our education system.” This new facility will truly serve as a Regional Science Education Center, allowing Northern to continue to expand its role as a STEM outreach education partner with regional school districts in the State of South Dakota. In so doing, we will have an increased ability to encourage K-12 students to get excited about science and also equip teachers with the toolkits needed to better prepare their students. Importantly, the new building, when paired with our efforts of continually enhancing our science education agenda as well as advanced research opportunities for our students, will serve to augment economic development initiatives in the region and state as a whole. This will be achieved by our ability to better attract and retain high quality students and better prepare these students to enter into the work force of local and regional industries.

B. Gross Square Footage

The proposed building will include approximately 50,000 square feet with an efficiency of 60% resulting in 30,000 square feet of total programmed space.

C. Site Analysis

It has been determined that the building should reside on the corner of 12th Ave and State Street providing a gateway to campus. This corner of campus, currently fenced in and occupied by the practice football field, is the first glimpse of NSU seen by most people since the majority of people coming to campus arrive by traveling south on State Street. This location will provide easy access to the facility since it is adjacent to both the Barnett Center and Johnson Fine Arts Center parking lots.

D. Description of Key Building Features

Laboratory Design

Teaching, research, and related support lab spaces, have a unique set of physical parameters associated with pedagogical and scientific requirements. Based on the goals and detailed criteria discussed during the programming phase of the process the following items have been implemented into the concept design:

- Maximized adaptability/flexibility
- Multiple learning configurations
- Safety and security optimized
- Transparency of space with views and access to research
- Shared Lab Prep with optimized work flow/adjacencies

Teaching/Class Labs – the space requirements for each scientific area of study have been allocated with common elements of infrastructure and prep support sufficient to sub-divide and meet the specific needs of each discipline. Each laboratory has additional elements such as sinks and services that are specific to the course requirements. Class lab occupancies range from 16-24 students working in groups of 2 or 3 with benches. In each lab there is also provided book storage at the bench or wall cubby, an eyewash unit, safety shower (where fume hoods are located), and casework/countertop space at the perimeter.

Student/Faculty Research Labs - wet and dry research, laboratory support and core lab spaces for a variety of spaces such as analytical instruments, and specialized labs such as NMR/SEM are provided to enhance student research and collaboration among chemists, biologists and physical scientists. The research labs are envisioned to encourage scientific dialogue, recognizing the need for flexibility of research space to accommodate new directions in student work, discovery and strategic collaborations.

Prep/Support Labs – this area includes multiple consolidated rooms and functional areas to support all science discipline instruction and research. An Autoclave/Glass Wash area and Cell Culture room are provided which require close proximity to Microbiology, Biotechnology, and Plant Physiology labs while remaining secure inside the Biology Prep/Support zone. The Chemistry Prep/Support zone contains areas for dirty and clean operations, chemical storage, and access to instrumentation labs, with adequate space for wet bench preparation. Physics support consists of dry lab space for teaching and research lab environments.

Biology Labs

General Biology and the majority of the Class labs (Micro/Cellular, Biotechnology, and Ecology) are designed in a modular fashion, capable of adapting to meet specific laboratory needs and pedagogies. Rooms have been organized in a suite concept for general separation and specialized support functions. Students majoring in Biology currently must share lab space with students taking non-majors biology and chemistry. This creates scheduling conflicts but more importantly increases exposure to potential hazards since labs for science majors use considerably more chemicals and hazardous materials than do non-majors labs. Thus, having separate space will provide a safer environment for all students involved.

The medical lab will house a variety of courses, including anatomy, physiology, hematology, and others. Currently, many of these courses share space with the anatomy lab, which needs to be kept at a colder temperature than what is conducive to learning. Having a separate anatomy lab will serve as both a learning tool and a recruitment tool. This lab requires dedicated space for dissection with proper ventilation and changing areas for students.

The size of the lab that is currently available for microbiology and cell and molecular biology is inadequate making it difficult to accommodate the number of students enrolled in the lab sections. The new lab would provide adequate teaching space and provide better and more efficient storage and use of equipment. For example, the autoclave, currently housed in the

prep area, would be housed in its own suite which is safer and more efficient than having it in its current location. An imaging suite would house the confocal microscope along with other specialized microscopes and equipment used for both teaching and research purposes. This design would also better serve graduate students as new programs are developed by allowing them more access to equipment.

The strength of many of the organismal and field biology courses (*e.g.* Invertebrate and Vertebrate Zoology, Animal Behavior, Entomology, Aquatic Ecology, etc.) rely strongly on the use of preserved and live animals for either anatomical/behavioral observation or for longer term research projects. Current facilities are suboptimal for housing these organisms for several reasons; among the most prominent are lack of space, lack of proper dissection facilities/ventilation systems, and inconsistent temperature control. To support the study of biological sciences, the space will be designed for the purpose of supporting amphibians and meeting unique research needs.

The addition of a Biotechnology lab within a new science building will tremendously assist in teaching critical lab skills, providing outreach opportunities for future post-secondary students, enabling more collaborative projects and internships with local/regional institutions and companies (a requirement for the AS degree in Biotechnology), and delivering peer-reviewed research results surrounding this growing field of science.

The GIS lab will provide adequate and appropriate place to teach course offerings. GIS courses are currently taught in a science lab where the computers are placed along the room's periphery – facing away from the front of the class. Students cannot see the instructor at the front of the room and their computer simultaneously. In addition, there is insufficient space to provide the ability for a dual-monitor system (GIS industry standard) without cutting the size of the class. The proposed GIS lab will provide students with the learning environment they need.

The undergraduate research program in the sciences has seen significant growth in the past ten years, resulting not only in a substantial increase in the number of students participating in significant semester or yearlong independent research projects, but also tremendous growth in the number of students presenting their work not only at local events such as the NSU Scholarship and Creativity Forum, but also at regional and national conferences. For example, in the past three years, a total of fourteen students have participated and presented original research at regional events such as the annual meeting of the South Dakota Academy of Science and EPSCoR Undergraduate Research Symposium and ten students have presented research at national and international conferences (*e.g.*, annual meetings of the Society for Freshwater Science, Entomological Society of America, and Society for the Psychological Study of Social Issues). Additionally, two of the NSU students who attended/presented work at the annual meeting of the Society for Freshwater Science received a prominent fellowship to attend the meeting, thus encouraging them to stay involved and learn of opportunities for graduate research in the realm of ecology. A major outcome of these endeavors is the high percentage (near 90%) of our students accepted into graduate and professional schools as well

as those that obtain gainful employment upon graduation. A new building will not only provide better and more modern facilities for these research activities, but also serve to attract and recruit a broader base of high-quality students who may participate in these activities which ultimately will help them achieve their future career goals.

Chemistry and Physics Labs

The Organic Chemistry Lab will be specialized to conduct Organic laboratory experiments safely. It is the second largest set of labs for us and the number of students taking it will grow as the number of students majoring in biology increases. The Advanced Chemistry lab will house all of our other chemistry lab offerings which includes Criminalistics, Analytical, Physical, Instrumental Analysis, and Environmental Chemistry. An instrument room will house all of our larger instruments. This room will have specialized spaces to accommodate the specific needs of each instrument such as electrical requirements, special venting, and specialty gases. A proper Chemical Storage room is essential to any active science department. It will comply with all safety requirements as well as be big enough for healthy expansion of the department.

Physics lab space will provide the necessary dry bench teaching environment. The “workshop” or studio concept of Physics instruction permits students to work in collaborative teams of four at docked perimeter benches to allow for experimentation in the center of the room. The lab will be equipped with required power and mechanical systems to support specialized analytical equipment and apparatus. This teaching-friendly lab design provides a learning environment that enables students to learn the fundamentals of physics.

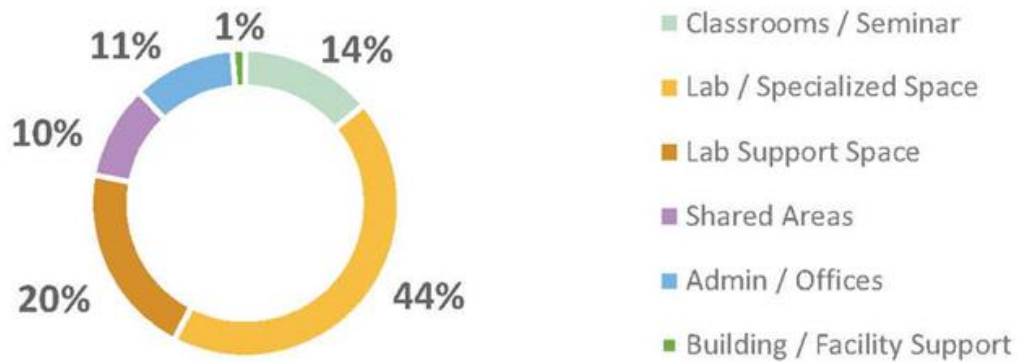
Classrooms and Offices

In addition to the laboratory classrooms, the new facility will also house three general classrooms and offices for faculty and support staff. Two of the three general classrooms will support 35 students each, and the other will seat 100 students with retractable lecture style seating to be flexible and adaptable to enable multiple uses.

Proposed space allocations can be summarized as follows:

Program		
Classrooms / Seminar		4,200
Lab / Specialized Space		13,120
Lab Support Space		6,120
Shared Areas		2,980
Admin / Offices		3,250
Building / Facility Support		400
Total Net Square Feet		30,070
Grossing Factor (60% Efficiency)		1.66
Total Projected Gross Square Feet		49,916

PROGRAM ALLOCATION BY SPACE TYPE



E. Illustrative Floor Plans

See attached.

F. Initial Cost Estimates and Funding Sources

The estimated project cost is \$25,175,000 which includes:

Construction Costs	\$18,200,000
Furniture, Fixtures & Equipment	2,500,000
Architect and Engineering Services	2,100,000
OSE	63,000
Construction Testing	15,000
Commissioning	150,000
Soil Tests and Survey	20,000
Contingency	2,127,000
Estimated Total Project Cost	<u>\$25,175,000</u>

G. Identification of Fund Sources

The funding would come from a combination of HEFF and private funds, or 100% private funds totaling \$25,175,000.

H. Operating Expenses and Impact to Campus Maintenance and Repair

Operating costs for the new facility will be funded through the university's utility allocation and existing operating budget. The budget includes additional staff to maintain the facility. Utility costs are estimated based on the size of the building and historical utility costs for academic buildings at NSU.

Estimated Annual Operating Costs

Salaries & Labor-Facility Workers	\$74,000
Contractual - Maintenance Contracts	10,800
Supplies	4,000
Utilities	42,000
	<u>\$130,800</u>

Maintenance and repair costs for the facility will be funded through the university's annual M&R allocation.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – V

DATE: December 6-8, 2016

SUBJECT: Northern State University New Residence Hall – Facility Program Plan

Northern State University requests approval of its Facility Program Plan to construct new on-campus student housing at an estimated cost of \$22,725,000. The Board approved NSU's Preliminary Facility Statement for this project at its June 2016 meeting.

The new residence hall facility will consist of two buildings. One building will be located on the east side of the residence life quad and will include 155 beds. The total square footage of this unit will be 47,840 square feet. The west side residence hall unit will include 114-144 beds and be approximately 37,905 to 43,650 square feet. NSU hopes to achieve 144 beds in the west side space, but this number is dependent upon further analysis of construction costs. These two buildings will replace Jerde Hall which currently offers 353 beds.

The west side hall will be located where Lindberg Hall is now located. The second building on the east side will be built directly to the east of the former Seymour Hall site. A diagram of these locations is included in NSU's attached Facility Program Plan document.

The larger east side hall will be designed in a pod style with eight to ten traditional double rooms situated around common living space and smaller community bathrooms. This design will foster community growth and learning/living environments for freshman students. The second resident hall will be designed with a series of suites and semi-suites. Double and single rooms will be offered to foster and encourage upperclassman to transition from the pod style housing as freshman.

The first floor of each building will include lounge, meeting room, office space and game room space. Laundry facilities, smaller lounges and study areas will be located on each floor. The west facility will include a game cleaning room that will also serve as a multi-purpose activity room. The east building will include a small convenience store with an option for a Papa John's Pizza area.

(Continued)

DRAFT MOTION 20161206_7-V: I move to approve NSU's Facility Program Plan to construct two residence hall units at a cost of \$22,725,000. Funding for the full amount of this project will come from a private donation.

The buildings will be fully air conditioned and wireless network access will be provided. Appropriate furnishings will be appointed in all rooms and living, lounge and study areas. Illustrative floor plans are attached to NSU's Facility Program Plan for reference.

Funding for construction of these two residence hall buildings will come from a donation to the NSU Foundation up to \$22,725,000. The funding is intended to build the two halls that will replace Jerde, demolish Jerde and Lindberg Hall, and to provide necessary parking for the new halls. Revenues from room rates will be used to fund the annual operating costs of the facilities including long term maintenance and repair expenses. No adjustments will be made to any existing room rates as a result of this project. NSU's FY18 room rates will increase by 5% as approved by the Board in December of 2015. This rate increase was requested to support the cost of the new residence hall that is currently under construction.

Additional details of this project can be found in NSU's attached Facility Program Plan document and schematic drawings. Construction cost estimates, room rate comparisons and proposed resident hall revenues and expenses are also outlined within this document.

Northern State University New Residence Hall Facility Program Plan

Northern State University requests approval of its Facility Program Plan for the construction of new on-campus student housing as well as additional and updated parking spaces. The estimated total cost of the project is \$22,725,000. These new buildings will replace Jerde Hall which has a capacity of 353 beds. Upon completion of this project, NSU will have a total of 822-852 beds (826 Current – 64 Lindberg + 144 New Hall + 269-299 Jerde Replacement Halls – 353 Jerde Demolition = 822-852 beds). The Preliminary Facility Statement was approved by the Board in June of 2016.

A. Programmatic justification for discrete spaces

NSU currently has six residence halls which were built between 1958 and 1968. A new residence hall is currently under construction that will replace Lindberg Hall at the close of the current academic year. Although the halls have been well maintained and some rooms have been renovated, 84% of the remaining rooms will be in buildings that are at least 50 years old and in need of significant renovations to meet ADA standards and provide modern amenities that students have come to expect.

Housing options are a key factor in the decision making process for prospective students when selecting a university. Recruitment and retention efforts depend on the university's ability to not only meet the academic needs of students but also to provide them with living accommodations that are inviting, comfortable, safe and a place they want to call "home." These two new facilities will provide our students the opportunity to live in facilities that not only meet their needs, but provide them with opportunities to develop and grow as individuals and as a community.

B. Compliance with master plan

These buildings will be a great addition to campus. They will complement the beautiful quad that currently exists between academic buildings on the north end of campus by creating a similar residence life quad on the south end of campus. This residence life quad will provide a nice green space that will be surrounded by five residence halls and provide the perfect area for residence life programming.

