

**BOARD OF REGENTS
MINUTES OF THE MEETING
December 5-7, 2017**

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**BOARD OF REGENTS
MINUTES OF THE MEETING
December 5-7, 2017**

The South Dakota Board of Regents met on December 5-7 at the South Dakota School for the Deaf in Sioux Falls, South Dakota, with the following members present:

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

Also present during all or part of the meeting were Mike Rush, Executive Director and CEO; Guilherme Costa, Board of Regents General Counsel; Paul Turman, System Vice President for Academic Affairs; Nathan Lukkes, Assistant Vice President for Research and Economic Development; Michele Anderson, Internal Auditor; Kayla Bastian, Director of Human Resources; Tasha Dannenbring, System Director of Institutional Research; Leah Ahartz, System Budget Manager; Monte Kramer, System Vice President of Finance and Administration; Dave Hansen, System Chief Information Officer; Molly Hall-Martin, Director of Student Preparation & Success; Molly Weisgram; System Director of Student Affairs and Executive Assistant to the CEO and Board; Janelle Toman, Director of Communications; Mary Ellen Garrett, Accounting Manager; Barry Dunn, SDSU President; José-Marie Griffiths, DSU President; Tom Jackson Jr., BHSU President; Jan Puszynski, SDSM&T President; Tim Downs, NSU President; James Abbott, USD President; Kathy Johnson, Brandon Bentley, BHSU; Marcus Garstecki, Stacy Krusemark, Angi Kappenman, Judy Dittman, Dick Hanson, DSU; Veronica Paulson, Alan LaFave, NSU; Heather Forney, Steve Malott, SDSM&T; Dennis Hedge, Wesley Tschetter, Michaela Willis, SDSU; Roberta Ambur, Sheila Gestring, Kim Grieve, Carrie Gonsor Sanderson, USD; Claudean Hluchy, SDSD/SDSBVI; Gene Bilodeau, BHSU-RC; Craig Johnson, UC-SF; Alan Aldrich, SDEA/COHE; and other members of the regental system and public and media.

TUESDAY, DECEMBER 5, 2017

BOARD WORK

ROLL CALL:

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

Regent Sutton declared a quorum present and called the meeting to order at 4:35 p.m.

1-B Approval of the Agenda

IT WAS MOVED by Regent Schaefer, seconded by Regent Thares, to approve the agenda as published with the following revisions: (1) change agenda item number 4-F New Certificate Request – USD – Healthcare Analytics (Undergrad) to 4-F(1); (2) add F-1(2) New Certificate Request DSU Cybersecurity Network Services Software Development; and (3) move 4-I(1) USD – New Department of Sustainability and Environment off the consent agenda and to the Academic Affairs Committee as 8-W. Motion passed.

1-C Declaration of Conflicts

Regent Sutton explained that he has an conflict with agenda item 4-C(1) and will abstain from the consent agenda vote.

1-D Approval of the Minutes – Meetings on October 3-5, 2017; November 1-2, 2017; November 7, 2017

IT WAS MOVED by Regent Schieffer, seconded by Regent Wink, to approve the minutes of the meetings on October 3-5, 2017; November 1-2, 2017; and November 7, 2017. Motion passed.

1-E Rolling Calendar

IT WAS MOVED by Regent Adam, seconded by Regent Bastian, to approve December 4-6 as the dates and NSU in Aberdeen as the location for the December 2018 Board of Regents' meeting. Motion passed.

A copy of the Rolling Calendar can be found on pages **4295** to **4299** of the official minutes.

REGENTS' WORKSHOP

2-A Campus Financial Presentations

Dr. Monte Kramer, System Vice President of Finance and Administration, said the following presentations will include revenue and expense information, core expenditures, total cash statement information, and uncommitted cash information. He also noted that although USD, SDSM&T, and SDSU will share comparisons with their peer institutions, the comprehensive schools will provide comparisons to institutions within their Carnegie classification. Dr. Kramer explained that he will follow-up with additional information about Higher Learning Commission (HLC) ratios as these will be referenced in the presentations but may not be familiar to the regents.

Sheila Gestring, USD Vice President of Finance and Chief Financial Officer, provided key financial indicators for USD. She gave an overview of FY17 revenues and expenditures. She explained that USD's HLC ratios composite score for FY17 was 2.6. She also shared enrollment information as well as challenges and opportunities faced by the institution.

Veronica Paulson, NSU Vice President of Finance and Administration, provided information on NSU's FY17 revenues, expenditures and changes in net position. She provided information on total cash and explained that the institution has been building its cash reserves since 2012 because it was below the 10% threshold at that time. The institution's cash reserves are currently at 27.07%. She showed NSU's HLC ratios with a composite financial indicator of 8.4 in FY17. The significant jump in the Viability Ratio impacting the Composite Financial Indicator is due to the private donations received for the residence halls and science center. She explained that NSU's enrollments have decreased since 2013 but said there are signs of potential changes to that trend. Lastly she shared information about the institution's grant activity.

Kathy Johnson, BHSU Vice President for Finance and Administration, provided information on BHSU's FY17 revenues and expenditures. She explained that tuition and fees make up 48% of BHSU's revenue, which is higher than the other regental institutions. This means that enrollment changes make a significant impact, which makes cash reserves especially important to the institution. She described the freshmen class sizes since 2014, showing that there has been growth since President Jackson's initial year of employment. She also shared information about retention, degrees awarded, and scholarships available.

Stacy Krusemark, DSU Vice President of Business and Administrative Services, provided information on DSU's FY17 revenues and expenditures. He prefaced the data that compares DSU to other SDBOR institutions and Carnegie classification by explaining that it is difficult to find peer institutions for DSU because of its unique specialization in cyber security. He shared information about cash balances. He showed the HLC ratios for DSU and noted that the indicator for the institution was 2.2. Additionally he shared information on credit hour by fund source and full-time equivalent enrollments by location.

Steve Malott, SDSM&T Vice President of Finance and Administration, and Heather Forney, SDSM&T Controller, acknowledged a time of financial crisis in 2013 and the plan implemented by past President Wilson toward financial stability. During that time, a loan was taken out by the

institution from the system office. Steve explained that the final loan payment was made in November 2017. Regent Sutton recognized this important achievement by SDSM&T and congratulated all involved on a job well done. Steve went on to share information on SDSM&T's FY17 revenue and expenditures. Peer comparison and cash statement information was also provided. The HLC ratio indicator was 2.8 for 2017. Lastly, credit hour production, full-time equivalent enrollments, and grants and contracts information was provided to the Board.

Wes Tschetter, SDSU Vice President of Finance and Business, and Mike Holbeck, SDSU Director of Finance and Budget, provided an overview of FY17 revenues and expenditures. Mike described FY17 expenditures at SDSU. He provided peer comparison data. Additionally, he showed grants and contract numbers, explaining that the numbers have stabilized and growth has occurred since FY15. He also provided cash balance information. He noted that the institution's FY17 HLC ratios composite score was 2.0. Lastly, he provided information about full-time equivalent enrollments.

Dr. Kramer invited regents to provide feedback about the type of information they would like to see in this presentation in the future. He shared information about metrics that were not included due to other presentations planned throughout the year. Regent Sutton said the presentation on the auxiliary system will be provided in late March and noted this is a particularly good presentation for new regents.

Regent Schieffer said he is working to better understand the financial statements of a nonprofit versus for-profit business, recognizing there are significant differences. He questioned whether he should be concerned when revenues do not grow as fast as expenditures in a nonprofit business. Dr. Kramer said this is not a concern if it is isolated to a single year; however, if this is a trend, there is concern. It should also be noted that the expenses included in the presentations included depreciation so that is why the expenses often exceed revenues for most campuses. He said, at this time, the financial situation of the six universities is not concerning.

Regent Schieffer said the story that is told through the peer institution data, if solid and defensible, is extraordinary. It tells a story about the regental system's ability to do so much more with less. He would like to dive into this further because, if true, this shows that South Dakota is running an extremely efficient operation.

Dr. Kramer noted that there is a project in progress to better define peer institutions for the comprehensive universities. He said many of the current peer institutions for the comprehensive universities are scattered throughout the nation and suggested that the reworking of these may feature more regional institutions.

Regent Bastian recommended that a future Regents' Workshop focus on Financial Indicator Ratios and this session should be conducted sooner rather than later.