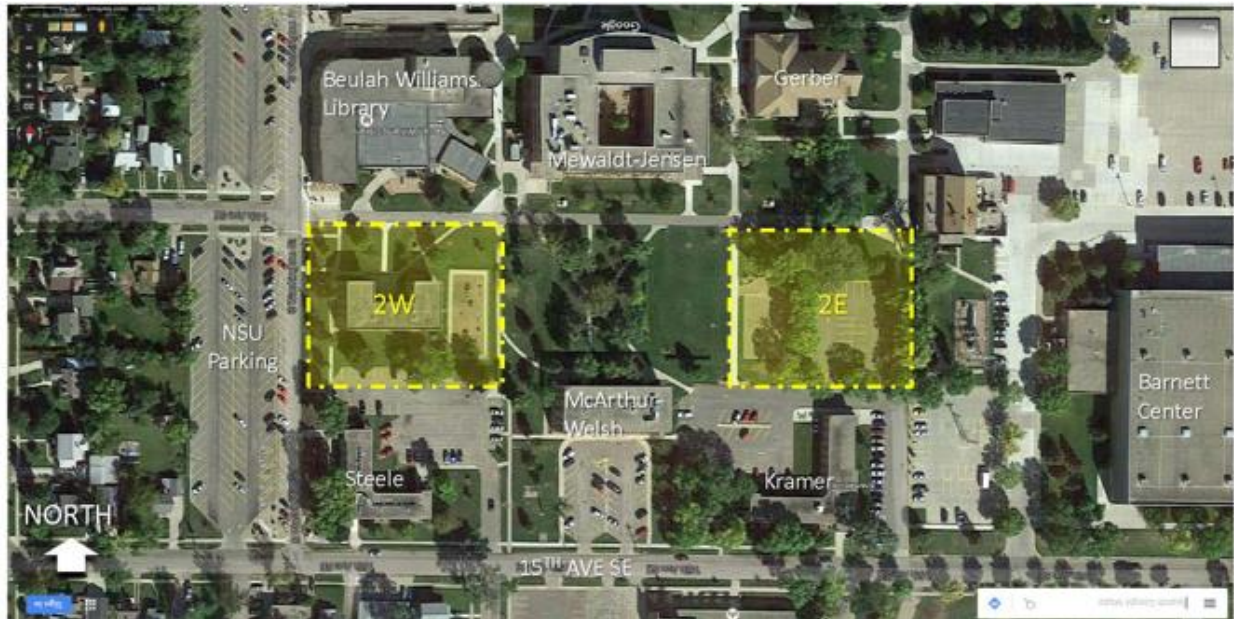
C. Gross Square Footage

The building on the east side of the residence life quad will include 155 beds and 47,840 square feet. The building on the west side will include 114-144 beds and 37,905- 43,650 square feet. Our goal is to achieve 144 beds, however, adding 30 beds to the project is dependent upon further analysis of construction costs.

D. Site Analysis

After reviewing design concepts with the architects and considering the size of a single building that would accommodate 300 beds, the decision was made to build two smaller buildings. One building with 114-144 beds will be built in the space currently occupied by Lindberg Hall and a second building with 155 beds will be built directly to the east on the site formerly occupied by Seymour Hall.

This aerial view shows the proposed location of each building:



E. Description of Key Building Features

The 155 bed facility will be designed to be a “Pod” style residence hall with 8 – 10 traditional double rooms situated around a common living space and smaller community bathrooms. This type of design 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 building proposed for the current Lindberg Hall site will be designed with a series of semi-suites and suites offering anywhere from double rooms to single rooms that will foster and encourage our students to transition from the ‘pod’ style housing as freshman into double semi-suites during their sophomore year and then into suite style living in either doubles or singles during their last years on campus. It is our belief that this design will not only help our students develop living skills that will assist them well past graduation but will foster a community that will continue to grow and encourage upperclassmen living on campus.

The first floor of each building will include a lounge, game room, meeting room and office space. Laundry facilities, 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 possibly 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. The 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.

F. Illustrative Floor Plans

Included as part of this report.

G. Initial Cost Estimates and Funding Sources

Funding for the project will be provided through a grant of \$22,725,000. Estimated project costs include the following items:

	155 Bed Residence Hall	114-144 Bed Residence Hall	Total
Construction Costs	\$9,871,161	\$7,966,524	\$17,837,685
Site work	290,901	244,504	535,405
New Parking & Improve Existing			350,000
Demo Jerde & Lindberg			339,771
Furnishings & Equipment	410,895	323,670	734,565
Architect & Engineer Fee			1,170,000
A/E Travel & Reimbursables			15,000
Survey & GeoTech			11,900
CM Pre-Construction			70,000
OSE			80,000
AV/IT/Security			150,000
Commissioning			80,000
Special Inspections & Testing			45,000
LEED Registration			8,000
Document Printing			15,000
Submittal Exchange			12,000
Abatement			50,000
Signage			20,000
Advertising/Pre Bid Expenses			5,000
Miscellaneous Soft Costs			200,000
Owner Contingency			995,674
Total Project Cost	\$10,572,957	\$8,534,698	\$22,725,000

No adjustments will be necessary to any existing room rates as a result of this project. Projected FY19 room rates are listed in the table below and show that the rates for rooms in these new buildings will provide students with a selection of affordable housing options.

NSU's room rates will increase by 5% in FY18. This increase was approved by the Board in December of 2015 in conjunction with the residence hall facility currently under construction. The FY18 inflationary increase is .67%. FY19 rates are based on a 3% inflationary increase.

	Approved FY17 Rate	CPI Increase	% Increase	Projected FY18 Rate	CPI Increase	% Increase	Projected FY19 Rate
Traditional Halls			5.67%			3%	
Single	\$2,191.05	\$124.20	5.67%	\$2,315.25	\$69.50	3.00%	\$2,384.75
Double Occupancy	\$1,722.40	\$97.70	5.67%	\$1,820.10	\$54.60	3.00%	\$1,874.70
Suites (<i>Kramer and Steele</i>)							
Single	\$2,928.95	\$166.10	5.67%	\$3,095.05	\$92.90	3.00%	\$3,187.95
Double Occupancy	\$2,314.45	\$131.20	5.67%	\$2,445.65	\$73.40	3.00%	\$2,519.05
Semi Suite - Double Occupancy	\$2,203.80	\$125.00	5.67%	\$2,328.80	\$69.90	3.00%	\$2,398.70
Suites - Opening Fall of 2017							
2 person suites				\$2,900.00	\$87.00	3.00%	\$2,987.00
4 person suites				\$2,800.00	\$84.00	3.00%	\$2,884.00
4 person semi-suite				\$2,500.00	\$75.00	3.00%	\$2,575.00
<i>Proposed East Building</i>							
Single							\$2,600.00
Double							\$2,100.00
<i>Proposed West Building</i>							
4-single bedroom suite w/ kitchenette							\$2,950.00
Double bedroom suite w/ kitchenette							\$2,800.00
2 person semi-suite							\$2,900.00
4 person semi-suite							\$2,575.00

H. Identification of Fund Sources and Impact to Campus Maintenance and Repair

Revenues from this project will be used to fund annual operating costs of the facilities, on-going long-term maintenance and repair expenses and NSU's share of outstanding obligations on existing revenue bonds. A reserve fund will be established and a portion of net revenues will be set aside each year to be used for the long-term maintenance of the buildings. Any remaining excess net revenues available after these items have been funded will be used to support campus recruitment and retention initiatives.

Comparison of Proposed Residence Hall Revenues and Expenses - All residence halls

	<u>FY17</u> <u>Projected</u>	<u>FY18</u> <u>Projected</u>	<u>FY19</u> <u>Projected</u>
Residence Hall Revenue	\$2,089,000	\$2,911,046	\$3,400,682
Camps and Other Hall Revenue	\$86,427	\$86,000	\$90,000
Total Revenue	<u>\$2,175,427</u>	<u>\$2,997,046</u>	<u>\$3,490,682</u>
Personal Services	\$692,398	\$702,870	\$723,956
Travel	\$10,683	\$11,004	\$11,334
Utilities	\$143,410	\$165,000	\$169,950
Contractual Services	\$287,065	\$295,677	\$304,547
Supplies	\$149,255	\$184,721	\$192,622
Total Expenditures	<u>\$1,282,811</u>	<u>\$1,359,272</u>	<u>\$1,402,409</u>
Excess of Revenue over Expenditures	<u>\$892,616</u>	<u>\$1,637,774</u>	<u>\$2,088,273</u>
Debt Service - Existing Debt	(\$405,000)	(\$403,997)	(\$408,436)
Debt Service - 2016 Bonds	(\$81,000)	(\$441,600)	(\$443,600)
Total Debt Service	<u>(\$486,000)</u>	<u>(\$845,597)</u>	<u>(\$852,036)</u>
BAB	\$21,458	\$20,757	\$20,020
Other Sources Applied to Debt Service	<u>\$21,458</u>	<u>\$20,757</u>	<u>\$20,020</u>
Excess of Revenue Over Expenses	<u><u>\$428,074</u></u>	<u><u>\$812,934</u></u>	<u><u>\$1,256,257</u></u>

Assumptions:

Occupancy	73%	75%	87%
# of beds occupied / # available	606 / 826	675 / 906	712 / 822
# of additional beds filled		69	37
Room rate increase on existing-annual	5%	5% + .67% inflation	3%
Operating Costs - annual increase	0%	3%	3%
M&R included for new facility	\$0	\$0	\$0

Source of increased occupancy:

Retain upperclassmen	22	22
International Students	12	0
New Students	<u>35</u>	<u>15</u>
Total Increase in Occupied Beds	<u><u>69</u></u>	<u><u>37</u></u>

I. Operating Expenses

Estimated annual operating costs total \$557,720.

	Total	155 bed Residence Hall	114 Bed Residence Hall
Personal Services	\$304,935	\$176,095	\$128,840
Utilities	74,345	41,480	32,865
Operating Expenses	178,440	102,820	75,620
Total Expenditures	<u>\$557,720</u>	<u>\$320,395</u>	<u>\$237,325</u>

Personal Services – Costs include two full-time custodians per building, one hall director in the 155 bed facility assisted by one graduate assistant in the 114 bed facility, administrative and support staff.

Utilities – Costs include natural gas, electricity, water, garbage and sewer and are based on consumption in Kramer and Steele Hall, both of which are air conditioned suite style facilities. However, new construction should provide more energy efficient buildings and mechanical systems.

Operating Expenses – Costs include all remaining costs to operating the facilities such as general maintenance supplies, custodial supplies, training for professional staff and resident assistants, hall programs, and cable TV in common areas.



NSU Residence Hall 2 West
First Floor Plan





NSU Residence Hall 2 West
Second Floor Plan (Third Floor Similar)





NSU Residence Hall 2 East
First Floor Plan





NSU Residence Hall 2 East
Second Floor Plan (Third Floor Similar)



SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – W

DATE: December 6-8, 2016

SUBJECT: South Dakota State University Precision Agriculture Classroom and Laboratory Building – Revised Preliminary Facility Statement

South Dakota State University requests approval of its revised Preliminary Facility Statement to continue planning for the construction of a Precision Agriculture Classroom and Laboratory Building. The Board originally approved SDSU's Preliminary Facility Statement at the August 2015 meeting. Following that approval, SDSU's building committee for this project, selected EAPC with Clark Enersen Partners as the architecture and engineering design team. Approval of this revised request will allow SDSU to move forward with a future Facility Program Plan outlining specific plan details, construction cost estimates, funding details and projected timelines.

The SDSU College of Agriculture and Biological Sciences (CABS) and the Jerome J. Lohr College of Engineering (JLCOE) are partnering to strengthen university programming to meet an imperative societal need to feed more people using fewer resources in a manner that is socially acceptable and economically and environmentally sustainable. Precision agriculture is a suite of expert technologies, methods and applications utilized across the globe to help produce more food with less water, fertilizer and treatments.

Initial stakeholders in the South Dakota economy understand that SDSU can lead the way with academic programming and research. Raven Industries provided matching resources to the FY2014 strategic investment in precision agriculture and has established an office in the Research Park at SDSU to enhance student internships and collaborative research and development. The South Dakota Corn Utilization Council contributed \$600,000 to the SDSU Foundation to be used for the architectural and engineering plan for this project. In addition, it has agreed to pledge a lead gift of \$3 million toward the new facility and committed to assist in further fundraising for the project.

(Continued)

DRAFT MOTION 20161206_7-W: I move to approve SDSU's Revised Preliminary Facility Statement to plan for future construction of a Precision Agriculture Classroom and Laboratory Building and to approve SDSU's request to revise the 2012 Ten-Year Capital Project Plan to redirect \$7,500,000 in HEFF from the Visual Arts Facility project to the Precision Agriculture Classroom and Laboratory project. The legislative change to the Ten-Year Plan will be made after the Board approves the Facility Program Plan and the project costs are fleshed out.

The precision agricultural curriculum is being brought together through two parallel initiatives. The first is a \$600,000 federally funded USDA Higher Education Challenge Grant led by SDSU. The scientific team will include members from SDSU, the University of Nebraska, Colorado State University, Washington State University, the University of Missouri, USDA Agricultural Research Service, Purdue University, Kansas State University, and Oklahoma State University.

These entities will work to identify student outcomes for a range of precision farming employment opportunities, beta test classroom and distance online educational curricula, create a precision farming educational video library and curricula, improve institutional and instructor capacity by networking industry and academic experts, graduate students with enhanced occupational training in science, technology, engineering and mathematics (STEM), enhance teachers' willingness to integrate experimental learning approaches into classroom activities, and build a pipeline of students that are technology literate, creative, innovative and fully trained in their disciplines. The American Society of Agronomy, the International Society of Precision Agriculture, Monsanto, DuPont Pioneer, John Deere, Raven Industries and other corporate collaborators are providing specific guidance to the content development.

The second initiative will be the establishment of the nation's first multidisciplinary major in precision agriculture. SDSU has already introduced two precision agriculture minors.

To meet these initiatives, modern and sufficient classroom, laboratory, and engineering space will be required. This space will provide the specialized experiential learning and research environment that is needed for university faculty to lead research and development of a workforce of agronomists and engineers.

The project's site has not been determined. Possible locations include the parking lot north of Briggs Library and the site of the Seedhouse. Initial site examination has determined that the Ag Engineering Building will not be viable for support of the academic and research programs. This building would be demolished as part of the project.

Regardless of the site, the proposed facility will offer program space for existing Agriculture and Biosystems Engineering and Plant Science Departments. Buildings that will be affected include Berg Ag Hall, Agricultural Engineering, McFadden Northern Plains Biostress, and the Plant Science Building. The full extent of reassigned and remodeled space will not be fully determined until architectural programming and space-planning services are complete.

Funding options for this project need to be upgraded. SDSU requests a change to the 2012 Capital Project Plan by redirecting the \$7,500,000 of Higher Education Facilities Funds (HEFF) originally designated for the Visual Arts Facility to the Precision Agricultural Classroom and

Laboratory project. These funds will comprise a portion of the necessary project funding. Additional funds will come from donations or other funds earmarked for the project.

The architectural programming and preliminary design services have an estimated cost of \$365,000. The South Dakota Corn Utilization Council's \$600,000 donation to the SDSU Foundation will fund these costs.

Additional details of this proposed project can be found in SDSU's attached Revised Preliminary Facility Statement document. If approved, SDSU will initiate the development of its Facility Program Plan for the Board's review and approval. The established building committee will continue to oversee the development of the project plan and cost estimates.

SOUTH DAKOTA STATE UNIVERSITY
PRECISION AGRICULTURE CLASSROOM
AND LABORATORY BUILDING
PRELIMINARY FACILITY STATEMENT (REVISED)

SDSU requests approval of this Revised Preliminary Facility Statement to plan a Precision Agriculture Classroom and Laboratory Building. The original PFS was approved by the BOR in August 2015. The building committee selected EAPC with Clark Enersen Partners as the architecture and engineering design team to provide architectural programming and schematic design of this new building.