IT WAS MOVED by Regent Bastian, seconded by Regent Morgan, that the Board dissolve into executive session at 6:55 p.m. on Tuesday, December 5, 2017, to discuss personnel matters; that it rise from executive session at 8:45 p.m.; that it reconvene into executive session at 8:00 a.m. on Wednesday, December 6, 2017, to discuss personnel matters, student matters consistent with executive session issues, pending and prospective litigation, contractual matters, marketing or

pricing strategies by a board of a business owned by the state when public discussion may be harmful to the competitive position of the business, and to consult with legal counsel; that it rise from executive session at 12:30 p.m. to resume the regular order of business; and that it report its deliberations while in executive session. Motion passed.

WEDNESDAY, DECEMBER 6, 2017

The Board reconvened at 1:10 p.m.

Regent Sutton said if there are no objections there will be three additional modifications of the agenda: (1) remove item 4-U BOR Policy 5:25 – Auxiliary Revenue Systems Revisions (First Reading) from the agenda; (2) add item 6-V DSU Active Duty Military Tuition to the Budget and Finance Committee; and (3) move item 8-A Student Federation Report to 5-C(1) under the Planning, Governance, and Resource Development Committee. There were no objections so the agenda was modified accordingly.

CONSENT AGENDA

IT WAS MOVED by Regent Adam, seconded by Regent Schieffer, to approve consent agenda items 4-A through 4-V, with the exception of 4-U which was removed from the agenda. Motion passed, Regent Sutton abstained.

Academic and Student Affairs

4-A Graduation Lists

Approve the Fall 2017 graduation lists for BHSU, DSU, NSU, SDSM&T, SDSU, and USD contingent upon the students' completion of all degree requirements.

A copy of the graduation lists can be found on page **4352** of the official minutes.

4-B (1) Agreements on Academic Cooperation – SDSU

Approve each of the Agreements on Academic Cooperation between South Dakota State University and 1) Chung-Ang University (CAU); 2) Dongguk University, Gyeongju (DUG); and 3) University of Ulsan (UOU) in South Korea.

A copy of SDSU's Agreements on Academic Cooperation can be found on pages **4353** to **4380** of the official minutes.

4-B (2) Agreements on Academic Cooperation – SDSM&T

Approve the Agreement on Academic Cooperation between South Dakota School of Mines & Technology and Università della Calabria in Italy.

A copy of SDSM&T's Agreements on Academic Cooperation can be found on pages **4381** to **4383** of the official minutes.

4-C (1) Articulation Agreement – SDSU

Approve the updated articulation agreement between South Dakota State University and Avera McKennan School of Radiologic Technology.

A copy of SDSU's Articulation Agreement can be found on pages **4384** to **4388** of the official minutes.

4-C (2) Articulation Agreement – DSU & NSA

Approve the updated articulation agreements between Dakota State University and the National Cryptologic School (NCS) of the National Security Agency (NSA) for the 1) AS in Software Development, 2) BS in Cyber Operations, and 3) MS in Applied Computer Science with Specialization in Cyber Operations programs.

A copy of DSU's Articulation Agreement can be found on pages **4389** to **4406** of the official minutes.

4-D Affiliation Agreement – USD & API

Approve the affiliation agreement between the University of South Dakota and Academic Programs International (API).

A copy of the Affiliation Agreement for USD & API can be found on pages **4407** to **4411** of the official minutes.

4-E New Site Request: USD BA/BS in Criminal Justice (Online)

Approve University of South Dakota's request to deliver the Bachelor of Arts (BA) and Bachelor of Science (BS) programs in Criminal Justice through online distance delivery as described in Attachment I.

A copy of the New Site Request: USD BA/BS in Criminal Justice (Online) can be found on pages **4412** to **4417** of the official minutes.

4-F (1) New Certificate Request: USD Certificate in Healthcare Analytics (Undergrad)

Approve University of South Dakota's undergraduate certificate in Healthcare Analytics as presented in Attachment I.

A copy of the University of South Dakota's certificate request in Healthcare Analytics (Undergrad) can be found on pages **4418** to **4423** of the official minutes.

4-F (2) New Certificate Request: DSU Certificates in Cybersecurity, Network Services, and Software Development (Undergrad)

Approve Dakota State University's undergraduate certificates in Cybersecurity, Network Services, and Software Development as presented.

A copy of DSU's certificate requests in Cybersecurity, Network Services, and Software Development (Undergrad) can be found on pages 4424 to 4438 of the official minutes.

4-G New Specialization: SDSU Data Science Specialization in BS in Mathematics

Approve South Dakota State University's Data Science Specialization in the Bachelor of Science (BS) in Mathematics program as presented in Attachment I.

A copy of the New Specialization: SDSU Data Science Specialization in BS in Mathematics can be found on pages 4439 to 4444 of the official minutes.

4-H Academic Calendar Definitions and Update (PT)

Approve the Academic Calendars through the 2026-27 academic year.

A copy of the Academic Calendar Definitions and Update can be found on pages 4445 to 4456 of the official minutes.

4-I (1) Naming Request – USD – New Department of Sustainability and Environment

<<Moved to the Committee on Academic and Student Affairs>>

4-I (2) Naming Request – SDSU – School of Communication and Journalism

Approve South Dakota State University's request to create a new School of Communication and Journalism as presented in Attachment I.

A copy of South Dakota State University's naming request can be found on pages 4459 to 4463 of the official minutes.

4-J Request to Seek Accreditation – SDSM&T

Approve South Dakota School of Mines & Technology's request to seek accreditation from the American Alliance of Museums (AAM) for their Museum of Geology.

A copy of SDSM&T's Request to Seek Accreditation can be found on pages 4464 to 4466 of the official minutes.

4-K Inactive Status and Program Termination Requests – SDSU & USD

Approve South Dakota State University's request to terminate their Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization; and approve USD's request to terminate their Bachelor of General Studies – Business Specialization, and terminate their Associate of Science in Nursing.

A copy of the Inactive Status and Program Termination Requests – SDSU & USD can be found on pages **4467** to **4474** of the official minutes.

4-L Joint Powers Agreement – SDSU & SD Department of Agriculture

Approve the Joint Powers Agreement between South Dakota State University and the South Dakota Department of Agriculture set forth in Attachment I.

A copy of the Joint Powers Agreement – SDSU & SD Department of Agriculture can be found on pages **4475** to **4482** of the official minutes.

4-M SDLTAP Joint Powers Agreement – SDSU & SD Department of Transportation

Approve the Joint Powers Agreement between South Dakota State University and the South Dakota Department of Transportation set forth in Attachment I regarding the South Dakota Local Transportation Assistance Program (SDLTAP).

A copy of the SDLTAP Joint Powers Agreement can be found on pages **4483** to **4513** of the official minutes.

BUDGET AND FINANCE

4-N M&R Projects

Approve the maintenance and repair projects as listed on the attachment.

A copy of the M&R Projects can be found on pages **4514** to **4516** of the official minutes.

4-O FY19 M&R Fee Projects

Approve the FY19 M&R Fee projects as requested.

A copy of the FY19 M&R Fee Projects can be found on pages **4517** to **4518** of the official minutes.

4-P FY19 HEFF M&R Projects

Approve the HEFF M&R requested projects for FY19.

A copy of the FY19 HEFF M&R Projects can be found on pages **4519** to **4524** of the official minutes.

4-Q FY19 Auxiliary System M&R Projects

Approve the FY19 Auxiliary System M&R projects as presented in Attachment I.

A copy of the FY19 Auxiliary System M&R Projects can be found on pages **4525** to **4528** of the official minutes.

4-R FY19 AES M&R Projects

Approve the AES M&R projects for FY19 as requested.

A copy of the FY19 AES M&R Projects can be found on pages **4529** to **4530** of the official minutes.

4-S FY19 Special Schools M&R Projects

Approve the FY19 M&R projects for the South Dakota School for the Deaf.

A copy of the FY19 Special Schools M&R Projects can be found on pages **4531** to **4533** of the official minutes.

4-T NSU Naming Request – Great Plains East and Great Plains West

Approve the request by Northern State University to name the new residence halls being constructed on campus “Great Plains East” and “Great Plains West.”

A copy of the NSU Naming Request – Great Plains East and Great Plains West can be found on pages **4534** to **4536** of the official minutes.

4-U BOR Policy 5:25 – Auxiliary Revenue Systems Revisions (First and Final Reading)

<<Removed from the agenda>>

4-V BOR Policy 6:9 – Auxiliary System Revenues – Delete (First and Final Reading)

(1) Waive the two-reading requirement of By-Laws Section 5.5.1, and (2) approve the deletion of BOR Policy 6:9 – Auxiliary System Revenues.