1. GENERAL PROGRAMMATIC NEEDS TO BE ADDRESSED:

The programmatic needs have not changed from the original Preliminary Facility Statement. The College of Agriculture and Biological Sciences (CABS) and the Jerome J. Lohr College of Engineering (JJLCOE) are partnering to strengthen university programming in order to meet an imperative societal need: feed more people using fewer resources in a manner that is socially acceptable and economically and environmentally sustainable. In FY2014, the colleges secured an internal strategic reinvestment to add 1.85 faculty full-time equivalencies (FTE), to install state-of-the-art precision agriculture classroom equipment and to conduct a comprehensive study of opportunities and obstacles for precision agriculture research and teaching. Building on that in FY2015, a strategic reinvestment of 4.55 faculty FTE was made by the university, and the two colleges internally reallocated another 8.15 FTE. These actions helped position CABS and JJLCOE to prepare the nation's first multidisciplinary major in precision agriculture in 2016 and to strengthen the precision agriculture research collaboration between JJLCOE and the South Dakota Agricultural Experiment Station (AES). The new academic program will help meet the increasing demand for the highly skilled workforce needed for 21st century agricultural production.

Precision agriculture is the suite of expert technologies, methods and applications that is being employed globally to help produce more food with less water, fertilizer and treatments. The world is at a turning point in the development of agricultural machinery. Prior efforts have focused on the human and animal labor savings provided by mechanized agriculture. Agricultural machinery is advancing beyond basic mechanization to include continuous processing of agronomic data in the field and to enable real-time adjustments that will allow an acre of land to achieve food production levels that would not be possible with manual labor or simple machines.

Responding to this global trend is part of SDSU's land-grant university mission. The two colleges are driving innovation and education by conducting new research and developing new curricula to educate a workforce that will harness the continual flow of precision agriculture knowledge and technology. Impact 2018, the university's strategic plan, calls for leading-edge academic programming (Goal 1) and research (Goal 2) that champions the public good and fosters economic

development. These goals also extend toward fulfillment of *Vision 2020: The South Dakota Science and Innovation Strategy* developed by the South Dakota EPSCoR REACH Committee. The plan emphasizes the growth of ideas and talent in agriculture, manufacturing and information technology.

Influential stakeholders in the South Dakota economy understand the need for SDSU to lead the way with academic programming and research. Raven Industries provided matching resources to the FY2014 strategic reinvestment in precision agriculture and has established an office in the Research Park at South Dakota State University to enhance student internships and collaborative research and development. The South Dakota Corn Utilization Council contributed \$600,000 to the SDSU Foundation to be used for the architectural and engineering plan of the Precision Agriculture Building. It has signed a pledge agreement with SDSU Foundation for a lead gift of \$3 million toward the facility and has committed to assist in further fundraising activities.

The precision agriculture research initiatives involve both CABS and JILCOE scientists. The former are jointly appointed in two departments — Plant Science and Agriculture and Biosystems Engineering — and work in research spaces on campus and at AES field stations throughout the state. The latter are in three departments — Mechanical Engineering, Mathematics and Statistics, and Electrical Engineering and Computer Science. Collaborations are also active with scientists and engineers in the commercial sector and at other universities.

Notable among the external partnerships are enhanced data science education and research capabilities that will strengthen the data processing aspects of this growing precision agriculture research and curriculum. A partnership among the Department of Mathematics and Statistics, Dakota State University and Raven Industries has already been established for this purpose and its potential for growth is substantial.

The precision agriculture curriculum is being brought together through two parallel initiatives. The first is a \$600,000 federally funded USDA Higher Education Challenge Grant led by SDSU. The scientific team — with members from SDSU, University of Nebraska, Colorado State University, Washington State University, University of Missouri, USDA Agricultural Research Service, Purdue University, Kansas State University and Oklahoma State University — is working to:

- 1) Identify student outcomes for a range of precision farming employment opportunities;
- 2) Beta test classroom and distance online educational curricula;
- 3) Create a precision farming educational video library and curricula;
- 4) Improve institutional and instructor capacity by networking industry and academic experts;
- 5) Graduate students with enhanced occupational training in science, technology, engineering and mathematics (STEM);
- 6) Enhance teachers' willingness to integrate experiential learning approaches into classroom activities; and
- 7) Build a pipeline of students that are technology literate, creative, innovative and fully trained in their disciplines with the skills needed to develop creative locally based solutions that increase sustainable food production.

The American Society of Agronomy, the International Society of Precision Agriculture, Monsanto, DuPont Pioneer, John Deere, Raven Industries and other corporate collaborators are providing

specific guidance to content development. The second initiative unfolding in parallel in the two colleges is the previously referenced establishment of the nation's first multidisciplinary major in precision agriculture, following on the previous year's introduction of two precision agriculture minors.

Impact 2018's goals to secure essential human and fiscal resources (Goal 4) and to extend the university's reach (Goal 3) with innovative partnerships are also engaged by these initiatives. The precision agriculture partnership with Raven Industries demonstrates the latter. Since the partnership was formalized in 2014, Raven Industries provided matching support to the FY2014 precision agriculture strategic reinvestment and has hosted 13 SDSU student interns at its 1,100-square-foot suite in the Research Park at South Dakota State University. The present flow of six student interns is expected to grow to seven to eight by 2017. Work conducted both through interns and faculty collaborations has led to two new precision agriculture technologies coming to market in South Dakota and nationally. Additional students pursue internships at Raven's Sioux Falls location. Raven's position as a core enterprise in the precision agriculture space is leading to research and education partnerships with other players in the data processing segment of precision agriculture, such as SST Software Inc. These relationships have helped identify the market's needs both for precision agriculture research and for a more specifically educated workforce, ultimately driving the decision to develop the new multidisciplinary major in precision agriculture. The precision agriculture major will be the first of its kind in the United States and is expected to increase total enrollment by broadening SDSU's student recruitment reach.

Modern and sufficient classroom, laboratory and engineering space will provide the specialized experiential learning and research environment that is needed for university faculty to lead research and development of a workforce of agronomists and engineers who can apply the complex data analytics that are central to precision agriculture. Updated classroom space is limiting; the need to modernize on-campus AES research space was clearly called out in South Dakota Ag 2020 (South Dakota Ag 2020: Creating a Comparative Advantage Through Investments in Agriculture Research, [2012]). There are three primary objectives of this building initiative:

- 1) Strengthen SDSU's ability to deliver a workforce more highly trained in decision management and application, geospatial imaging, plant and soil sensing, agricultural big data analysis, and field use of novel technology that supports changing food production industry needs;
- 2) Strengthen SDSU's collaborative research programs in three domains of precision agricultural — data acquisition, data processing and analysis, and decision-making; and
- 3) Expand experiential learning opportunities for engineering students so they graduate prepared to design the next generation of agricultural machinery that will increase world food production, and for statistics and data science students so they graduate prepared to address the big data challenges presented by precision agriculture.

Meeting the growing demand for a highly skilled workforce in precision technology development and use in South Dakota will require the convergence of teaching, research and outreach efforts of plant, soil and agronomic scientists, agriculture engineers, statisticians and data scientists, economists and climatologists into a more collaborative environment. The new curriculum in precision agriculture will merge traditional agronomic fields of study with engineering technology

and data sciences to provide state-of-the-art multidisciplinary courses emphasizing advances in precision agriculture technology. This will improve and increase SDSU's ability to collaborate and interact with industry and producer partners resulting in increased access of researchers and students to state-of-the-art fabrication and manufacturing methods. This innovative curriculum will require modern physical space for the following:

- Space to support and encourage design, construction and installation of data acquisition and control sensors on large agriculture equipment;
- Space to support laboratory and studio-style learning with high-speed computers, software and technology unique to precision agriculture;
- Specialized laboratories to support cross disciplinary collaborative research in soil chemistry, soil physics, crop production, ag engineering, aerial imaging, water management and sensor development; and
- Space for rapid prototyping and state-of-the-art fabrication and manufacturing methods.

The project provides the infrastructure that leverages research, strengthens curriculum delivery and ultimately fosters economic development. It will help to fulfill goals at the convergence of Impact 2018, South Dakota's 2020 Vision strategy and the AES Ag 2020 strategy.

2. ANALYSIS OF THE STUDENT BODY OR CONSTITUENTS TO BE SERVED:

The Departments of Agricultural and Biosystems Engineering and Plant Science both offer four-year baccalaureate degrees highly desired by state and regional employers. These employers seek graduates who have hands-on experience with current agricultural technology and equipment. They also express preferences to collaborate with SDSU and to provide experiential learning opportunities to engage students in developing the next generation of technology.

Large instructional laboratories are needed to handle the size and scale of modern agricultural equipment. Students must be able to use the actual hardware to fully understand the complexity of today's integrated machinery systems. Modern agricultural biosciences laboratories are needed to more effectively assist farmers and the industry through the development of new or improved crops and crop production systems.

Students need space to work on projects and access to modern electronic tools such as video conferencing, 3-D visualization and 3-D prototyping to collaborate with industry professionals in multiple locations.

Three departments — Agricultural and Biosystems Engineering, Plant Science and Mathematics and Statistics — have well-established master's and Ph.D. programs. Most students in these programs are on campus and work daily with faculty to address many different research questions. Quality graduate students seek to work in the best-equipped research space. Highly collaborative research labs in the Precision Agriculture Building will allow university faculty to recruit the best and brightest graduate students to assist them in solving food production challenges. This collaborative environment will allow university faculty to host visiting scientists to discover and to share knowledge and to expand SDSU's reach in global research. The proximity of engineers, statisticians and data scientists, and biological scientists with diverse expertise will enable SDSU to meet the imperative societal need of increasing food production for generations to come.

Students in the M.S. in data science program (a collaborative effort with Dakota State University), the M.S. in statistics, and the doctorate in computational science and statistics will develop new methodologies to address the enormous data analysis challenges that are presented by precision agriculture. In the first year of the program's existence, the M.S. in data science program partnered with Raven Industries, which sponsored a full graduate fellowship for a student pursuing that degree. The potential for additional collaboration of this sort with Raven and other precision agriculture constituents is substantial.

Constituents who will make extensive use of the new facility include undergraduate students majoring in precision agriculture, agronomy, agricultural science, agricultural and biosystems engineering, and agricultural systems technology. Students pursuing minors in precision agriculture or in engineering for precision agriculture will have several laboratory classes in the building. Graduate students pursuing master's degrees in agricultural and biosystems engineering and plant science, as well as doctoral students in plant science, biological sciences, and agricultural, biosystems and mechanical engineering, will make extensive use of the research laboratories in the new facility.

Scientists and engineers from both Plant Science and Agricultural and Biosystems Engineering would be in proximity for collaborative research and Extension efforts. The spaces and facilities with state-of-the-art communications systems will engage audiences from various age groups and geographic locations so university professionals can demonstrate techniques and provide education on topics such as profitable crop production, increasing the resiliency and sustainability of cropping systems, bioprocessing, grain handling, biofuels, ventilation, water quality, agricultural sensors and control systems, machinery management and machinery safety. The ultimate benefactor of these efforts will be a society that has access to a safer and more abundant food supply.

3. ADDITIONAL SERVICES TO BE OFFERED:

The project's primary objectives are to provide modern facilities that will support the new curriculum planned for precision agriculture and upgraded laboratories for plant science and agricultural and biosystems engineering discovery and adaptive research. The existing facilities are unable to provide proper support.

4. COMPLIANCE WITH CAMPUS MASTER PLAN:

This project and potential sites are consistent with the planning goals of the 2025 Campus Master Plan Update. More specifically, the project modernizes laboratory and core facilities for discovery and adaptive research in the priority areas of applied plant biotechnology, soil and environmental sciences, and plant-based value chain products and systems. The three priority areas are brought together through the precision agriculture application platform. This modernization effort stems directly from the South Dakota Agricultural Experiment Station's long-range plan, "South Dakota Ag 2020: Creating a Comparative Advantage Through Investments in Agricultural Research" (2012).

5. ANALYSIS OF NEEDS ASSESSMENT BASED ON THE FACILITIES UTILIZATION REPORT:

The Departments of Plant Science and Agricultural and Biosystems Engineering utilized space in the Agricultural Engineering Building (48,696 gross square feet, constructed 1959), the Plant

Science Building (12,396 gross square feet, constructed 1955) and the second floor of Berg Agricultural Hall (19,332 gross square feet, constructed 1953). These facilities are fully utilized but have not been substantially renovated since original construction.

Retrofits and small renovation projects have taken place in specific spaces for some individual programs or research lab equipment installation. Examples include the flume lab in the Ag Engineering Building, general classroom improvements in the Ag Engineering Building, and a current project to renovate a space for installation of a transmission electron microscope. Maintenance and repair projects to better serve basic utilities have been completed (e.g., electrical upgrades to the Ag Engineering Building). However, major renovations have not taken place. The basement and third floor of Berg Agriculture Hall were fully renovated in 2008, but the first and second floors were not, as funding for this science facility initiative would not allow a full renovation.

Demonstrations of modern technologies and farm equipment cannot be accomplished inside the existing facilities as the overhead doors and space available for modern equipment is not large enough to bring the equipment inside the Ag Engineering Building. The existing facilities also cannot readily support the higher technologies that need to be demonstrated by the upgraded curriculum.

6. LOCATION:

The project's site has not yet been determined. Possible locations include the parking lot north of Briggs Library and the site of the Seedhouse. Initial site examination has determined that the Ag Engineering Building will not be viable for support of the academic and research programs. This building would be demolished as part of the project. Either of the sites noted are suitable for this project as they all can be supported from the central steam distribution system and from the central chilled water distribution system.

7. REALLOCATION OF OLD SPACE, IF ANY:

The proposed facility, when complete, will provide program space for existing Agriculture & Biosystems Engineering and Plant Science Departments. Buildings that will be affected include Berg Ag Hall, Agricultural Engineering, McFadden Northern Plains Biostress, and the Plant Science Building. We anticipate the following elements to comprise the program of the project.

- Construction of the Precision Agriculture Classroom and Laboratory Building to contain all space needs of the Precision Agriculture Program and a portion of the space needs of the Plant Science Department.
- Demolition of the Ag Engineering Building
- Renovation of a portion of the first floor and all of the second floor of Berg Agricultural Hall
- Reassignment of research laboratory space within the McFadden Northern Plains Biostress Laboratory
- Reassignment of laboratory space within the Plant Science Building

The full extent of reassigned and remodeled space will not be fully determined until architectural programming and space-planning services are complete.

8. PROPOSED FUNDING SOURCE/SOURCES:

SDSU requests to change the 2012 Capital Project Plan and redirect the \$7,500,000 Higher Education Facilities Funds designated for the Visual Arts Facility to the Precision Agricultural Classroom and Laboratory project. These HEFF funds will comprise part of the funding necessary for the project with the remaining sources coming from donations or other funds towards this facility.