A copy of the BOR Policy 6:9 – Auxiliary System Revenues – Delete (First and Final Reading) can be found on pages **4537** to **4538** of the official minutes.

PLANNING, GOVERNANCE, AND RESOURCE DEVELOPMENT

5-A Welcome and Presentation by SDDS/SDSBVI Superintendent Marjorie Kaiser

SDDS/SDSBVI Superintendent Marjorie Kaiser welcomed the audience to Sioux Falls and the School for the Deaf campus. She recognized several members from the Association for the Deaf

who were in attendance at the Board meeting. Additionally she shared information about the many services provided by the school as well as a video that highlighted the importance of early detection and intervention for children and families.

5-B USD Student Organization Awards

Dr. Kimberly Grieve, Vice President for Student Affairs and Dean of Students, introduced the Student Organization Awards for USD. The Award for Academic Excellence for 2016 was presented to the USD Speech and Debate Team. The Award for Community Service was presented to Pi Kappa Alpha Fraternity (PIKE). The Award for Organization Leadership was presented to Women in STEM (Science, Technology, Engineering, and Mathematics).

A copy of the USD Student Organization Awards can be found on pages 4539 to 4540 of the official minutes.

5-C Update on 2017 Spencer Foreman Award for Outstanding Community Service Awarded to USD Sanford School of Medicine

Dr. Susan Anderson, Sanford School of Medicine Chair of Family Medicine, provided a brief overview of the 2017 Spencer Foreman Award for Outstanding Community Service recently awarded to the Sanford School of Medicine. She explained that many consider this to be the top award that a medical school in the United States can receive. She further described the reasons why this award truly recognizes the entire state of South Dakota.

5-C(1) Student Federation Report

<<See agenda item 8-A>>

5-D Reports on Individual Regent Activities

Regent Sutton thanked Regent Bastian for his leadership on the presidential search at the South Dakota School of Mines & Technology. He recognized the excellent result of the search and attributed much of that success to good leadership and engagement of the entire SDSM&T presidential search committee and Board staff.

Regent Morgan explained that he was invited to the SDSU Student Senate to speak during one of its recent meetings. He appreciated the invitation and learned much.

5-E Report and Actions of Executive Session

Upon convening at 6:55 p.m. on Tuesday, December 5, 2017, the Board dissolved into executive session in order to discuss personnel matters. The Board rose from executive session at 8:45 p.m. The Board reconvened in executive session at 8:00 a.m. on December 6, 2017, in order to discuss personnel matters, student matters, pending and prospective litigation, contractual matters, marketing or pricing strategies by a board of a business owned by the state when public discussion

may be harmful to the competitive position of the business, and to consult with legal counsel. The Board rose from executive session at 1:10 p.m.

Regent Bastian reported that while in executive session, the Board considered personnel and administrative actions, student matters, pending and prospective litigation, contractual matters, marketing or pricing strategies by a board of a business owned by the state 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 Bastian, seconded by Regent Thares, that the Board approve directions given to the executive director and the general counsel with respect to matters discussed in executive session, that it:

1. Approve awarding two (2) years of prior service credit toward tenure and two (2) years of prior service credit toward promotion for Dr. Brianna Mount (BHSU); award one (1) year of prior service credit toward tenure and one (1) year of prior service credit toward promotion for Dr. Marla Fogderud (NSU); and award two (2) years of prior service credit toward tenure for Dr. Myanna Dellinger (USD).
2. Award an honorary posthumous Bachelor of Fine Arts in Studio Art to Ms. Amanda Voisin (BHSU). A copy of the special resolution can be found on page 4173 of the official minutes.
3. Award an honorary Doctorate of Public Service to Mr. Steven T. O'Rourke (SDSM&T).
4. Approve the leave request for Mengyu Qiao (SDSM&T).
5. Approve the request to appoint Mr. Curtis Price (SDSMT) at the rank of Lecturer.
6. Approve the request to grant tenure to Dr. Sharrel Pinto (SDSU) and Dr. James Rankin (SDSM&T).
7. Waive the prohibition in BOR Policy 1:6 of granting a tenured faculty appointment to a president, and approve the contract terms of Dr. James Rankin, with an annualized salary of \$349,440 and effective date of January 8, 2018.
8. 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 4174 to 4294 of the official minutes.

Motion passed, Regents Schaefer and Sutton abstained.

5-F Report of the Executive Director

Dr. Mike Rush described the recent Town Hall meetings conducted by the Board of Regents. He explained that these were very productive and appreciated the involvement of the presidents and regents.

Dr. Rush also acknowledged the passing of Representative Craig Tieszen, who attended the Town Hall meeting in Rapid City. He shared his condolences with Representative Tieszen's friends and family.

Additionally, Dr. Rush provided an update on the Capital University Center (CUC), explaining that the CUC Foundation has agreed to take responsibility for the operational costs of the CUC and has also hired a consultant to do some future planning for the Foundation and the CUC.

Lastly, he explained that as the 2018 legislative session approaches, the Board office has planned four special telephonic Board meetings to discuss related topics, which will take place on certain Friday afternoons during session. That said, because regents are invited to participate in regular Friday Board meetings conducted by the Board office during session to update system leadership on legislative happenings, all Friday meetings will be publically noticed in case there is a quorum of the Board present.

A copy of the Report of the Executive Director can be found on pages 4541 to 4545 of the official minutes

5-G Amendments to the BOR By-Laws (First and Final Reading)

Guilherme Costa, Board of Regents General Counsel, explained that the recommended changes to the By-Laws will impact how the Board can waive the two-reading requirement in Section 5.5.1 of the By-Laws. In October 2017, the Board approved revisions to this section of the By-Laws, but after confusion arose about the revised method, it was determined that the method should be further revised. Whereas the prior language required unanimous consent of the regents present at the meeting, the proposed revisions will require unanimous consent of the regents voting on the proposed Board policy adoption or revision. Also, a minor change was made to change “Career Service” to “Civil Service” in section 3.1.2, which aligns with current terminology in statute.

IT WAS MOVED by Regent Bastian, seconded by Regent Morgan, to approve the first and final reading of the By-Laws, with the revisions as shown in Attachment I. Motion passed.

A copy of the Amendments to the BOR By-Laws (First and Final Reading) can be found on pages 4546 to 4555 of the official minutes.

BUDGET AND FINANCE

6-A Building Committee Report

Monte Kramer, System Vice President of Finance and Administration, reviewed the actions taken by the building committees since the October 2017 meeting.

A copy of the Building Committee can be found on page 4556 of the official minutes.

6-B Capital Projects List

Monte Kramer, System Vice President of Finance and Administration, reviewed the Capital Project List as presented.

A copy of the Capital Projects List can be found on pages 4557 to 4562 of the official minutes.

6-C Campus Tuition Proposals

Monte Kramer, System Vice President of Finance and Administration, summarized the proposed tuition programs for nonresident students as brought forth by the universities. He said approval of these proposals at this time would allow the universities to start recruiting from the surrounding states.

He described the requests of the universities saying that all except BHSU would like to offer the equivalent of resident tuition rates to first-time freshman and new transfers from Nebraska starting with Academic Year 2018-19. BHSU requests to offer the equivalent of resident tuition rates for first-time freshman and new transfers from Colorado and Montana starting Academic Year 2018-19. SDSM&T requests approval to offer the equivalent of resident tuition rates for first-time freshman and new transfers from Colorado with a minimum of a 27 ACT and a 3.5 GPA starting with Academic Year 2018-19. USD Law School requests approval to offer the equivalent of resident tuition rates for Law School students with an LSAT of 155 or higher starting with Academic Year 2018-19.

Dr. Kramer referenced the break-even analysis provided in the Board item and said that the numbers are reasonable and the institutions are confident that there would be a break-even outcome if not in the first year at least by the second.

Regent Sutton clarified that this does not change anything that the Board does for tuition setting in March. He said any adjustments to tuition made by the Board in March 2018 would apply to these students as well.

Dr. Kramer emphasized that these changes would apply to new freshmen and new transfer students only. The changes do not apply to current students.

IT WAS MOVED by Regent Roberts, seconded by Regent Wink, to approve the equivalent of resident tuition rates for first-time freshman and new transfers from Nebraska starting with AY18-19 (academic year) for all schools except BHSU; to approve the equivalent of resident tuition rates for first-time freshman and new transfers from Colorado and Montana at BHSU starting AY18-19; to approve the equivalent of resident tuition rates for first-time freshman and new transfers from Colorado for students with a minimum of a 27 ACT and a 3.5 GPA at SDSM&T starting with AY18-19; and to approve the equivalent of resident tuition rates for non-resident Law School students at USD Law School with an LSAT of 155 or higher starting with AY18-19. Motion passed.