9. BUDGET FOR DEVELOPMENT OF A FACILITY PROGRAM PLAN:

The architectural programming and preliminary design services will cost approximately \$365,000. The South Dakota Corn Utilization Council's \$600,000 donation to the SDSU Foundation will fund these costs. These services include site analysis and selection from alternative acceptable sites. A goal would be to have adequate information for continued fundraising and for submittal of the project to a future legislative session.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – X

DATE: December 6-8, 2016

SUBJECT: South Dakota State University Stanley J Marshall Center Addition & Renovation – Facility Program Plan

South Dakota State University requests approval of its Facility Program Plan to design and construct an addition to the Stanley J Marshall Center at an estimated cost of \$15,000,000. A funding commitment letter assuring the funds are available has been requested from SDSU. The Board approved this project's Preliminary Facility Statement at its May 2016 meeting. If approved, this project should be included in the 2017 legislative bill package.

SDSU is conducting a master planning exercise for the athletic programs, academic uses, and other public uses of the Stanley J Marshall Center. This will allow SDSU to plan multiple phases to add on to and renovate the existing arena building. The first phase identified will be the basketball practice facility and supporting program space. This addition will include utility infrastructure enhancements to support this phase and future phases of construction.

This first phase will be to add basketball practice gymnasiums south of the Stanley J Marshall Center. These practice facilities will include the practice gymnasiums, storage space, restroom facilities, and support space for the practice facilities and also Frost Arena. The practice facility addition will be lined by a narrow corridor to the Stanley J Marshall Center. This addition is planned for 27,483 gross square feet.

Additional details of this project, and additional planned phases, can be found in SDSU's attached Facility Program Plan, conceptual site plan and floor plans. Funding for this phase of the project will come from private funds.

DRAFT MOTION 20161206_7-X: I move to approve SDSU's Facility Program Plan to construct an addition to the Stanley J Marshall Center at a cost of \$15,000,000. Funding for the project will come from private funds. If approved, this project should be included in the 2017 legislative bill package.

**SOUTH DAKOTA STATE UNIVERSITY
FACILITY PROGRAM PLAN
STANLEY J MARSHALL CENTER ADDITIONS & RENOVATION**

SDSU requests approval of this Facility Program Plan for design and construction of an addition to the SDSU Stanley J Marshall Center. SDSU requests that the project be submitted to the 2017 legislature requesting \$15,000,000 in spending authority to construct the first phase of a multiple phase project to add on to and renovate the Stanley J Marshall Center.

The Preliminary Facility Statement (PFS) was approved at the May 2016 Board of Regents meeting. The building committee selected the design team of EAPC Incorporated/Sink Combs Dethlefs/West Plains Engineering on August 11, 2016. The University is conducting a master planning exercise for the athletic programs, academic uses, and public uses of the Stanley J Marshall Center. From this we will develop a multiple phase project plan that will add on to and renovate the existing arena. The first phase has been identified. It will be a basketball practice facility and include utility infrastructure enhancements to support the current and future phases.

A. PROGRAMMATIC JUSTIFICATION FOR DISCRETE SPACES:

South Dakota State University is completing concept development of a masterplan for additions and renovations to the Stanley J Marshall Center. The additions would provide practice facilities for the women's basketball team, the men's basketball team, the women's volleyball team, and the wrestling team. The additions and renovations would provide coaches offices, team suites for men's basketball, women's basketball and wrestling, ticketing offices, event staging space, concessions, and concourse space. The renovations would provide upgrades to Frost Arena, the competition arena for all of these sports and host venue for numerous public events hosted by the University. Renovated space for sports medicine, team suite for women's volleyball, locker facilities, athlete academic & tutoring support, coaching administrative offices, restrooms, academic classroom space, and event support space would be included within the scope of the project. Competition, practice, training, support, academic, and administrative functions in the Stanley J Marshall Center would be reviewed as part of the programming and concept development of this potential project.

The use of Frost Arena will not change. The construction of practice facilities will allow the Arena to expand its offering and scheduling of public and special University events. Frost Arena contains generally scheduled academic classes as well as numerous non-athletic events. The additions and renovations would allow the University to better serve the visitors, athletes, and students who utilize the facilities each year. SDSU estimates that over 300,000 people visit Frost Arena on an annual basis. The addition and renovations planned will allow University to expand public use of the arena. It will also allow for expanded academic use of the Stanley J Marshall Center.

Currently, SDSU does not have adequate available practice space to accommodate all of our programs. As NCAA athletics has evolved at the Division I level, a significant amount of practice time is necessary to compete at a high level. SDSU is at a disadvantage because we have one primary space (Frost Arena) that needs to accommodate all practices for Women's Basketball, Men's Basketball, and Volleyball and also serves as competition space for those three programs plus Wrestling. Frost Arena is also scheduled for a variety of special public events, hosting approximately 75 events annually. This would be rectified by adding two practice gymnasiums to the Stanley Marshall Center, increasing the number of practice

gymnasiums to three. This would allow student-athletes highly flexible practice times, when it is best for the team members athletically and academically. The reduction in scheduled practice times, will increase available time in the arena for other public and university events beyond scheduled athletic competitions. Modern wrestling practice facilities would be added to the Stanley Marshall Center in the future.

Aside from additional space for practice facilities, Frost Arena and the Stanley J. Marshall Center have other program needs and needed maintenance and repairs. Adequate modern restroom and concession facilities are needed to accommodate the large crowds for numerous events (both athletic events and non-athletic events). Program modifications are needed for seating, strength training, locker facilities, sports medicine, office spaces, and trophy/award areas. Building maintenance and repair needs are also desired, and will be required with any renovation activities. These backlogged repairs include plumbing system upgrades, ventilation system upgrades for life safety compliance, installation of a fire suppression system, building fascia replacement, wall insulation, lighting upgrades, electrical power upgrades, replacement of arena flooring, replacement of mezzanine flooring, and utilities upgrades.

Frost Arena seats 6,000 spectators. It does not have the capability to offer adequate restroom and concessions, adequate accessible facilities, or the contemporary amenities commonly offered in Division 1 athletic venues. The planned facilities will provide club section seating, club space, suites, loge seats, improved ADA seating, additional concessions, additional chair backed reserved seating, and other potential revenue related accommodations.

Accessibility modifications would be made to ensure all categories of seating will be accessible, suites are accessible, restrooms are fully accommodated, and general access is improved. This would particularly benefit spectators and attendees entering the building from the southeast and southwest corners of the building or seated along the south side of the arena and in the suites. The renovations would include support spaces for special public events (storage, food service support, building support, and broadcast).

The renovation of Frost Arena/Stanley J. Marshall Center would allow for more revenue sources, enhanced fan experiences, a better environment for daily work, additional accommodations for staff and spectators, updated repairs and maintenance, and continued commitment to academic excellence.

The first phase of the overall plan will be to add basketball practice gymnasiums south of the Stanley J Marshall Center. These practice facilities will include the practice gymnasiums, storage space, restroom facilities, and support space for the practice facilities and for Frost Arena. The practice facility addition will be linked by a narrow corridor to the Stanley J Marshall Center.

Subsequent phases will provide space for coaches and trainers offices, team suites, and sports medicine space. Future additions would include an enclosed public concourse that separates the existing arena from the new practice facilities. This concourse will include additional space for restrooms, concessions, and event ticketing offices to serve the arena. It will become a primary public entry point to the arena and public gathering area for events held in the arena. This concourse will continue to function as public access and emergency access required for life safety that is currently supplied by the outdoor stairways on the southeast and southwest corners of the building. Elevator access to all levels and possibly escalator access to the concourse level (2nd floor) will be included in the entry points to the concourse. The concourse link and renovated arena will include event support, building support, and storage space. A subsequent phase will construct wrestling practice facilities, coaches' offices, and team room suite to the west of the Stanley J Marshall Center. Visitor locker space may be included in the west addition.

The proposed renovations of Stanley J. Marshall Center includes upgraded and additional academic space. Currently, there are two classroom spaces in the Stanley J. Marshall center. These would be retained and remodeled to provide contemporary collaborative or active learning/group classrooms. An additional student-athlete academic center would be provided as part of the scope of renovations to the Stanley J Marshall Center.

B. GROSS SQUARE FOOTAGE

Phase 1 will include basketball practice facilities and supporting program space. The gross area of the addition is tabulated below:

Men's Basketball Court	11,755 gsf
Women's Basketball Court	11,755 gsf
Mechanical/Electrical support space	2,463 gsf
Restroom facilities	110 gsf
Corridor Link and Storage Space to the Arena	<u>1,400 gsf</u>
Total Gross Area	27,483 gsf

The initial programming and space planning indicates that 100,000 to 125,000 sf will be added to the facility, and that approximately 95,000 to 105,000 sf (68 to 75%) of the Stanley J Marshall Center will be renovated through all phases of the project.

C. SITE ANALYSIS

Phase 1 would be added south of the existing building and linked by a corridor to the existing center. Future phases would fill in the space between the Stanley J Marshall Center and the practice facility addition.

In a future phase space would be added west of the Stanley J Marshall Center for wrestling practice space and visiting team lockers. The entry and exit points on the southwest and southeast corners of the building would be retained, but moved outwards to provide access to the concourse which would provide two primary entry concourses to the building. The loading and staging area to the building would be relocated from the southeast corner of the existing building to the southwest corner of the addition.

A number of site utilities will require modification or upgrades as a result of this project. The existing building does not have a fire sprinkler system. In a future phase, when the arena is renovated and the concourse is constructed, a fire sprinkler system will be required to serve the entire facility. The arena will also require a smoke evacuation system to meet modern life safety requirements.

The following utility upgrades will be made as part of the first phase project to provide adequate utility services for the practice facility addition and the future phases to renovate and add to the Stanley J Marshall Center. The water service line will be increased to provide adequate capacity for a fire sprinkler system. Sanitary sewer service lines will be extended to the practice facility addition. The electrical transformer and service lines will be upgraded, but are unlikely to require relocation. A storm sewer main bisects the parking lot south of the building. This main will need to be relocated to the south, outside of the footprint of the addition.

The Stanley J Marshall Center is connected to the Central Heating Plant and the steam distribution system. The steam service is of adequate size and condition to serve the building and additional space, but the condensate return piping has reached the end of its useful life. The condensate return piping will be replaced from Ag Engineering to the Stanley Marshall Center. Both steam and condensate return piping will be extended from the existing building to the addition.

Only the administrative office space of the existing building is air conditioned. SDSU is examining the possibility to provide cooling throughout the building and addition. As part of the first phase of the project, SDSU is planning to extend the north campus chilled water system to the Stanley J Marshall Center, providing chilled water utilities of adequate size to serve this project, the Student Wellness Center, Briggs Library, and the future Precision Agriculture facility.

D. DESCRIPTION OF KEY BUILDING FEATURES (PHASE 1)

Athletic Practice Gymnasiums and Support Space for Basketball and Volleyball:

The practice facility would be divided into two practice gymnasiums. Each gymnasium would be a minimum of a full size basketball court with six surrounding baskets. Each gymnasium space would include two shorter cross courts. These gymnasiums would be used for basketball and volleyball practice so both sports would share the facilities. In addition to the practice gymnasiums, support space will be provided in the form of mechanical and electrical space, storage space needed by the practice facilities, and restroom space. The mechanical and electrical space will be sized to serve the future building addition phases. A corridor linking the practice facility addition to the Stanley J Marshall Center will be provided.

The first phase of the improvements will include most of the utility upgrades that are described above. The utility improvements will serve not only this phase of the construction, but all future additions and renovations. Upgrades and replacement of the steam condensate piping will be completed in Phase 1. The electrical transformer will be upgraded. The storm sewer line in the parking lot south of the building will be relocated. Phase 1 will include a water service line that can serve this and all future phases of improvements. The first phase will add a chiller to the North Chiller Plant, extend the main supply and return piping, and provide a branch line that will serve Phase 1 and future phases.

E. ILLUSTRATIVE FLOOR PLANS

Attached are conceptual site plan and floor plans illustrating the existing facility plus the additions. The overall plan is an initial concept. The size of the initial concept is at the maximum of the range described above. We expect to refine the design, reduce the overall scope and size, and improve the space efficiency of the concept.

The light gray highlighted space represent space added to the building. The dark gray highlighted areas of the floor plans represent existing space to be renovated and upgraded. The blue colored highlighted areas of the floor plan and site plan indicate the addition to be constructed as Phase 1.

F. INITIAL COST ESTIMATES

The cost estimate of the Phase 1 improvements is shown below:

Construction Costs	
New Building Construction	\$ 7,650,400

Site Construction/Paving/Parking Lots/Landscaping	\$ 1,400,000
Utilities Upgrades	<u>\$ 3,075,000</u>
Subtotal – Construction Costs	\$12,125,400
Non-construction costs	
Design & Professional Fees	\$ 1,128,600
Project Management & OSE Costs	\$ 460,000
Athletic & Custodial Equipment & Signage	\$ 260,000
Contingency (10%)	<u>\$ 1,026,000</u>
Subtotal – Non-Construction Costs	\$ 2,874,600
Total Costs of Phase 1 – Practice Facility Addition	\$15,000,000

SDSU is requesting \$15,000,000 in spending authority and ability to meet project scope. Funding remaining at the end of the project will be available for planning and implementation of future phases.

G. IMPACT TO M&R

The annual funding for maintenance and repair should be approximately 2% of the estimated replacement value of the facility. The estimated cost of annual M&R is estimated at \$205,200. Maintenance and repair will be covered through university HEFF and HEFF fees.

H. BUDGET FOR ONGOING OPERATIONAL COSTS

Utility expenses are estimated at \$42,600 annually. This represents only utility consumption costs, and not utility connection costs, which are included with construction costs.