A copy of the Campus Tuition Proposals can be found on pages **4563** to **4583** of the official minutes.

6-D Maintenance & Repair Planning

Monte Kramer, System Vice President of Finance and Administration, provided background information as to how maintenance and repair projects have been funded as well as how the system

has worked toward a goal of setting enough money aside for maintenance and repair projects (2% of replacement values).

He explained that the recent reassessment of building replacement values by the Office of Risk Management accounts for 75% of the maintenance and repair shortfall from FY18 to FY19. New space has been added across the system and thereby added to the demand for maintenance and repair dollars. Also, in the last four years, there has not been a significant tuition increase in an effort to manage student cost, and the number of credit hours is static or declining. He said relying on future growth in credit hours or tuition increases to generate enough HEFF to fund the growing demand for maintenance and repair is no longer feasible.

Regent Sutton requested that Dr. Kramer provide the PowerPoint slides on the M&R planning to the regents.

In response to a question by Regent Thares, Dr. Kramer explained how the Board monitors spending from the M&R account. Regent Thares questioned the replacement valuations and whether the ones being used are appropriate. Dr. Kramer described the process for the different valuations and agreed that there is no hard and fast number, nor is there a perfect valuation process.

Regent Bastian said rather than looking at 2-3%, it might be more important to understand whether the amount that is currently available is appropriate for maintaining and repairing the buildings. Dr. Kramer said that he strongly believes that the amount generated at 2% is the very least the institutions should be setting aside to properly maintain the buildings.

Recognizing that M&R has consistently been a budget priority brought to the legislature, Dr. Kramer said it will be increasingly difficult to get the amount needed to achieve the 2% goal. After providing a series of possible solutions, Dr. Kramer suggested requiring the universities to have a viable maintenance and repair plan for new facilities that would satisfy SDCL 13-51-15.

Regent Schieffer asked whether the recommended motion should include exceptions for good cause and look at resetting the baseline allocation to campuses while first studying whether the current baseline is fair. Dr. Kramer said the campuses are having the conversation about whether the current allocation is fair. He said the Board needs to be concerned if the appropriate amount is being committed to this purpose.

Dr. Rush said that South Dakota has a unique system of higher education. He said the institutions are treated as a unit; however, many states treat each institution separately.

Regent Roberts said she feels strongly that the discussions of allocations need to be continued.

USD President Abbott expressed concern about the impact of making a decision today without a lot of vetting. He said it should not go unnoticed that USD has continually put more into the M&R fund than it has taken out.

Regent Schieffer reiterated the idea of incorporating exceptions into the recommended motion in response to the fairness issue.

SDSU President Dunn said the Council of Presidents has had multiple discussions about M&R. He said in the case of SDSU, it is not irrelevant that along with the Precision Ag building several existing buildings will be taken offline.

The Board discussed the importance that whatever action taken on this item needs to send the message to the legislature that M&R for the building projects being addressed during the 2018 legislative session will not be added to the regental system's M&R budget request.

IT WAS MOVED by Regent Roberts, seconded by Regent Wink, to require institutions with building projects that will go to the Legislature for approval in 2018 develop a plan to fund the 2% maintenance and repair using tuition, fees, institutional funds, private dollars or other funds.

After additional discussion, it was clarified that any motion would not require that those projects coming to the 2018 legislative session bring specific plans for how they will address M&R, especially considering that this issue requires a system-wide solution.

Regent Sutton said a working group should be developed with the goal that the group report back to the Board at its March 2018 meeting. This group will include central office Board staff, presidents, and regents. He said he will appoint this group as Board President.

With unanimous consent, the Board allowed a modification to the original motion.

MODIFIED MOTION: IT WAS MOVED by Regent Roberts, seconded by Regent Wink, to direct central office staff to come back to the next regular Board of Regents meeting in March 2018 with a recommendation to address future M&R funding. Motion passed.

A copy of the Maintenance & Repair Planning can be found on pages **4584** to **4605** of the official minutes.

6-E HEFF Cash Flow Statement

Monte Kramer, System Vice President of Finance and Administration, explained that the primary source of dollars to fund construction, maintenance, and renovation of university academic facilities is the tuition dollars placed in the Higher Education Facilities Fund (HEFF). He referenced the cash flow statement for HEFF as of October 2017 which was provided as an attachment. He said the provided cash flow statement shows actual and planned revenues and expenditures for FY15 through FY30.

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. 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.

He said based on current assumptions and revenues, \$10.5M of remaining projects on the 2012 Ten-Year Plan can be bonded in FY22 and \$12.5M in FY27. If this happens, it will have taken us 15 years to complete the projects that we thought we had the cash flow to complete in 10 years.

Regent Adam asked where the 3% figure for interest earnings comes from. Dr. Kramer said that figure is probably high but that is what it has been over the last few years. It's invested by the State Investment Council and includes all the money that has not yet been spent.

A copy of the HEFF Cash Flow Statement can be found on pages 4606 to 4609 of the official minutes.

6-F FY17 Auxiliary System Agreed-Upon Procedures Report

Shelly Anderson, System Director of Internal Auditor, provided an overview of the financial statement for the auxiliary system which is required by bond counsel.

A copy of the FY17 Auxiliary System Agreed-Upon Procedures Report can be found on pages 4610 to 4647 of the official minutes.

6-G New BOR Policy 5:14 – Protection of SSN Revisions (Second Reading)

Monte Kramer, System Vice President of Finance and Administration, reviewed the new policy that addresses the necessary use and protection of private personal information. The policy deals with the collection, storage, use, and disclosure of social security numbers.

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve the second and final reading of the new BOR Policy 5:14 – Protection of Social Security Numbers as presented. Motion passed.

A copy of the New BOR Policy 5:14 – Protection of SSN Revisions (Second Reading) can be found on pages 4648 to 4651 of the official minutes.

6-H BOR Policy 5:24 – Effort Certification Revisions (Second Reading)

Monte Kramer, System Vice President of Finance and Administration, requested approval of the changes made to BOR Policy 5:24 – Effort Certification as presented.

IT WAS MOVED by Regent Roberts, seconded by Regent Schaefer, to approve the second and final reading of BOR Policy 5:24 – Effort Certification as presented. Motion passed.

A copy of the BOR Policy 5:24 – Effort Certification Revisions (Second Reading) can be found on pages 4652 to 4656 of the official minutes.

6-I NSU Athletic and Recreational Turf Field Complex FDP

Veronica Paulson, NSU Vice President for Finance and Administration, requested approval of NSU's Facility Design Plan to construct an Athletic and Recreational Turf Field Complex estimated at \$6,303,314 to be funded through \$6,000,000 in private funds and \$303,314 in HEFF M&R funds. She explained that the project will include synthetic practice and playing surfaces for football, soccer, and lacrosse with additional opportunities for intramurals and education opportunities (e.g., coaching and training). The 7,200 gross square foot space will include a 6,000 square foot pavilion structure and a 1,200 square foot outdoor covered area.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve NSU's Facility Design Plan to construct an Athletic and Recreational Turf Field Complex estimated at \$6,303,314 to be funded through \$6,000,000 in private funds and \$303,314 in HEFF M&R funds and to submit this project for legislative approval. Motion passed.

A copy of the NSU Athletic and Recreational Turf Field Complex FDP can be found on pages **4657** to **4673** of the official minutes.

6-J NSU Regional Science Education Center FDP

Veronica Paulson, NSU Vice President for Finance and Administration, reviewed previous action taken by the Board and building committee regarding NSU's Regional Science Education Center. She described the design of the center and said it will provide research and teaching labs to NSU's biology, chemistry, and physics programs. She said the total project costs are estimated at \$25,175,000 to be funded entirely through private donations.

IT WAS MOVED by Regent Thares, seconded by Regent Wink, to approve NSU's Facility Design Plan to construct the Regional Science Education Center at an estimated cost of \$25,175,000 to be funded entirely through private donations. Motion passed.

A copy of the NSU Regional Science Education Center FDP can be found on pages **4674** to **4690** of the official minutes.