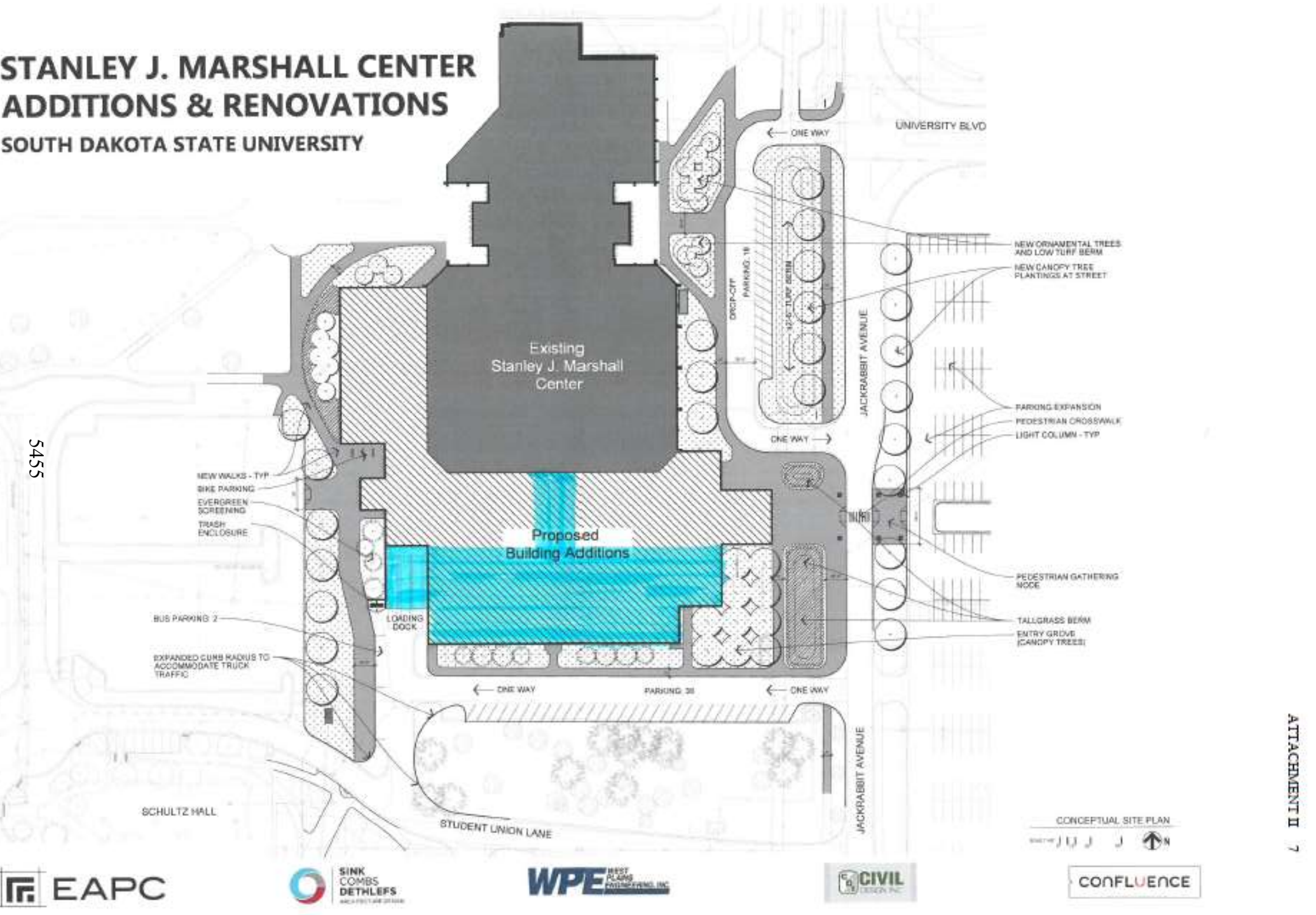
Estimated custodial services are \$56,025, excluding initial equipment purchases for custodial equipment. This includes 1 to 1.5 FTE custodial and operations employees. Equipment purchases for setting up the facility upon completion are estimated at \$100,000. We estimate routine operational and maintenance expenses for this facility will be \$27,208.

I. PROPOSED FUNDING SOURCES FOR COSTS OF:

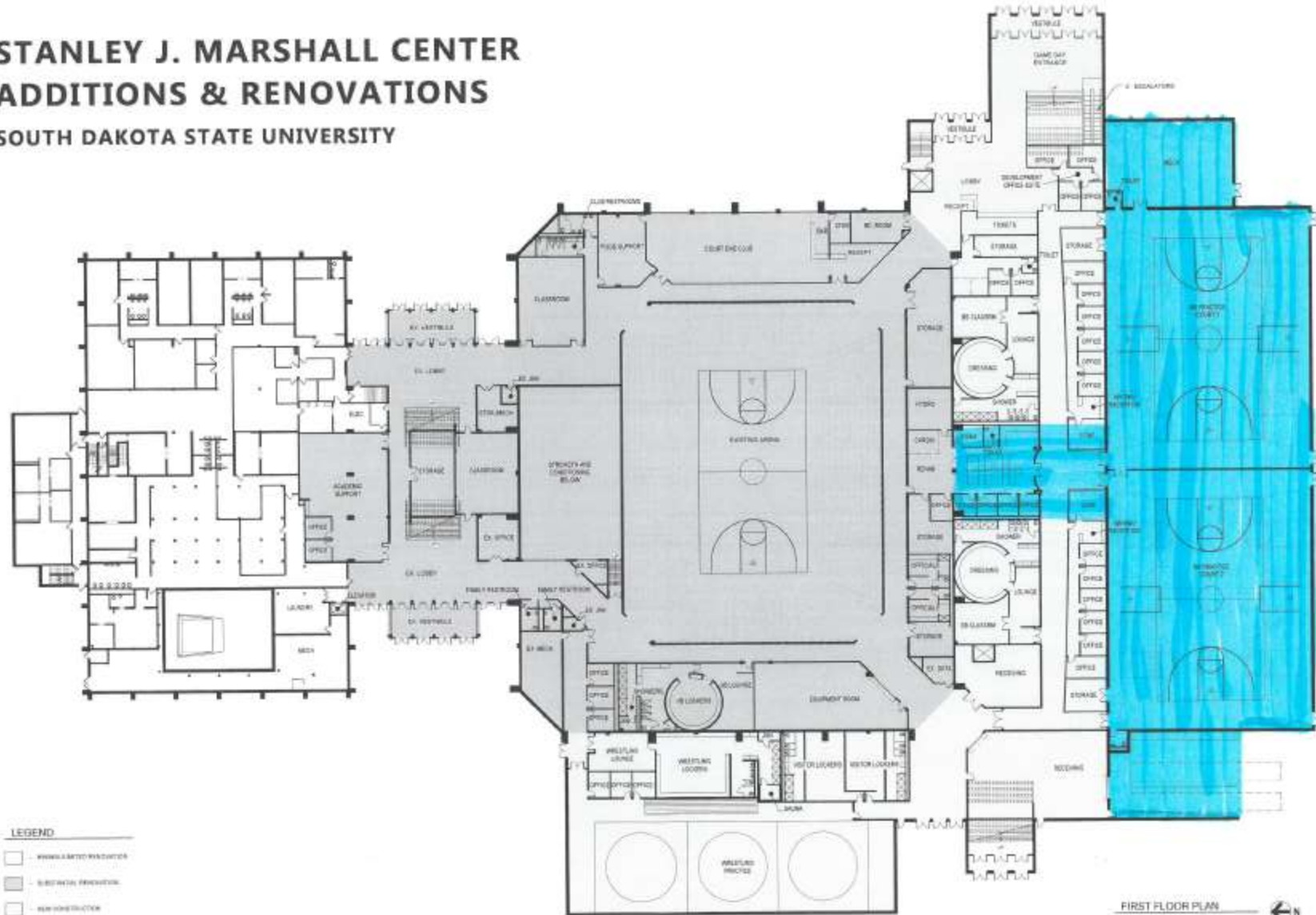
- a. CONSTRUCTION – Private funding; SDSU has raised \$10M towards the project, with an additional commitment of \$10M that is pending to cover this project scope and future phases.
- b. ONGOING OPERATIONS – Utility costs will be funded through the budget for the University's utility allocation. Operational costs will be funded through the budget of the University.
- c. MAINTENANCE AND REPAIR – Maintenance and repair will be funded through the University's HEFF and HEFF fees allocated for M&R.

STANLEY J. MARSHALL CENTER ADDITIONS & RENOVATIONS SOUTH DAKOTA STATE UNIVERSITY

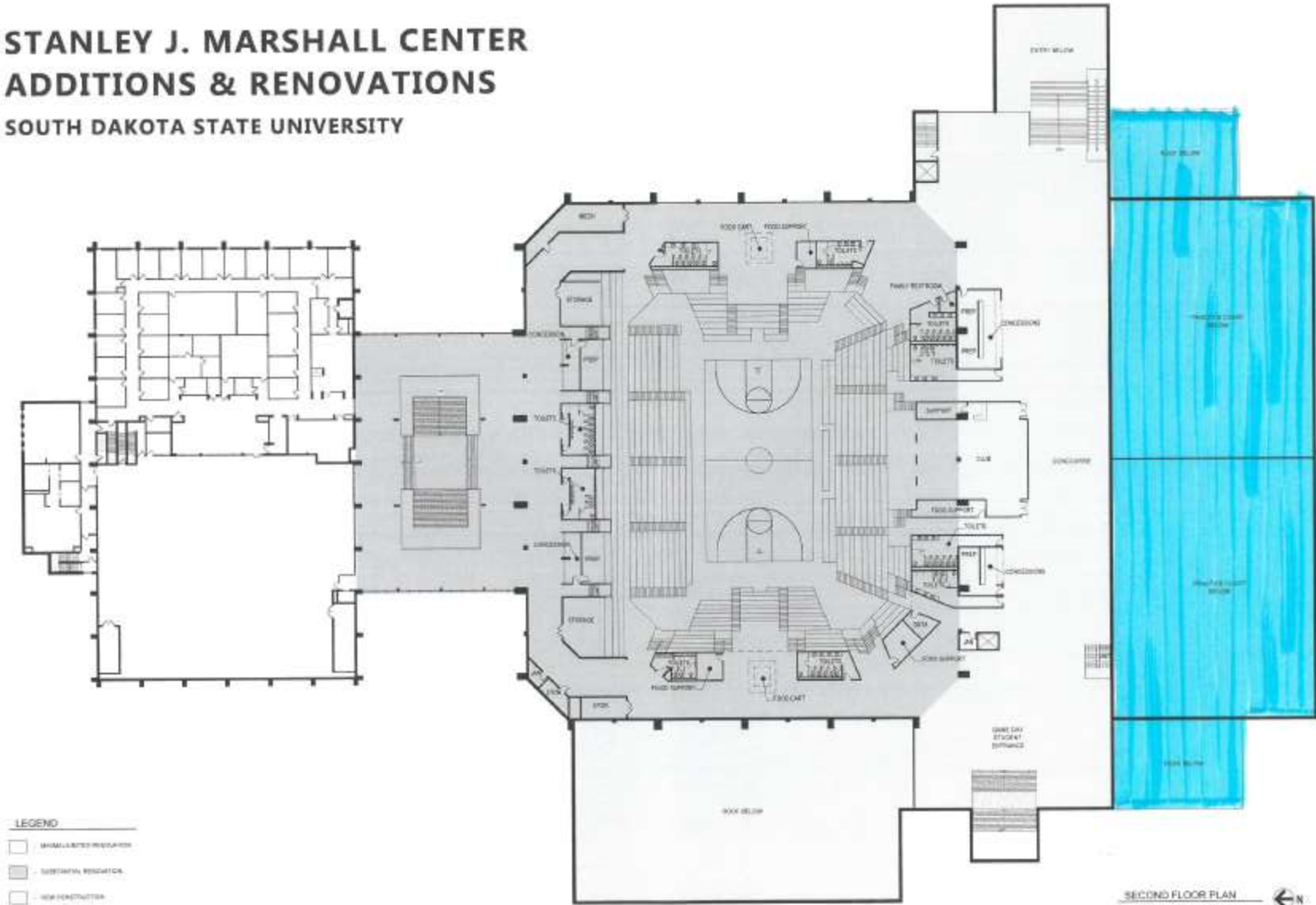
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STANLEY J. MARSHALL CENTER ADDITIONS & RENOVATIONS SOUTH DAKOTA STATE UNIVERSITY

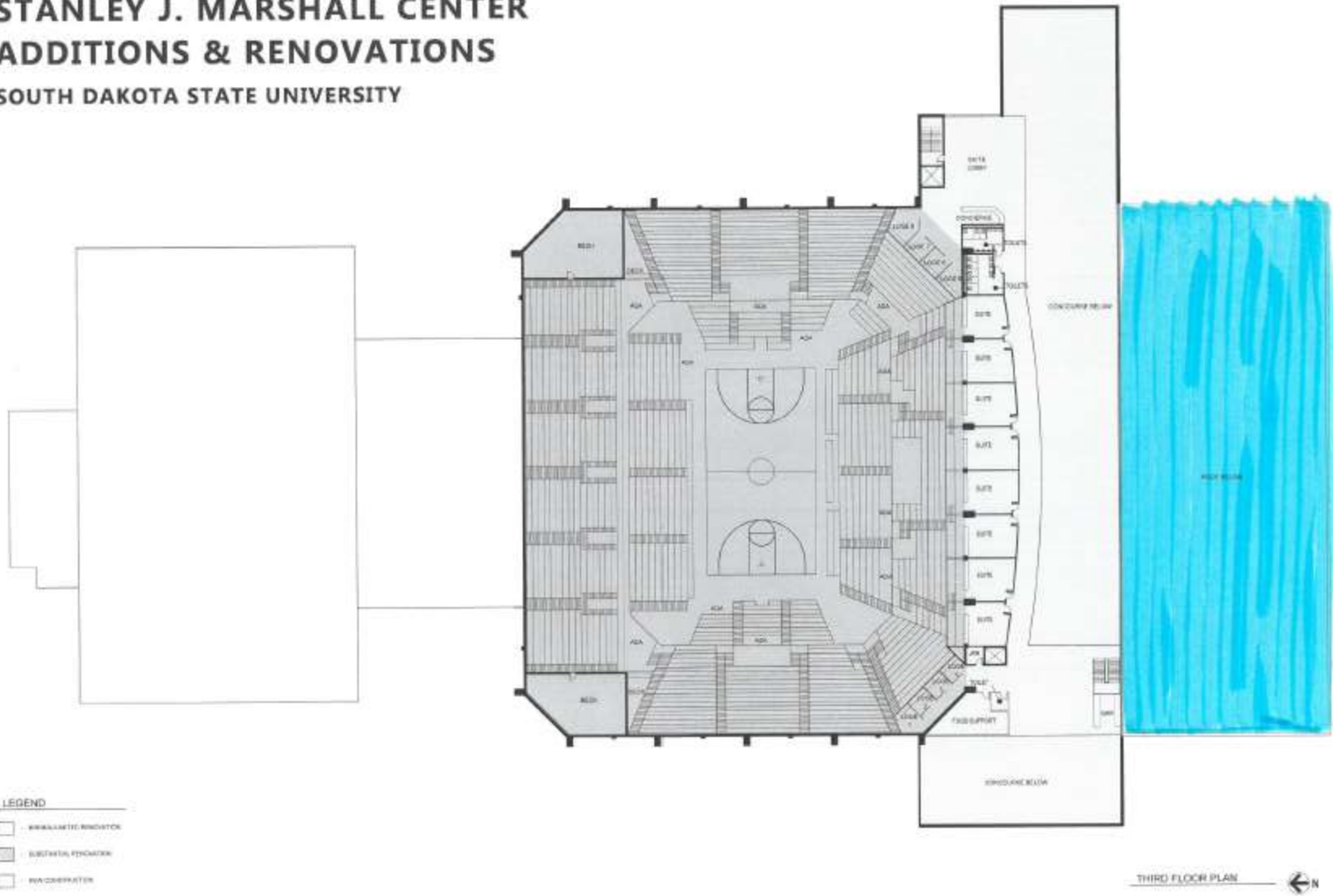


STANLEY J. MARSHALL CENTER ADDITIONS & RENOVATIONS SOUTH DAKOTA STATE UNIVERSITY



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STANLEY J. MARSHALL CENTER ADDITIONS & RENOVATIONS SOUTH DAKOTA STATE UNIVERSITY

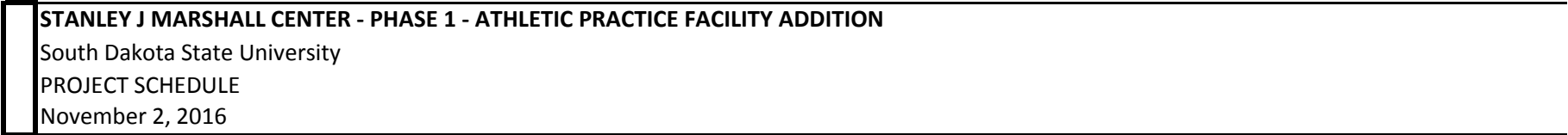


	STANLEY J MARSHALL CENTER - PHASE 1 - ATHLETIC PRACTICE FACILITY ADDITION South Dakota State University PROJECT SCHEDULE November 2, 2016
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SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – Y

DATE: December 6-8, 2016

SUBJECT: SDSU Student Wellness Center Addition – Facility Design Plan

South Dakota State University requests approval of its Facility Design Plan for design and construction of an addition to the Student Wellness Center at an estimated cost of \$14,400,000. The Preliminary Facility Statement for this project was approved by the Board at the March/April 2015 Board Meeting. SDSU's request for a General Activity Fee (GAF) increase of \$4.50 was also approved at that time. SDSU's Facility Program Plan was presented and approved at the October 2016 Board meeting.

The Building Committee approved the design plan at their November 17, 2016, meeting. The current cost estimate for the project is \$14,774,648. The project team is identifying various cost reduction options to resolve the \$374,648 difference between the current project cost estimate and the budget for the project. At this time the team is considering the following project revisions:

- | | |
|--|-----------|
| - Water Loop savings: | \$25,000 |
| - Remove two racquetball courts: | \$320,000 |
| - Reduce fitness mezzanine by 2,500 square feet: | \$500,000 |

The addition will be constructed along the north side of the existing Wellness Center. This project is designed to create a new community and campus entry on the east face of the building while maintaining the main campus entry on the building's south side. The addition will be 37,498 gross square feet. Some refinements have been made to the design to allow more floor area for fitness areas, the lobby, and the conference/training space. The floor area assigned to storage has been reduced, but the total floor area of the addition remains the same. In adding on to the existing facility, some remodeling will be needed for the administrative offices relocation and the student health clinic remodeling. A total of 9,270 square feet is set to be remodeled.

The new space will include additional courts, fitness areas and support space. A check-in area for all students and community members will be relocated to this addition. The east side of the addition will house racquetball courts and a multipurpose activity court. The multipurpose area

(Continued)

DRAFT MOTION 20161206_7-Y: I move to approve SDSU's Facility Design Plan to construct an addition to and to renovate a portion of the existing Student Wellness Center at a cost not to exceed \$14,400,000. Funding will consist of \$12,400,000 in bond proceeds with the remaining \$2,000,000 from accumulated GAF fee funds.

will allow hosting of activities that may require exterior access. In addition, an outdoor programs area will be established to allow students to check-out outdoor equipment such as canoes, tents and sleeping bags.

Additional fitness equipment will be required throughout the fitness areas. Retractable nets will be provided in all court areas. Dasher boards, safety glazing, outdoor fitness equipment, treadmills, fitness equipment, strength training equipment, basketball standards, recreational court standards, and other equipment will be provided.

Funding for this construction and renovation project will come from bond proceeds of \$12,400,000 with the \$2,000,000 balance coming from GAF cash accumulated from the previously approved \$4.50 GAF increase. The additional operating costs and maintenance and repair will be \$463,839 annually. This will require \$1.67 of the \$4.50 GAF, leaving \$2.83 to service the debt. Using 278,000 credit hours, that will provide \$786,740 annually to service the debt.

More complete project details can be found in SDSU's attached Facility Design Plan document, elevations and project timeline. The Building Committee for this project is being headed by Regent Morgan.

SOUTH DAKOTA STATE UNIVERSITY FACILITY DESIGN PLAN STUDENT WELLNESS CENTER ADDITON

SDSU requests approval of this Facility Design Plan for design and construction of an addition to the Wellness Center.

The Board of Regents approved the Preliminary Facility Statement and a General Activity Fee increase at the March/April 2015 meeting. The building committee selected the architectural design firm Stone Group Architects with consultants HOK, Inc. and West Plains Engineering in June 2015. The building committee selected Journey Construction as the construction manager-at-risk in October 2015. The Board of Regents approved the Facility Program Plan at the October 2016 meeting.

a. ARCHITECTURAL, MECHANICAL, AND ELECTRICAL SCHEMATIC DESIGN

Attached are floor plans illustrating the architectural design of the project. Features of the architectural, mechanical, and electrical design are described below.

Architectural & Structural:

The addition will be constructed in a similar manner to the existing building. The addition will include slab-on-grade construction with a mezzanine level aligned with the existing mezzanine. Primary circulation pathways will be extended and all program spaces will branch off of those pathways. The project will also remodel a portion of the Wellness Center Administration and Student Health spaces to better align with student, faculty, and staff requirements.

The project is designed to create a new community and campus entry on the east face of the building, while maintaining the main campus entrance on the south. Exterior material selections will resonate with the existing Wellness Center including: face brick, masonry, prefinished metal panel, prefinished curtainwall and storefront glazing systems. Interior material selections will support dynamic program function, minimize maintenance needs, and provide welcoming energetic surfaces, including: rubber impact flooring, rubber athletic court flooring, artificial turf carpeting, wood athletic flooring, polished concrete, porcelain tile, burnished block, and painted gypsum.

Additional fitness equipment will be required throughout the fitness areas. Retractable nets will be provided in all court areas. Dasher boards, safety glazing, outdoor fitness equipment, treadmills, fitness equipment, strength training equipment, basketball standards, recreational court standards, and other equipment will be provided.

The Wellness Center is an assembly type building. It is fire protected with a sprinkler system. The structural frame is steel. The structural system of the addition will be nearly identical to the existing building. The foundation system will be reinforced concrete foundation walls on concrete footings. The building will have an exposed structural steel frame that supports an exposed composite steel floor deck or roof deck. The floor slabs will be concrete over steel deck or on grade. Only two anticipated differences are anticipated between existing and new construction. The roof deck will be acoustical steel deck. The roof frame will not include custom structural steel trusses.

Program floor areas have been refined and are as follows. The refinements in design have allowed more floor area to be devoted to fitness areas, the lobby, and conference/training space. Less floor area is assigned to storage. The total floor area of the addition is the same.

• 1 gymnasium court	6,652 sf
• 1 Multipurpose Activity Court (MAC)	6,407 sf
• MAC storage	479 sf
• 2 racquetball courts	1,600 sf
• Fitness space	9,171 sf
• Outdoor Programs space	979 sf
• Small exercise studio	986 sf
• Laundry, Maintenance, Storage	1,228 sf
• Lobby, Entry Area, & Conference/Training	<u>2,618 sf</u>
• Subtotal (net assignable space)	30,120 nsf
• Unassigned space	<u>7,378 sf</u>
• Total (gross area of the proposed addition)	37,498 gsf

Selected portions of the existing facility will be remodeled. The floor areas to be remodeled include:

• Administrative Offices Relocation	3,740 sf
• Student Health Clinic Remodeling	<u>5,530 sf</u>
• Total (area to be remodeled)	9,270 sf

Mechanical:

Campus steam will serve the new facility through the existing mechanical room. This project will use Central Utility Plant (CUP) chilled water and the existing ground mounted chiller will be removed. The existing mechanical room will house the new steam pressure reducing station and heating water systems serving the building addition. Variable speed pumps will be utilized to distribute the hot and chilled water through the facility. Two pumps each will be provided, one to run continuously, the other to serve as standby, providing for redundancy.

HVAC airflow will be distributed to the facility through the use of single zone Air Handling Units (AHU) with integral variable frequency drives (VFD) or multi-zone AHU's with variable air volume boxes (VAV). Heat recovery will be accomplished through the use of a stand-alone energy recovery ventilator (ERV) with a total energy recovery wheel. Carbon dioxide sensors will be located in areas of higher occupant loads to provide demand control ventilation.

Low flow plumbing fixtures will be utilized throughout the facility to reduce water consumption, as well as reduce the amount of waste. The domestic water heating system will be supplied by a steam to hot water, water heater.

Electrical:

The building electrical service will consist of relocating the existing transformer from the north side of the building to the west side. The electrical service primary and secondary services will be relocated as required for the new transformer location. The new electrical service will be 277/480v for the mechanical equipment and larger loads with step down transformers for 120/208v loads as required and the existing electrical service will be refed from this new service.

The lighting in the addition will include LED lights throughout the new addition. Emergency egress lighting will be accomplished using emergency batteries. The new exterior lights will be designed using LED, full cutoff fixtures to maintain the lighting levels per the University standards. As part of this project, the existing exterior lights will be replaced with new LED lights for energy savings and uniformity.

Various special systems included in the addition will include cable TV, a fire alarm system, access control, video surveillance, music and sound system, and data. These systems will be integrated with the current building systems as needed for operation. Conduit and cable tray systems will be included to allow for ease of installation and future changes to the various systems.

b. CHANGES FROM THE FACILITY PROGRAM PLAN

There have been no program changes from the Facility Program Plan. All spaces included in the design of the facility remain the same. The floor plan of the building has been refined to include proper support spaces and improve the floor plan efficiency. The design has also been revised to allow future additions of court spaces, fitness areas, and exercise studios.

c. IMPACT TO EXISTING BUILDING OR CAMPUS-WIDE HEATING/COOLING/ELECTRICAL SYSTEMS

The campus steam distribution system, domestic water, sanitary sewer, and natural gas utilities are adequately sized to serve the expanded facility. Branch lines will be provided to serve new air handling units, mechanical rooms, restrooms, and sprinkler systems. Two campus utilities will be modified through this project.

The campus water main that serves the existing building will be extended to the east to connect to campus water main in 16th Avenue. This will provide a loop in the water main system to augment water pressure and fire suppression capabilities of the water mains in this portion of campus.

Chilled water for the existing building is provided via a stand-alone chiller situated north of the building. This project is exploring the possibility of extending the chilled water mains from the North Chiller Plant to provide cooling for the entire facility. The existing ground mounted chiller will be removed.

The campus electrical system will be unaffected by the project. However, as noted above, the project will relocate the existing building transformer from the north side of the building to the west side. The electrical service primary and secondary services will be relocated as required for the new transformer location.

d. TOTAL CONSTRUCTION & PROJECT COST ESTIMATES

The budget for the project is \$15,057,696. The current project cost estimate is \$15,374,648. A detailed recap of the project cost estimate is as follows. The current estimated project cost estimated by Journey Construction, the CM@R is as follows:

Construction Costs

New Addition Building Construction	\$ 7,825,203
Existing Building Remodeling	\$ 923,000
Site and Utilities Construction	\$ 1,285,000
Construction Overhead & Fees	\$ 915,817
CM@R Contingency (approx. 7%)	<u>\$ 828,020</u>
Subtotal – Construction Costs	\$11,777,040

Non-construction Costs

Design & Professional Fees	\$ 1,802,062
Project Management & OSE Costs	\$ 490,000
Furnishings, Equipment, Signage	\$ 300,000
Owner Contingency (approx. 3.7%)	<u>\$ 405,546</u>
Subtotal – non-construction Costs	\$ 2,997,608

Total Costs of Wellness Center Addition	\$14,774,648
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The project cost estimate includes a current estimate of construction costs from the Construction Manager at Risk. The project estimates are currently \$374,648 over budget. The project team is identifying various cost options to resolve the difference between the current project cost estimate and the budget for the project. Items under consideration include the following:

- Water Loop savings:	\$ 25,000
- Remove one racquetball court:	\$ 160,000
- Remove two racquetball courts:	\$ 320,000
- Reduce fitness mezzanine by 2,500 SF:	\$ 500,000

The estimated timeline for the project is attached.

e. CHANGES FROM COST ESTIMATES FOR OPERATIONAL OR M&R EXPENSES

Estimates for operational and M&R expenses remain unchanged from the estimates prepared for the Facility Program Plan.



OVERALL
LEVEL 1 FLOOR PLAN





OVERALL







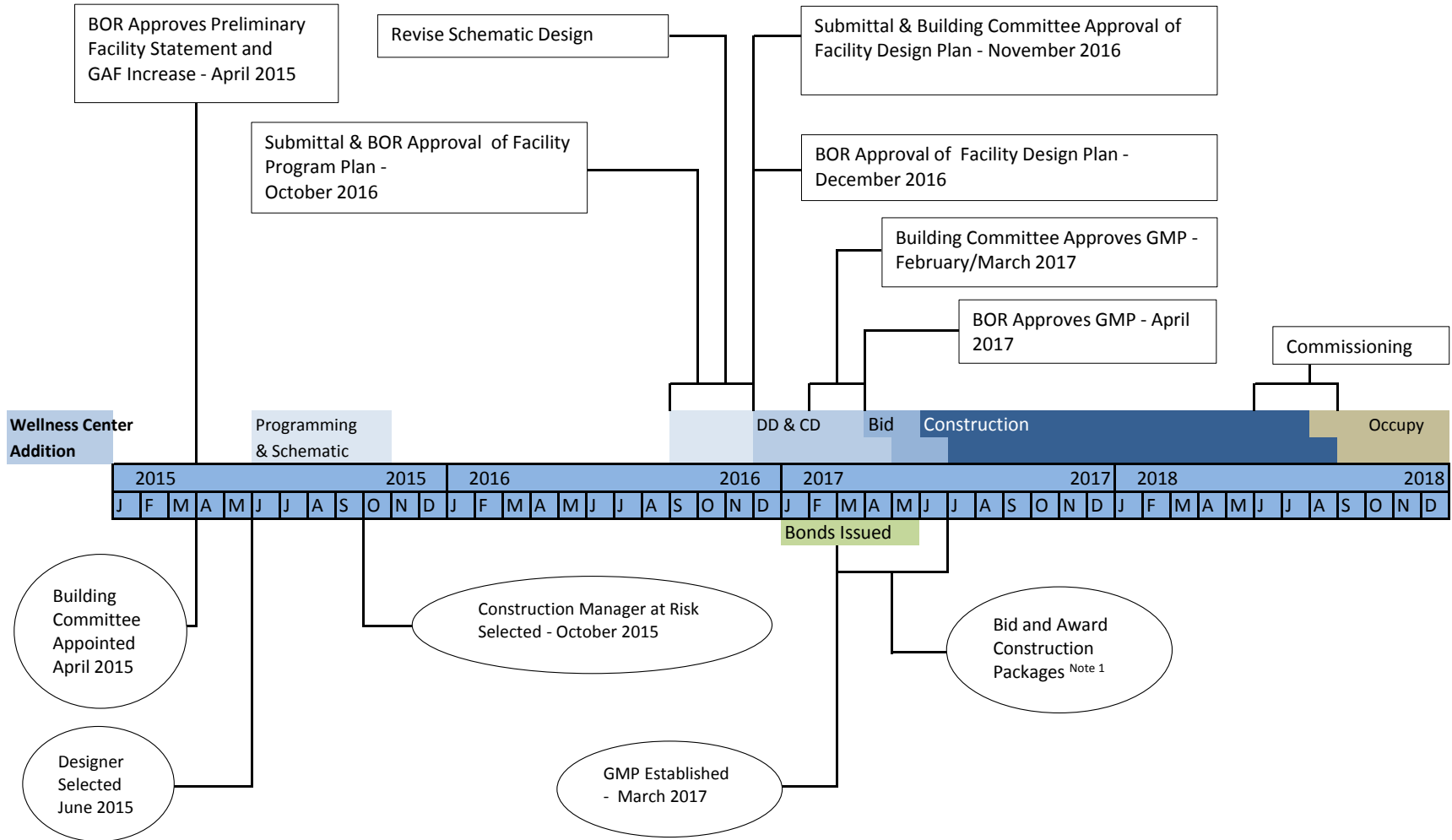
STUDENT WELLNESS CENTER ADDITION

South Dakota State University

PROJECT SCHEDULE

(updated) November 2, 2016

5471



DATE: 9-2-2016

Notes:

1) GMP Award, Bidding, and Subcontract Award is dependent upon BOR approval of GMP. GMP can be available by mid-February. Nearest BOR meeting date of April results in schedule shown above. Approval of GMP prior to meeting date may allow bidding and construction to start earlier with possible outcome to allow completion by start of school term in 2018.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

**REVISED
AGENDA ITEM: 7 – Z**

DATE: December 6-8, 2016

SUBJECT: South Dakota State University Greek Village Lease

At its June 24-25, 2010 meeting, the Board approved a master ground lease (“Master Ground Lease”) with the South Dakota State College Development Association (“Association”) to assist in developing a housing site for fraternities and sororities ([Comm. B Item III-F](#)). At its August 12, 2010 meeting, the Board approved a First Amendment to the Master Ground Lease ([Item Q](#)), and at its December 16-17, 2010 meeting, the Board approved a Second Amendment to the Master Ground Lease ([Comm. B Item III-H](#)). At its December 15-16, 2011 meeting, the Board approved a Fraternity Land Swap with the fraternity Alpha Gamma Rho ([Comm. B Item III-B](#)). At its April 1-2, 2015 meeting, the Board approved a Third Amendment to the Master Ground Lease and also authorized the expansion of the SDSU Greek Village and the correlated plating ([Comm. B Item III-M](#)). Due to a revised direction of development to the southeast, as well as the SDSU Public-Private Partnership proposal activities approved by the Board at its May 11-12, 2016 meeting ([Item 6-F](#)), SDSU has not executed the Third Amendment to the Master Lease approved by the Board at the April 1-2, 2015 meeting.