6-K SDSU American Indian Student Center FPP

Dean Kattelman, SDSU Associate Vice President for Facilities Services, reviewed SDSU's Facility Program Plan to build an American Indian Student Center to serve as the hub of cultural programming, services, and advocacy for the recruitment, transition, retention, and graduation of American Indian students at SDSU. He said the cost of the 12,000-16,000 square foot building is estimated at \$4,500,000, with \$4,000,000 coming from private donor funds and \$500,000 from the annual allocation to SDSU of the School and Public Lands fund. Utility costs are projected to equal \$20,000 and will be paid from the state general fund utility allocation. Operating costs are projected to equal \$37,000 and would be funded through available funds in the university operating budget. The impact to on-going annual M&R, funded using HEFF dollars, is estimated to be \$66,680 based on the estimated construction cost of \$3,334,000.

IT WAS MOVED by Regent Roberts, seconded by Regent Morgan, to approve SDSU's Facility Program Plan to construct a new American Indian Student Center with projected costs equal to \$4,500,000 with funding of \$4,000,000 from private donations and \$500,000 in School & Public Land Funds and to request legislative approval for the project. Motion passed.

A copy of the SDSU American Indian Student Center can be found on pages **4691** to **4701** of the official minutes.

6-L SDSU Outdoor Sports Support Facility PFS & PFF

Dean Kattelmann, SDSU Associate Vice President for Facilities Services, requests approval of the Preliminary Facility Statement and Facility Program Plan to construct an Outdoor Sports Support Facility. He said the project's estimated cost of \$600,000 is to be funded through SDSU's athletic and other business income. Estimated annual utility costs of \$675 will be funded through the state funded utility allocation. Operational costs of \$500 annually will be funded through the budget of the Athletic Department. An estimated impact to HEFF M&R of \$10,000 annually is projected based on the construction cost. It was noted that this project will need legislative approval, and a building committee representative will need to be assigned.

IT WAS MOVED by Regent Schaefer, seconded by Regent Bastian, to approve SDSU's Preliminary Facility Statement and Facility Program Plan for an Outdoor Sports Facility, at a cost of \$600,000 to be funded with athletic and other business income, and to submit this project for legislative approval. Motion passed.

A copy of the SDSU Outdoor Sports Support Facility PFS & PFF can be found on pages **4702** to **4710** of the official minutes.

6-M SDSU Southeast Neighborhood Apartments FPP

Monte Kramer, System Vice President of Finance and Administration, recapped previous Board action that approved SDSU's Preliminary Facility Statement for the Southeast Neighborhood Development project. He explained that this project is no longer a public-private partnership and instead would be a project that would be part of the Auxiliary System. He said SDSU is seeking approval for this project now because it will be included in a bonding item later on the agenda.

Michaela Willis, SDSU Vice President of Student Affairs, and Wes Tschetter, SDSU Vice President of Finance and Business, explained that the current plan will include construction of a four story apartment building with approximately 160 beds and two-story townhouse units totaling 56 beds. There will be a mix of one to four bedroom apartments within a total gross square footage of 90,000-120,000 (dependent upon finalization of unit mix sizes, number of stories, and amenities included). The number of beds could vary depending on the best design and unit mix sizes. The current planning is between 190-232 beds.

The need for additional housing is usually driven by sustained occupancy rates that limit the ability of the universities to accommodate students. She explained that there are other reasons for building housing, including the demand for housing types that do not exist. SDSU currently has available

housing but feels that the market is demanding apartments with more amenities that would attract upper-classmen. SDSU closed State Village (44 beds) this year and will remove State Court (43 beds) as part of this project taking a total of 87 beds out of the system. This new project will add a total of 190-232 beds to the system, for a net increase of 103-145 beds. Current apartment rentals on campus show that of the 444 beds available, 402 are filled, or occupancy of 90.5%. SDSU's current occupancy rates follow with the number of beds that are currently available.

Dr. Kramer said the estimated project cost to build apartments and townhouses is \$20,000,000. The fund sources would be \$18.0M in revenue bonds debt serviced from student rent revenues in the new facility and no more than \$2.0M in cash from the auxiliary system.

It was emphasized that, if necessary, SDSU will implement their back-up plan to close Waneta, implement an on-campus housing requirement for student-athletes and manage releases.

IT WAS MOVED by Regent Roberts, seconded by Regent Wink, to approve the Facility Program Plan for SDSU's Southeast Neighborhood Apartments project and allow this project to be included in the proposed 2017 Auxiliary System Bond Series. The estimated project cost to build the apartments and townhouses is \$20.0M to be funded using \$18.0M in revenue bonds debt serviced from student rent revenues in the new facility and no more than \$2.0M in cash from the auxiliary system. Motion passed.

A copy of the SDSU Southeast Neighborhood Apartments FPP can be found on pages 4711 to 4729 of the official minutes.

6-N SDSU Request to Demolish Buildings

Dean Kattelman, SDSU Associate Vice President for Facilities Services, stated that approval to demolish buildings is allowed if the Board considers such action to be one of the following: (1) in the best interests of the State of South Dakota, (2) in order to make better use of the area, (3) because of extensive maintenance and repair costs, or (4) because of fire or safety hazards.

He said legislation will be sought for demolition of the Swine Research unit upon Board approval because of its building classification. Demolition, removal, and disposal costs are estimated to equal \$171,500 to be paid in the following breakdown; \$69,000 from AES M&R funds, \$2,500 from SDSU Facilities and Services Operating and Maintenance funds, and \$100,000 from Pesticide Sales income.

IT WAS MOVED by Regent Schaefer, seconded by Regent Morgan, to approve SDSU's request to demolish the unused facilities because it is in the best interest of the state, and relocate two buildings. Projected cost of \$71,500 for the demolition and disposals will be paid using \$69,000 from AES M&R funds and \$2,500 from SDSU Facilities O&M funds with the cost of relocation to equal \$100,000 being paid from pesticide sales income. Motion passed.

A copy of the SDSU Request to Demolish Buildings can be found on pages 4730 to 4742 of the official minutes.

6-O USD Dakota Dome Renovation FPP

Roberta Ambur, USD Vice President for Administration and Technology, requested approval of its Facility Program Plan to renovate the Dakota Dome. Originally built in 1979, the 218,829 gross square foot facility has not undergone any major renovations since then. Funding for the renovation will be come from three sources: \$14,500,000 from bond proceeds with the debt service guaranteed by the USD Foundation; \$6,419,602 from USD's local funds cash; and a total of \$5,400,398 from the annual HEFF M&R allocation.

She explained that utility costs will remain the same or most likely decrease due to upgrades in the mechanical and electrical systems, and will be paid through the state funded university utility allocation – annual utility cost is \$212,602. Ongoing operational budgets won't change due to the building already being occupied by USD. Maintenance and repair needs will not increase because the facility is already included in the calculation at replacement cost.

Additionally, she said the proposed renovation of the Dakota Dome will also update the facility to meet current International Building and Fire Code requirements and will also allow USD to meet ADA and Title IX requirements to provide a safer facility for students, staff, faculty, and visitors to the USD campus. The projected costs of renovation total \$26,320,000 and will be funded in combination from bonds, USD funds, and HEFF M&R funds. If approved this project will need to be submitted to the legislature for approval.

IT WAS MOVED by Regent Roberts, seconded by Regent Wink, to approve USD's Facility Program Plan to renovate the Dakota Dome at an estimated cost of \$26,320,000 to be funded with \$14,500,000 in bond proceeds and debt serviced with private funds, \$6,419,602 from USD's local funds cash, and \$5,400,398 from USD's HEFF M&R allocation, and to submit the project for legislative approval. Motion passed.

A copy of the USD Dakota Dome Renovation FPP can be found on pages **4743** to **4753** of the official minutes.

6-P USD National Music Museum Addition & Renovation FPP

Roberta Ambur, USD Vice President for Administration and Technology, explained that USD is requesting approval of their Facility Program Plan to renovate 28,830 gross square feet and add 16,380 gross square feet onto the National Music Museum. Funding for this project will be supplied by private donations equaling \$7,718,200 and \$1,500,000 in HEFF M&R.

The cost of the addition is estimated to be \$4,095,000 which will have an annual impact on HEFF M&R of \$81,900. Utility costs are expected not to increase even with the expansion because the building will be more efficient. The ongoing operational budget of \$63,855 will be funded through a combination of USD funds as well as funds from the National Music Museum. If approved, the president of the Board will need to appoint a regent to the building committee.

IT WAS MOVED by Regent Schieffer, seconded by Regent Bastian, to approve USD's Facility Program Plan to renovate and construct an addition to the National Music Museum with costs

estimated at \$9,218,200 to be funded through private donations equal to \$7,718,200 and \$1,500,000 in HEFF M&R, and to request legislative approval of the project. Motion passed.

A copy of the USD National Music Museum Addition & Renovation FPP can be found on pages 4754 to 4764 of the official minutes.

6-Q USD Inman House Lease

Guilherme Costa, Board of Regents General Counsel, explained that USD has requested approval of a property lease to the University of South Dakota Foundation to permit the Foundation to renovate the Inman House, which is a facility that provides both a residence for the USD President and a center appropriate for a variety of university functions. Under the terms of the lease, the USD President will continue to reside in the Inman House in exchange for USD being responsible for all costs associated with maintaining and operating the Inman House. The USD Foundation will oversee and manage the renovation process.

IT WAS MOVED by Regent Roberts, seconded by Regent Wink, to approve the request by the University of South Dakota to 1) Authorize the Executive Director to execute the proposed lease with the University of South Dakota Foundation on behalf of the Board once the General Counsel confirms that negotiations over its final details have been completed and that the final document is in substantially the form reviewed by the Board; 2) Direct the Executive Director to include the final version of the lease as an attachment to his report to the Board at the March 27-29, 2018 Board meeting; 3) Delegate to the University of South Dakota President the power to exercise the powers reserved to the Lessor under the proposed lease insofar as these concern approval of facility designs and specifications and the ordinary supervision of the lease administration. Motion passed.

A copy of the USD Inman House Lease can be found on pages 4765 to 4778 of the official minutes.

6-R FY19 Governor's Recommended Budget

Leah Ahartz, System Budget Manager, provided a summary of the FY19 Governor's Annual Budget Address. She said Governor Daugaard gave his FY19 budget address on Tuesday, December 5, 2017 when he explained that revenues continue to be below projections for FY18; \$20.3 million lower than initial projections. Combined with increased expenses of \$10.4 million and emergency special appropriations of \$3.0 million, the total shortfall is projected to be \$33.7 million. This shortfall is expected to be resolved through reductions in expenditures for several state agencies and use of other fund cash. The projected FY19 general fund budget is projected to grow by \$32.4 million. She also noted that no employee compensation package for either career service or pay for performance employees has been proposed by the Governor for FY19. This would be the second consecutive year without salary policy.

She said the Governor is proposing base general fund increases of \$2,304,561 for the Board of Regents. That amount is offset by a proposed reduction of (\$370,656) to the REED Network technology costs billed by BIT and a (\$4,188) reduction in general fund lease payments, for a net increase in general funds of \$1,929,717. The increases include ongoing funding for the SD Opportunity Scholarship, utility funding and additional maintenance and repair dollars. Funding

for the SDSU Veterinary Program and Animal Disease Research and Diagnostic Lab is being moved from other funds to general funds, resulting in a reduction of other fund authority of (\$902,000) and a proposed appropriation to general funds of \$892,768. The Governor's recommendations result in a 0.9% increase in base general funding.

The Governor has proposed no one-time dollars for the Board of Regents in FY19.

Lastly, she said the Governor's budget recommendation also includes an amendment to the FY18 General Bill, increasing utility funding by \$264,764. This increase is based on FY17 actual expenditures found on the State Accounting System and preliminary projections for FY18 from Energy Cap data reported by the campuses. The General Bill amendment will also include a reduction of (\$370,656) to the REED Network Technology funding. The general bill amendment is a one-time adjustment to funding. The base fund reduction is reflected in the FY19 budget.

A copy of the FY19 Governor's Recommended Budget can be found on pages 4779 to 4784 of the official minutes.

6-S NSU Request to Demolish Buildings

Veronica Paulson, NSU Vice President for Finance and Administration, on behalf of NSU, requests approval to demolish a 1,678 square foot apartment building located on S. Herret Street. The two story, 4-unit apartment building was gifted to NSU in 1996, along with a 1,728 square foot six stall garage and a 768 square foot storage building. NSU plans to use the area for a parking lot, due to its proximity to residence halls and the Barnett Center. The estimated cost of demolition is \$30,000, and will occur only if no bid is received after listing the apartment building for sale. Additionally, NSU plans to relocate the storage unit and garage for use elsewhere on campus.

IT WAS MOVED by Regent Roberts, seconded by Regent Schaefer, to approve NSU's request to demolish the apartment building or sell the structure because it is in the best interest of the state and it will make better use of the area. Projected costs of \$30,000 for the demolition and disposal will be paid for with private funds. Motion passed.

A copy of the NSU Request to Demolish Buildings can be found on pages 4785 to 4788 of the official minutes.

6-T BOR 2017 Series Housing and Auxiliary Facilities System Revenue Bonds

Monte Kramer, System Vice President of Finance and Administration, explained the request to approve the issuance of Housing and Auxiliary Facilities System Revenue Bonds, Series 2017 (the "*Bonds*"), which will provide for the refinancing of \$67,080,000 of the outstanding 2009 Series bonds; provide \$18,000,000 in bond proceeds to finance the SDSU Southeast Neighborhood Apartments; and provide \$11,000,000 to finance the purchase of Placer Hall at SDSM&T.

The last Housing and Auxiliary System Revenue Bonds deal in 2016 was assigned a rating of "Aa3" by Moody's. These bonds have not yet been assigned a rating by Moody's. The rating will

be available by the time of the Board meeting. Piper Jaffray & Co. is the underwriter for the bonds. Chapman and Cutler LLP serves as bond counsel for revenue bonds.

Bond counsel and counsel to the underwriter have prepared the appropriate resolutions and documents to proceed with the next phases of the financing. It was recognized that the five necessary actions would need to be approved with separate motions, seconds, and roll call votes.

IT WAS MOVED by Regent Roberts, seconded by Regent Schaefer, to approve Action Item 1 to authorize 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 refunding of a portion of the Refunded Bonds, but only if (a) the net present value of the savings from the portion of the Bonds attributable to the refunding shall be at least \$1,000,000 and (b) the aggregate debt service on the portion of the Bonds attributable to the refunding does not exceed the aggregate debt service on the Refunded Bonds;
- ii. the SDSM&T Project;
- iii. the SDSU Project; and
- iv. costs of issuance of the Bonds; (Attachment I—Thirteenth Supplemental System Revenue Bond Resolution (the "Thirteenth Supplemental Bond Resolution"))

ROLL CALL:

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

Motion passed.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve Action Item 2 to 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 \$95,000,000 shall mature not later than April 1, 2039, shall bear interest at a true interest cost not exceeding 3.5%, and shall be sold at an underwriter's discount of not more than .575% of the proceeds of the Bonds (Attachment II—Bond Purchase Agreement).

ROLL CALL:

Adam – AYE
Bastian – AYE
Morgan – AYE

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

Motion passed.

IT WAS MOVED by Regent Roberts, seconded by Regent Schaefer, to approve Action Item 3 to approve an escrow agreement with First Bank & Trust in Brookings, Brookings, South Dakota, and the Bond Registrar for the Refunded Bonds, to provide for the defeasance of the Refunded Bonds (Attachment III - Escrow Agreement).

ROLL CALL:

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

Motion passed.

IT WAS MOVED by Regent Roberts, seconded by Regent Bastian, to approve Action Item 4 to ratify 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 IV—draft Preliminary Official Statement).

ROLL CALL:

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

Motion passed.

IT WAS MOVED by Regent Roberts, seconded by Regent Adam, to approve Action Item 5 to authorize the President of the Board, the President of Northern State University, the President of South Dakota School of Mines and Technology, the President of South Dakota State University, the President of the University of South Dakota, 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 refunding of the Refunded Bonds, and the execution and delivery of the Thirteenth Supplemental Bond Resolution, the Bond Purchase Agreement and the Escrow Agreement; and to make 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 V).

ROLL CALL:

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

Motion passed.

A copy of the BOR 2017 Series Housing and Auxiliary Facilities System Revenue Bonds can be found on pages **4789** to **4795** of the official minutes.

Campus Community Forum

The Board responded to questions from the campus community.

THURSDAY, DECEMBER 7, 2017

The Board reconvened at 7:30 a.m.

Breakfast Meeting with Area Legislators

Senator Art Rusch (District 17), Senator Jim Bolin (District 16), and Representative Herman Otten (District 6) met with board members to informally discuss the high school dual credit program, tuition rates at University Center-Sioux Falls, and the impact of out-of-state students attending South Dakota public institutions. Presentations were made by representatives from South Dakota School for the Deaf, University Center-Sioux Falls, USD School of Medicine, and the SDSU pharmacy program. The group heard from three students who study at regental programs offered in Sioux Falls, including University Center, USD School of Medicine, and SDSU College of Pharmacy.