The new identified site for the expansion of Greek Village is on the east side of the current State Court family student housing complex (located on the south side of campus). The Board approved demolition of the existing 1971 stick construction on that site at its December 2-4, 2014 meeting and the demolition of the structures on this site was subsequently authorized by legislative action ([Item 16](#)) ([Chapter 110 of 2015 Session Law](#)). This site is planned to be the location of Greek Village expansion as well as portions of the proposed Public-Private Partnership housing proposals activity. Attached is a proposed draft plat of the lots, of which at this time the University anticipates lots 3, 4, and 5 would be allocated for Greek Village expansion and lots 1 and 2 would be used for the Public-Private Partnership or other residential life related development.

(Continued)

Draft Motion 20161206_7-Z: I move to (1) approve the Revised Third Amendment to the June 25, 2010 Master Ground Lease between the Board and South Dakota State College Development Association, included as Attachment I; (2) approve the resolution, included as Attachment II, requesting the Commissioner of School and Public Lands to proceed with the Plat of LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW ¼ OF THE SE ¼ OF SECTION 24, T110N, R50W OF THE 5th P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA; and (3) authorize the Board’s Executive Director to execute any additional necessary documents.

The University currently requests approval of the Revised Third Amendment to the Master Ground Lease between the Board and the Association (included as Attachment I) to facilitate subsequent sublease to selected nationally-chartered fraternal Greek organizations to continue to plan for the expansion of Greek Village in the southeast section of campus. This Revised Third Amendment to the Master Ground Lease supersedes the previous Third Amendment to the Master Ground Lease, which was approved by the Board at its April 1-2, 2015 meeting, but not executed.

The University anticipates work with the City of Brookings and the Commissioner of School and Public Lands, and the Governor for real property activities. The University requests that the Board adopt the a resolution (included as Attachment II) requesting the Commissioner of School and Public Lands to draw up any necessary documents and proceed to plat lots 1, 2, 3, 4, and 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW $\frac{1}{4}$ OF THE SE $\frac{1}{4}$ OF SECTION 24, T110N, R50W OF THE 5th P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA. The Association will cooperate as appropriate in these activities.

REVISED THIRD AMENDMENT TO MASTER GROUND LEASE

On June 25, 2010, the South Dakota Board of Regents and the South Dakota State College Development Association entered into a Master Ground Lease to facilitate development of a residential site for fraternities and sororities at South Dakota State University ("Master Ground Lease"). On August 12, 2010, the parties entered into a First Amendment to the Master Ground Lease in order to clarify provisions relating to the rights and obligations of Sublessees whose tenancy may be affected by circumstances affecting their organizational status and to assure that non-disturbance agreements may survive termination of the Master Ground Lease by mutual agreement. On December 17, 2010, the parties entered into a Second Amendment to the Master Ground Lease in order to clarify provisions relating to the rights and obligations of Sublessees under clauses stating requirements for indemnification, liability insurance and waivers of subrogation. On April 2, 2015, the South Dakota Board of Regents approved a Third Amendment to the Master Ground Lease but that Third Amendment was not executed.

In order now to amend the Master Ground Lease to expand the definition of "Leased Premises" to include the additional identified property, effective _____, 2016, the parties agree to amend the following enumerated sections of the Master Ground Lease to read as follows:

Section 1.2 Parties to the Lease: shall remain unchanged except that the real property described hereafter is hereby added to the definition of "Leased Premises":

LOTS 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW ¼ OF THE SE ¼ OF SECTION 24, T110N, R50W OF THE 5th P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA

IN WITNESS HEREOF, the Lessor and Lessee have signed and sealed this lease effective the day and year first above written.

SOUTH DAKOTA BOARD OF REGENTS

By: _____
Its: _____

ACKNOWLEDGEMENT

STATE OF SOUTH DAKOTA)
: SS
COUNTY OF _____)

I, _____, a Notary Public in and for said County and State, do hereby certify _____, of the South Dakota Board of Regents to be the person whose name is subscribed to the within instrument, and personally came before me this day and acknowledged that they are the _____ of the South Dakota Board of Regents, and by authority duly given and as the act of deed of said entity.

IN WITNESS HEREOF, I have hereunto set my hand and official Notarial Seal, this the _____ day of _____, 2016.

SOUTH DAKOTA STATE COLLEGE DEVELOPMENT ASSOCIATION

By: _____
Its: _____

ACKNOWLEDGEMENT

STATE OF SOUTH DAKOTA)
: SS
COUNTY OF _____)

I, _____, a Notary Public in and for said County and State, do hereby certify _____, of the South Dakota State College Development Association to be the person whose name is subscribed to the within instrument, and personally came before me this day and acknowledged that they are the _____ of the South Dakota State College Development Association, and by authority duly given and as the act of deed of said entity. IN WITNESS HEREOF, I have hereunto set my hand and official Notarial Seal, this the _____ day of _____, 2016.

RESOLUTION APPROVING THE PLAT OF CERTAIN LANDS
CONTROLLED BY THE BOARD OF REGENTS AND REQUESTING THE
COMMISSIONER OF SCHOOL AND PUBLIC LANDS TO ASSIST IN THE
PREPARATION AND EXECUTION OF SUCH PLAT

Whereas, the Board of Regents approved the Revised Third Amendment to Master Ground Lease on December 8, 2016, for the purpose of expanding Greek Village at South Dakota State University; and

Whereas, the Board of Regents now wishes to plat certain tracts of land lying within the campus of South Dakota State University

NOW THEREFORE, the Board does hereby:

1. Approve the proposal of the University to proceed with the Plat of: LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW ¼ OF THE SE ¼ OF SECTION 24, T110N, R50W OF THE 5th P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA.
2. Request the Commissioner of School and Public Lands to assist the Executive Director of the Board of Regents and the President of South Dakota State University to prepare and to obtain the execution of such documents as may be necessary to complete the plat of the State Village Addition to the City of Brookings, as provided in this Resolution.
3. Authorize the Executive Director, in consultation with the President of South Dakota State University to approve such changes in the approved engineering drawings, plats or easement specifications as may be necessary or prudent to give effect to the Board's intent as declared herein; and provided that any such changes be reported to the Board as information items.

Dated this_____day of_____2016

South Dakota Board of Regents

By: _____
President

Certification:

I have compared the foregoing with an action taken by the Board of Regents at a regular meeting of the Board in Vermillion, South Dakota, on the 8th day of December 2016, and I hereby certify that the same is a true, correct, and complete copy thereof and that the same has not been rescinded.

Dated this _____ of

_____ 2016 South

Dakota Board of Regents

By: _____ Secretary

Page 1 of 2



OWNER'S CERTIFICATE

We, The South Dakota Board of Regents, owners of the tract of land shown in the foregoing plat, hereby certify that we did authorize and do join in, and approve the above survey and plat, and that the development of this land shall conform to all existing applicable zoning, subdivision and erosion and sediment control regulations. There is hereby granted to the City of Brookings or the holder of any utility franchise, an easement at locations shown in the above plat for the purpose of installing and maintaining any utility line. Any land shown in the above plat and designated as a street, road, alley, park or public ground is hereby dedicated to public use as such forever, but such dedication shall not be construed to be a donation of the fee of such land.

The portion so platted shall hereafter be designated as, "PLAT OF LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW $\frac{1}{4}$ OF THE SE $\frac{1}{4}$ OF SECTION 24, T110N, R50W OF THE 5TH P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA".

IN WITNESS WHEREOF, we have executed this Owner's Certificate this 11 day of Oct, 2016.

Wesley Tschetter
Wesley Tschetter, Authorized Representative
South Dakota Board of Regents

STATE OF South Dakota)
COUNTY OF Brookings) SS

On this 11 day of Oct 2016 before me the undersigned Notary Public within and for the State and County aforesaid, personally appeared Wesley Tschetter, known to be the person described in the foregoing instrument, as such being authorized so to do, executed the foregoing instrument for the purposes therein contained, by signing the name of The South Dakota Board of Regents as an Authorized Representative.

David Lee
NOTARY PUBLIC
My commission expires: 4-12-17

CITY MANAGER'S CERTIFICATE

WHEREAS, The South Dakota Board of Regents, owners of the hereinafter real property has submitted a proposed plat "PLAT OF LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW $\frac{1}{4}$ OF THE SE $\frac{1}{4}$ OF SECTION 24, T110N, R50W OF THE 5TH P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA.", and the Brookings City Manager, being the duly authorized administrative official authorized to approve plats, having examined the proposed plat and it appears that all municipal taxes and special assessments if any upon said plat and survey, have been executed according to law. Access to the public streets, subject to all applicable municipal ordinances, is hereby granted except as may be designated "no access" on the attached plat.

Dated this _____ day of _____, 2016

CITY MANAGER
CITY OF BROOKINGS, SOUTH DAKOTA
ATTEST:

CITY CLERK'S CERTIFICATE

I, _____, being the duly appointed, qualified and acting City Clerk of the City of Brookings, do hereby that _____ City Manager of the City of Brookings, did personally appear and acknowledged to me that he executed the foregoing City Manager's Certificate for the purposes stated within.

CITY CLERK
CITY OF BROOKINGS, SOUTH DAKOTA

COUNTY FINANCE CERTIFICATE

I, Finance Officer of Brookings County, South Dakota, do hereby certify that all taxes which are liens upon any land included in the above (and the foregoing) plats, as shown by the records of my office, have been fully paid.

Dated this _____ day of _____, 2016.

COUNTY FINANCE OFFICER
BROOKINGS COUNTY, SOUTH DAKOTA

DIRECTOR OF EQUALIZATION

I, Director of Equalization of Brookings County, South Dakota, do hereby certify that a copy of the above plat has been filed at my office.

Dated this _____ day of _____, 2016.

DIRECTOR OF EQUALIZATION
BROOKINGS COUNTY, SOUTH DAKOTA

REGISTER OF DEEDS

STATE OF SOUTH DAKOTA)
COUNTY OF BROOKINGS) SS

Filed for record this _____ day of _____, 2016, at _____ o'clock _____ M., and recorded in Book _____ of Plats on page _____

REGISTER OF DEEDS
BROOKINGS COUNTY, SOUTH DAKOTA



Prepared By:



Civil Engineers & Land Surveyors
Brookings, South Dakota
P.O. Box 1000

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – AA

DATE: December 6-8, 2016

SUBJECT: 2017 Board Sponsored Legislation

Seven bills have been developed for the Board's review:

1. An Act to authorize the Board of Regents to contract for the construction of a natural resources research and support facility at South Dakota State University, to make an appropriation therefor, and to declare an emergency.

This bill authorizes the Board to contract for the construction of a natural resources research and support facility at SDSU. The estimated cost is \$350,000.

2. An Act to authorize the Board of Regents to purchase improved real property and to make an appropriation therefor.

This bill authorizes the Board to purchase a number of lots in the City of Brookings. The estimated cost of acquiring one set of lots in the Wheatons Addition is \$950,000. The estimated cost of acquiring a second set of lots in the Hillcrest, Ways, and Randi Petersons Additions is \$2,134,000.

3. An Act to authorize the Board of Regents to contract for the design, renovation of, and addition to, the Stanley J. Marshall Center on the campus of South Dakota State University, and to make an appropriation therefor.

This bill authorizes the renovation of, and addition to, the Stanley J. Marshall Center on the campus of SDSU. The estimated cost is \$15 million.

4. An Act to establish a fund for the receipt and disbursement of federal grants and contracts and a fund for the receipt and disbursement of other grants and contracts.

(Continued)

Draft Motion 20161206_7-AA: I move to authorize the Executive Director to submit the proposed bills, to prepare additional legislation that may be required, and to make such modifications or, following their introduction, amendments to the bills as may be in his best judgment prudent, provided that such modifications or amendments shall not change the fundamental purpose of the authorized legislation, and, after consulting with the Board President and other interested members of the Board, to submit such additional legislation as may be necessary and proper.

This bill establishes two new funds in the state treasury, each of which is continuously appropriated. The first fund is the federal grants and contracts fund, which would contain money received from grants, contracts, or cooperative agreements with federal government agencies. This fund would be used for expenditures related to federal grants and contracts. The second fund is the other grants and contracts fund, which would contain money received from grants, contracts, or cooperative agreements with entities other than the federal government. This fund would be used for expenditures related to other grants and contracts.

5. An Act to amend the provision concerning transfers of general appropriations among institutions.

This bill amends SDCL 4-8A-8 to allow for the transfer of general appropriations from one institution to another without requiring approval by the special interim committee created by SDCL § 4-8A-2.

6. An Act to authorize the Board of Regents to accept a donation of land from Pennington County for the use and benefit of the South Dakota School of Mines and Technology.

This bill authorizes the Board to accept a land donation from Pennington County of 1.2 acres in Rapid City for the use and benefit of South Dakota School of Mines and Technology.

7. An Act to authorize the Board of Regents to contract for the construction of the Regional Science Education Center at Northern State University, to accept donations for such purpose, and to make an appropriation therefor.

This bill authorizes the Board to contract for the construction of the Regional Science Education Center at Northern State University. The total cost of the project is estimated at \$25.175 million.

Two versions of this bill were prepared. The first version is funded 100% through private donations. The second version is funded \$15 million through private donations, and \$10.175 million through HEFF.