6-U Capital Improvement Process/Building Committee Process

Monte Kramer, System Vice President of Finance and Administration, reviewed the steps involved when campuses request capital improvement projects. Using a PowerPoint presentation, Dr. Kramer explained the capital improvement processes as well as the Board and building committee responsibilities.

Regent Thares referenced a current NSU building committee project and said from the perspective of the regent appointed to the committee, he feels it would be helpful to be included earlier in conversations, such as when qualifying firms.

A copy of the Capital Improvement Process/Building Committee Process can be found on pages **4796** to **4797** of the official minutes.

6-V DSU Active Duty Military Tuition

Monte Kramer, System Vice President of Finance and Administration, explained that DSU would like to expand the online program offerings to active military. DSU has worked with the military to recruit students specifically in the cyber operations programs. Military personnel however are looking at cost of programs along with the benefits the military offers and decide to go to other universities that offer a military rate for online programs.

With federal tuition assistance program, active military personnel receive a benefit of \$250 per credit hour. The current rate for an online course at DSU is \$335 per credit hour so the student needs to pay out of pocket the \$85 per credit hour difference. DSU proposes an online tuition rate of \$250 per credit hour for all active duty military. DSU would also like to change the Delivery Fee (Non-Resident Online Computer Science, Cyber Operations, & Network and Security Administration) such that it does not apply to active duty military students. The total cost for active duty military students to take an online course from DSU would be \$250 per credit hour.

He explained that no analysis has been done across the system to determine the potential impact of offering all active duty military taking distance courses a rate of \$250. Therefore, DSU is requesting to pilot this proposal and determine if it has a positive impact on active duty military enrollments in distance programs.

IT WAS MOVED by Regent Schaefer, seconded by Regent Thares, to approve a pilot program for DSU to offer a distance active duty military rate of \$250.00, effective summer of 2018. Motion passed.

A copy of the DSU Active Duty Distance Rate can be found on pages **4798** to **4799** of the official minutes.

PLANNING, GOVERNANCE, AND RESOURCE DEVELOPMENT

7-A SDSD Location Task Force Report and Recommendations

SDSD President Marje Kaiser provided a summary of the work and resulting recommendations of the SDSD Task Force. She said the task force recommends that the Board approve the motion authorizing the sale of surplus land and finalizing the location of the SDSD in some portion of its current Main building (as that building is identified in the 23 September 2017 committee report).

Regent Schieffer further outlined the expectations going forward and provided an update on what has happened since the Board meeting in October.

Regent Thares said at some point the strategic buyer option must be taken off the table in order for the realtor to move forward with renting parts of the facility. He acknowledged the difficulty in doing one if the other is still up for debate. Regent Schieffer emphasized that the deadline is the end of December.

In response to a question by Regent Schaefer about whether there are any buyers out there who are willing to pay what we consider fair market value, Regent Schieffer said there are interested buyers but none at a price that we believe makes it worth selling. He said it looks like we are going to sell the surplus property and rent out the rest of the unused space. He emphasized that the mission of SDSD will not change regardless of what happens with the current facility, and when you look at the cost of alternate space for SDSD and other regental users of this facility the cost increases quickly and exponentially.

Regents expressed thanks to all involved and specifically for the leadership of Superintendent Kaiser and Regent Schieffer.

IT WAS MOVED by Regent Bastian, seconded by Regent Morgan, to (a) approve the sale(s) of all SDSD real estate that is determined “surplus” by the committee on the SDSD, (b) submit to the Governor the draft legislation needed to effectuate said sale(s), (c) that the Executive Director shall undertake all efforts reasonable and necessary to execute the sale of excess SDSD property as soon as practicable, (d) that the Executive Director shall undertake every effort to lease out any portion of the SDSD Main building that is not deemed necessary for SDSD operations, and (e) that the School for the Deaf and its current regental tenants (for the term of their lease, as may from time to time be extended) shall remain in the Main Building of SDSD subject to the terms, conditions and directives as described in this Agenda Item 7 – A and the 23 September 2017 Report and Recommendations of the Committee on the SDSD. Motion passed.

A copy of the SDSD Location Task Force Report and Recommendations can be found on pages **4800** to **4827** of the official minutes.

7-B USD Law School Task Force Update

<<This was taken up as the last agenda item on Wednesday, December 6>>

USD President James Abbott described the work and recommendations of the USD Law School Task Force that was commissioned to take an in-depth look at whether moving the USD Law School to Sioux Falls would enhance student recruitment efforts. He summarized the recommendations of the task force, which include the following:

- 1) Remain in Vermillion, but expand classes to Sioux Falls and add online options.
- 2) \$600,000 in total additional funding (\$300,000 reallocation from BOR and \$300,000 from a new state appropriation) to support enhanced student outreach, admissions outreach, and programming.
- 3) Secure funding for 15 full scholarships to improve the diversity and quality (LSAT and GPA) of the student body.
- 4) Ask the Board of Regents for the authority to offer resident tuition rates to non-resident students using parameters to be determined by the Law School Advisory Council (to be established).
- 5) Create a Law School Advisory Committee.

He said the committee did not address the structural deficit, which is a result of lower enrollment. He described efforts to increase enrollment and improve the bar passage rates.

In response to a question about the structural deficit by Regent Schieffer, President Abbott said the Law School will use \$300,000 in Law School reserves at the present time and ask the legislature for additional funds at a reasonable time and when the school's plans are in place.

SD House Speaker Mark Mickelson commented on the recommendations of the task force, saying that the Law School reserves should be used to plug the deficit. He also said it was determined that an additional \$600,000 is necessary to be competitive with the Law School's peers. Half of that \$600,000 should come from the Board of Regents and the other half from the legislature.

Regent Bastian provided clarification on the task force recommendation votes. He said that he and Regent Adam, both of whom served on the Task Force, voted to support the \$600,000 of additional annual funding, though with explicit recognition that their votes before the Board may be different than the votes on the Task Force.

A copy of the USD Law School Task Force Update can be found on pages **4828** to **4839** of the official minutes.

7-C GEAR UP Update

BHSU President Tom Jackson, Jr. and BHSU Provost Chris Crawford introduced the BHSU Primary Investigators (PI's) for the GEAR UP grant, Dr. June Apaza, and Dr. Urla Marcus. Drs. Apaza and Marcus provided an overview and update on GEAR UP, its activities, and outcomes since the coordination of the project transferred to BHSU in January 2016.

It was explained that at the conclusion of this grant cycle BHSU intends to file a no-cost extension of the grant for one or two years before any reapplication for the grant would be submitted.

President Jackson confirmed there are adequate remaining funds available to sufficiently fund the program for at least another year.

Regent Schaefer said these reports are critical as this program has had much scrutiny in the past. He said the regents should continue to receive periodic GEAR UP reports.

A copy of the GEAR UP Update can be found on pages 4840 to 4846 of the official minutes.

7-D (1) University Centers Update: Black Hills State University – Rapid City

BHSU President Tom Jackson, Jr., BHSU-RC Executive Director Gene Bilodeau, BHSU Provost Chris Crawford, and BHSU Vice President of Finance and Administration Kathy Johnson provided an overview of recent developments at BHSU-RC related to enrollment, new program development and program alignment, the work of consultants Hanover Research, Western Dakota Tech collaboration, finances, student life, and outreach.

Regent Sutton recognized that several of the future goals identified by BHSU-RC goals have already been met. He asked if these goals should be reassessed. President Jackson said that the student population served by BHSU-RC tend to be more volatile so just because it appears to be achieved now, it may look different depending on retention, etc. Additional questions were fielded related to the goals, projections and financial outlay of the center.

Regent Schieffer asked about the full-time equivalent (FTE) goals and projects. He said it would be helpful to have explicit goals for BHSU-RC so that success can be better tracked. Additionally, he would like to see a correlation done among these goals, projections, and financial viability. President Jackson said the goals currently presented are part of the BHSU goals, not specific to BHSU-RC.

In response to a question by Regent Adam, Dr. Bilodeau described the block scheduling pilot that starts next semester. He acknowledged the paradigm shift that this introduces because the block scheduling will provide a three-hour course taught to completion after 18 consecutive school days.

A copy of the University Centers Update: BHSU-RC can be found on pages 4847 to 4861 of the official minutes.

7-D (2) University Centers Update: University Center-Sioux Falls

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, and UC-SF Executive Director Craig Johnson provided updates on the UC-SF. Dr. Johnson provided information about the effort to move SDSU Nursing from its current location at Southeast Technical Institute. He said they have hired Joe Bilotta to do a space study of the center and SDSU nursing programming and this should be available by March 1. The UC-SF Steering Board membership is currently being recruited and the first meeting will likely be January with quarterly meetings following.