The draft bills are included as Attachments I through VII-B.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of a natural resources research and support facility at South Dakota State University, to make an appropriation therefor, and to declare an emergency.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The Board of Regents is hereby authorized to contract for the demolition of existing facilities, removal of rubbish, site preparation, construction, furnishing, and equipping of a natural resources research and support facility at South Dakota State University, together with furnishings and equipment, including heating, air conditioning, plumbing, water, sewer, electric facilities, sidewalks, parking, landscaping, architectural and engineering services, asbestos abatement, and such other services or actions as may be required to accomplish the project, for an estimated cost of three hundred fifty thousand dollars (\$350,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated for the purposes authorized in this Act the sum of three hundred fifty thousand dollars (\$350,000), or so much thereof as may be necessary, in other funds to be drawn from funds received from an insurance settlement for a facility totally destroyed by fire, from sponsored program facilities and services funds, and from fees for services, together with any additional sums received pursuant to section 4 of this Act, and permitted adjustments pursuant to section 3 of this Act.

Section 3. The cost estimates contained in this Act have been stated in terms of 2016 values. The Board of Regents may adjust such cost estimates to reflect inflation as measured by the Building Cost Index, reported by the Engineering News Record and additional expenditures required to comply with regulations adopted after the effective date of this Act, or additional sums received pursuant to section 4 of this Act.

Section 4. The Board of Regents may accept, transfer, and expend any funds obtained for the projects authorized in this Act from federal sources, donations, or any other external sources, all of which comprise a special fund for the benefitted project; and all moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to the limitations stated in sections 1 to 3, inclusive, of this Act.

Section 5. The administration of the design and construction of the project authorized in this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 6. The executive director of the Board of Regents shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 7. Whereas, this Act is necessary for the support of the state government and its existing public institutions, an emergency is hereby declared to exist, and this Act shall be in full force and effect from and after its passage and approval.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to purchase improved real property, and to make an appropriation therefor.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The Board of Regents may purchase the following improved real property on behalf of South Dakota State University:

(1) Lot 12, Block 2 of Wheatons Addition to the City of Brookings, Brookings County, South Dakota.

(2) Lot 13, Block 2 of Wheatons Addition to the City of Brookings, Brookings County, South Dakota.

(3) Lot 14, Block 2 of Wheatons Addition to the City of Brookings, Brookings County, South Dakota.

(4) The east 10 feet of the vacated alleyway, Block 2 of Wheatons Addition to the City of Brookings, Brookings County, South Dakota.

Section 2. There is hereby appropriated to the Board of Regents, to purchase the real property authorized in section 1 of this Act, the sum of nine hundred fifty thousand (\$950,000), or so much thereof as may be necessary, in other funds from gifts, grant and contract indirect recovery funds, and tuition.

Section 3. The Board of Regents may purchase the following improved real property on behalf of South Dakota State University:

(1) Lot 1, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(2) Lot 2, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(3) Lot 3, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(4) Lot 4, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(5) Lot 5, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(6) Lot 6, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(7) Lot 7, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(8) Lot 8, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(9) Lot 9, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(10) Lot 10, Block 2, Hillcrest Addition to the City of Brookings, Brookings County, South Dakota.

(11) Lot 3, Block 1, Ways Addition to the City of Brookings, Brookings County, South Dakota.

(12) Lot 9, Block 5, Randi Petersons Addition to the City of Brookings, Brookings County, South Dakota.

(13) The west 50 feet of Lot 10, Block 5, Randi Petersons Addition to the City of Brookings, Brookings County, South Dakota.

Section 4. There is hereby appropriated to the Board of Regents, to purchase the real property authorized in section 3 of this Act, the sum of two million one hundred thirty four thousand dollars (\$2,134,000), or so much thereof as may be necessary, in other funds from sales and services, rentals, and grant and contract indirect recovery funds.

Section 5. The executive director of the Board of Regents shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 6. Any amounts appropriated in this Act not lawfully expended or obligated shall revert in accordance with the procedures prescribed in chapter 4-8.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the design, renovation of, and addition to, the Stanley J. Marshall Center on the campus of South Dakota State University, and to make an appropriation therefor.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The Board of Regents is hereby authorized to contract for the design, renovation of, and addition to, the Stanley J. Marshall Center on the campus of South Dakota State University in Brookings, together with furnishings and equipment, including heating, air conditioning, plumbing, water, sewer, electric facilities, sidewalks, parking, landscaping, architectural and engineering services, asbestos abatement, and such other services or actions as may be required to accomplish the project, for an estimated cost of fifteen million dollars (\$15,000,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated for the purposes authorized in this Act the sum of fifteen million dollars (\$15,000,000), or so much thereof as may be necessary, in other funds from athletic department rental and advertising revenue, funds donated to the Board of Regents for the project authorized by this Act, together with any additional sums received pursuant to section 4 of this Act, and permitted adjustments pursuant to section 3 of this Act.

Section 3. The cost estimates contained in this Act have been stated in terms of 2016 values. The Board of Regents may adjust such cost estimates to reflect inflation as measured by the Building Cost Index, reported by the Engineering News Record and additional expenditures required to comply with regulations adopted after the effective date of this Act, or additional sums received pursuant to section 4 of this Act.

Section 4. The Board of Regents may accept, transfer, and expend any funds obtained for the projects authorized in this Act from federal sources, donations, or any other external sources, all of which comprise a special fund for the benefitted project; and all moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to the limitations stated in sections 1 to 3, inclusive, of this Act.

Section 5. The administration of the design and construction of the project authorized in this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 6. The executive director of the Board of Regents shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to establish a fund for the receipt and disbursement of federal grants and contracts and a fund for the receipt and disbursement of other grants and contracts.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. There is hereby established in the state treasury the federal grants and contracts fund. The Board of Regents and its institutions may accept and deposit into the fund any money received from grants, contracts, or cooperative agreements with federal government agencies. Any money in the fund is continuously appropriated to the Board of Regents and its institutions. The Board of Regents and its institutions may expend money in the fund for expenditures related to federal grants and contracts. Interest earned on money in the fund shall be deposited into the fund. Unexpended money and any interest that may be credited to the fund shall remain in the fund. Any money deposited into and distributed from the fund shall be set forth in an informational budget as described in § 4-7-7.2.

Section 2. There is hereby established in the state treasury the other grants and contracts fund. The Board of Regents and its institutions may accept and deposit into the fund any money received from grants, contracts, or cooperative agreements with entities other than the federal government. Any money in the fund is continuously appropriated to the Board of Regents and its institutions. The Board of Regents and its institutions may expend money in the fund for expenditures related to other grants and contracts. Interest earned on money in the fund shall be deposited into the fund. Unexpended money and any interest that may be credited to the fund shall remain in the fund. Any money deposited into and distributed from the fund shall be set forth in an informational budget as described in § 4-7-7.2.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to amend the provision concerning transfers of general appropriations among institutions.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. That § 4-8A-8 be amended to read as follows:

4-8A-8. Moneys appropriated on a program basis by the General Appropriation Act may be transferred between program accounts within or between programs within departments and bureaus or between departments and bureaus to reflect a reorganization pursuant to Article IV, section 8 of the South Dakota Constitution only at the written request of a governing body, department secretary, or bureau commissioner, or designee, in accordance with procedures established by the Bureau of Finance and Management and only upon written approval of the Bureau of Finance and Management. Transfer of moneys appropriated by the General Appropriations Act between departments, ~~institutions~~, and bureaus that is not necessary for a reorganization pursuant to Article IV, section 8 of the South Dakota Constitution may only occur at the written request of a governing body, department secretary, or bureau commissioner, or designee, only in accordance with procedures established by the Bureau of Finance and Management and only upon approval by the special committee created in this chapter. The Bureau of Finance and Management shall keep a record of all such authorizations of transfers and make them available for public inspection. Immediately after the transfer of moneys authorized by this section is approved, the bureau shall transmit an authorization notice to the special legislative committee established in § 4-8A-2 and its designees.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to accept a donation of land from Pennington County for the use and benefit of the South Dakota School of Mines and Technology.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The Board of Regents is hereby authorized to accept a donation from Pennington County, South Dakota, of Pennington County Parcel 41352, a site comprising 1.2 acres, more or less, for the use and benefit of the South Dakota School of Mines and Technology, which site is described as:

The unplatted portion of Government Lot 2, Section 1, TIN, R7E; and a portion of Government Lot 5 and 6 of Section 6, TIN, R8E as described in Deed Book 37 Page 6039 recorded on August 24, 1989, as the vacated parts of Lot 1 through 5, parts of Lots 29 through 37, and the balance of Lots 6 and 7, Block 8 of Denman's Addition to the City of Rapid City, Pennington County, South Dakota, which was vacated per Miscellaneous Book 76 Page 24 recorded on March 28, 1961.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of the NSU Regional Science Education Center at Northern State University and to make an appropriation therefor.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The Board of Regents is hereby authorized to contract for the planning, site preparation, construction, furnishing, and equipping of the NSU Regional Science Education Center at Northern State University, together with furnishings and equipment, including heating, air conditioning, plumbing, water, sewer, electric facilities, sidewalks, parking, landscaping, architectural and engineering services, asbestos abatement, and such other services or actions as may be required to accomplish the project, for an estimated cost of twenty-five million one-hundred seventy-five thousand dollars (\$25,175,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated for the purposes authorized in this Act the sum of twenty-five million one-hundred seventy-five thousand dollars (\$25,175,000), or so much thereof as may be necessary, in other funds from gifts donated for the purposes of this Act, together with any additional sums received pursuant to section 4 of this Act, and permitted adjustments pursuant to section 3 of this Act.

Section 3. The cost estimates contained in this Act have been stated in terms of 2016 values. The Board of Regents may adjust such cost estimates to reflect inflation as measured by the Building Cost Index, reported by the Engineering News Record and additional expenditures required to comply with regulations adopted after the effective date of this Act, or additional sums received pursuant to section 4 of this Act.

Section 4. The Board of Regents may accept, transfer, and expend any funds obtained for the projects authorized in this Act from federal sources, donations, or any other external sources, all of which comprise a special fund for the benefitted project; and all moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to the limitations stated in sections 1 to 3, inclusive, of this Act.

Section 5. The administration of the design and construction of the project authorized in this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 6. The executive director of the Board of Regents shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-SECOND SESSION
LEGISLATIVE ASSEMBLY, 2017**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of the NSU Regional Science Education Center at Northern State University and to make an appropriation therefor.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The Board of Regents is hereby authorized to contract for the planning, site preparation, construction, furnishing, and equipping of the NSU Regional Science Education Center at Northern State University, together with furnishings and equipment, including heating, air conditioning, plumbing, water, sewer, electric facilities, sidewalks, parking, landscaping, architectural and engineering services, asbestos abatement, and such other services or actions as may be required to accomplish the project, for an estimated cost of twenty-five million one-hundred seventy-five thousand dollars (\$25,175,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated for the purposes authorized in this Act the sum of fifteen million dollars (\$15,000,000), or so much thereof as may be necessary, in other funds from gifts donated for the purposes of this Act; ten million one-hundred seventy-five thousand dollars (\$10,175,000), or so much thereof as may be necessary, from the higher education facilities fund for the purposes of building and equipping new facilities, together with any additional sums received pursuant to section 4 of this Act, and permitted adjustments pursuant to section 3 of this Act.

Section 3. The cost estimates contained in this Act have been stated in terms of 2016 values. The Board of Regents may adjust such cost estimates to reflect inflation as measured by the Building Cost Index, reported by the Engineering News Record and additional expenditures required to comply with regulations adopted after the effective date of this Act, or additional sums received pursuant to section 4 of this Act.

Section 4. The Board of Regents may accept, transfer, and expend any funds obtained for the projects authorized in this Act from federal sources, donations, or any other external sources, all of which comprise a special fund for the benefitted project; and all moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to the limitations stated in sections 1 to 3, inclusive, of this Act.

Section 5. The administration of the design and construction of the project authorized in this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 6. The executive director of the Board of Regents shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 7 – BB

DATE: December 6-8, 2016

SUBJECT: SDSU Performing Arts Center Phase II Funding Change

In order for a capital project to move forward to legislation, the funding sources must be identified. In December of 2015, the Board approved a financing plan for the Performing Arts Center that provided HEFF bonding, and payment of principal only through FY21, and then principal and interest thereafter. The balance of the funds were guaranteed by a funding letter from the SDSU Foundation in the amount of \$35,392,807. The funding letter is attached.

SDSU is now requesting a change in the funding plan identified in December 2015. The funding sources expressed in the Facility Design Plan in December 2015 and the requested change follow:

<u>Fund Source</u>	<u>December 2015</u>	<u>December 2016</u>
HEFF Bonded Funds	\$13,000,000	\$13,000,000
Private Donations and Gifts	\$35,391,807	\$29,349,807
University Funds*	\$0	\$6,042,000
Total Funding	\$48,391,807	\$48,391,807

*Tuition and business income through the allocated budget of tuition in the strategic reinvestment fund planning process.

SDSU has also committed to covering the HEFF interest payments through FY21 related to the Performing Arts Center, and possibly through FY22, which will be another estimated \$1.7M. The interest payments will come from dollars captured in the university's Strategic Investment and Risk Management funds.

The Building Committee approved the Guaranteed Maximum Price for the project on December 2, 2016. Changes in funding sources for a capital improvement may only be approved by action of the full Board of Regents. It is necessary for the Board of Regents to approve this

(Continued)

DRAFT MOTION 20161206_7-BB: I move to approve the funding sources for the Performing Arts Center to be \$13,000,000 from HEFF bonding, \$29,349,807 from private donations and gifts, and no more than \$6,042,000 from university funds.

SDSU Performing Arts Center Phase II Funding Change

December 6-8, 2016

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change for the project to proceed. This will enable the university to proceed directly to bidding and construction of the project.

IMPACT *Greatness*

December 1, 2015

David L. Chicoine, Ph.D.
President, South Dakota State University
Administration Building 222
South Dakota State University
Brookings, SD 57006

Dear President Chicoine:

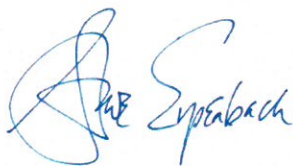
Thanks to generous donors and a strong partnership with the University, the South Dakota State University Foundation has experienced tremendous success in fundraising for the Performing Arts Center Expansion (PAC-II).

The Foundation and its leadership want to see the PAC-II move forward and will continue to actively fundraise for this project. To that end, the Foundation accepts the responsibility to guarantee up to \$35,291,807 -- which represents the most recent total cost estimate of the PAC-II. It is understood that the actual cost will not be known until bids for the project are received.

It is also understood that this pledge allows the University to proceed in the capital project process, including the Board of Regents' consideration of the PAC-II at its December 2015 meeting. If acted upon favorable, the Regents will submit the PAC-II to the 2016 Legislature and Governor for authorization, according to South Dakota law.

Please contact us if you have any questions.

Sincerely,



Steve Erpenbach
President & CEO
SDSU Foundation



Tim Dwire
VP of Finance & Operations
SDSU Foundation

cc: Laurie Nichols, Provost, SDSU
Wesley G. Tschetter, Vice President of Finance, SDSU
Dean Kattelmann, Assistant VP for Facility & Services, SDSU
Keith Mahlum, VP for Development, SDSU Foundation

The South Dakota Board of Regents adjourned its regular business meeting on December 8, 2016 and will meet again in regular session on March 28-30, 2017 in Spearfish, 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 December 6-8, 2016.

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