Additionally, Dr. Perry stated that the report before the Board includes the proposed revision to the UC-SF Governing MOU which had initially been discussed during the August 2017 BOR

meeting. The report also includes updates on the progress in implementing the Community Steering Board since the time of the August 2017 BOR meeting.

IT WAS MOVED by Regent Bastian, seconded by Regent Adam, to approve the proposed revisions to the University Center-Sioux Falls Governing MOU as presented in Attachment I. Motion passed.

A copy of the University Centers Update: UC-SF can be found on pages 4862 to 4864 of the official minutes.

7-E Title IX Interim Guidance – Revisions to BOR Policies 3:4 and 1:18 (Second Reading)

Guilherme Costa, Board of Regents General Counsel, stated that during the October 2017 Board meeting, the Board approved the first reading of revisions to Board Policy 3:4 – Student Code of Conduct, and Board Policy 1:18 – Human Rights Complaint Procedures, to align with the Title IX Interim Guidance released by the U.S. Department of Education Office for Civil Rights in September 2017. Since the October 2017 meeting, Board staff has worked with student affairs and Title IX/EEO staff from the campuses on further revisions to the two policies, and also met with a representative of the Office of the South Dakota Attorney General. No additional changes were made to Board Policy 1:18 since the October meeting, but a number of additional changes were made to Board Policy 3:4, which are intended to clarify the policy.

In response to a question by Regent Bastian, Guilherme explained the implication of the Clery Act as it applies to BOR Policy 3:4 is related to whether information can be shared about a student. The reason it was removed is that because information that FERPA allows, the Clery Act also allows, so the dual reference was duplicative. He acknowledged that the Clery reference was left in BOR Policy 1:18 solely because the approach was to make minimal changes to that policy in anticipation of a more comprehensive revision process to BOR Policies 1:18, 1:17, and 1:17.1.

Regent Sutton asked whether further changes to BOR Policy 3:4 are anticipated as further guidance is provided by this administration. Guilherme said this current change was unique because it follows interim guidance. However, a final rule is anticipated to be issued by the Department of Education in 6-12 months, at which time more revisions should be anticipated.

IT WAS MOVED by Regent Bastian, seconded by Regent Wink, to approve the second and final reading of (1) Board Policy 3:4, with revisions as shown in Attachment I, and (2) Board Policy 1:18, with the revisions as shown in Attachment II. Motion passed.

A copy of the Title IX Interim Guidance – Revisions to BOR Policies 3:4 and 1:18 (Second Reading) can be found on pages 4865 to 4911 of the official minutes.

7-F 2018 Board Sponsored Legislation

Guilherme Costa, Board of Regents General Counsel, reviewed the proposed legislation that the Board of Regents is being asked to sponsor, with Board authorization, for the upcoming legislative session in 2018. Fifteen bills were presented to the regents.

Regent Bastian asked whether the motion approves the general intent of the legislation or specific legislation language. Guilherme said this motion approves the general intention of the legislation but also allows some discretion to the Executive Director to make changes to the legislation so there is some flexibility.

Regent Schaefer asked that Executive Director consult with Board's Executive Committee about any changes that are relevant so Board remains informed.

Regent Sutton agreed and encouraged regents to participate as available during the Friday afternoon calls during legislative session, which will be publically noticed. This creates the opportunity for Dr. Rush to update the regents on legislative happenings and receive feedback as necessary.

In response to questions by Regent Morgan, Guilherme answered questions clarifying the proposed legislation related to the special schools and the Uniform Fraudulent Transfer Act Concerning Payments of Higher Education Expenses.

IT WAS MOVED by Regent Bastian, seconded by Regent Morgan, to authorize the Executive Director to (1) submit the proposed bills, prepare additional legislation that may be required, and 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, (2) submit such additional legislation as may be necessary and proper, after consulting with the Board President, and (3) support legislation that would authorize the construction of the Precision Agriculture Classroom and Laboratory Building and the renovation of Berg Agriculture Hall at SDSU. Motion passed.

A copy of the 2018 Board Sponsored Legislation can be found on pages **4912** to **4950** of the official minutes.

7-G USD Center for the Prevention of Child Maltreatment Update

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, and Carrie Gonsor Sanderson, Director for the Center for the Prevention of Child Maltreatment, provided an overview of the report provided to the Board regarding the current activities of the Center for the Prevention of Child Maltreatment.

Regents acknowledged their deep appreciation for Carrie's experience and the important work she is doing with the center.

Regent Sutton noted that the data showing the number of children that are sexually assaulted every day is astronomical. He emphasized the importance of this work.

A copy of the USD Center for the Prevention of Child Maltreatment Update can be found on pages **4951** to **4963** of the official minutes.

7-H Regents Civil Service Advisory Council Update

Kayla Bastian, System Director of Human Resources, stated that BOR Policy 1:7:5 establishes the Regental Civil Service Advisory Council (RCSAC). This policy requires that the Executive Director's delegate provide a report to the board following each semi-annual meeting.

She indicated that the RCSAC met on October 7, 2016 at the Board of Regents office in Pierre, where the Council heard updates from members of the Board of Regents staff on current issues in the regental system. The next meeting was scheduled for April 2018 at Dakota State University.

A copy of the Regents Civil Service Advisory Council Update can be found on page **4964** of the official minutes.

7-I BOR Policy 1:7:5 – Civil Service Advisory Council Revisions (First Reading)

Kayla Bastian, System Director of Human Resources, stated that BOR Policy 1:7:5 establishes the Regental Civil Service Advisory Council (RCSAC). This policy requires that the Executive Director's delegate provide a report to the board following each semi-annual meeting.

Because RCSAC does not recommend policy changes nor does it take other actions that require BOR approval, it is proposed to remove the semi-annual report requirement from BOR Policy 1:7:5. The RCSAC members are supportive of the policy changes.

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

A copy of the BOR Policy 1:7:5 – Civil Service Advisory Council Revisions (First Reading) can be found on pages **4965** to **4967** of the official minutes.

7-J BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents Revisions (First Reading)

Kayla Bastian, System Director of Human Resources, stated that BOR Policy 1:6 governs the appointment, authority, and responsibilities of the university presidents and the special school superintendent(s). She said the policy language currently prohibits presidents from receiving, or retaining, tenured faculty appointments. In order to remain competitive in the labor market for university presidents, though, it is important for the Board to have the ability to negotiate tenure in the appointment contract with presidential candidates. Additionally, BOR Policy 1:6 currently refers to annual contract renewals for presidents; however, with the implementation of BOR Policy 4:49 at the March 2016 BOR meeting, presidents are now eligible for multi-year contracts. The removal of the "annual" reference will align this policy with BOR Policy 4:49, in the event the Board negotiates a multi-year contract with a current or future president, and will bring the language into compliance with all BOR policies.

Lastly, she explained that section 7 of the policy is an obsolete reference that should have been deleted when BOR Policy 5:3 was amended at the December 2013 BOR meeting. Policy 5:3

previously required research and development grants and contracts to be approved by the executive director; however, that requirement was removed when the policy was amended in December of 2013, leaving the discretion to accept research and development grants at the presidential level. As such, the provision in section 7 that grants the presidents and superintendents authorization to accept supplements of up to \$10,000 on current grants to continue previously approved grant activities is unnecessary because they already have the authority to accept research and development grants and contracts in general.

In response to a question by Regent Sutton, Kayla confirmed that the policy change does not require that presidents receive tenure. Tenure would still need to be negotiated into the contract.

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

A copy of the BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents Revisions (First Reading) can be found on pages **4968** to **4974** of the official minutes.

Academic and Student Affairs

8-A Student Federation Report

<<This was taken up as agenda item 5-C(1) on Wednesday, December 6>>

Paige Dexter, Student Federation Executive Director, explained that the Student Federation has selected February 11-12, 2018 for SHED Days. She further explained that the Student Federation reviewed the proposed revisions to BOR Policies 3:4 and 1:18 in response to the Title IX interim measures.

8-B SDSBVI Comprehensive Plan for Special Education

SDSBVI Superintendent Kaiser explained that each school is required annually to have a comprehensive plan to ensure that individual policies are in alignment with state and federal law.

IT WAS MOVED by Regent Morgan, seconded by Regent Bastian, approve the SDSBVI Comprehensive Plan for Special Education as presented. Motion passed.

A copy of the SDSBVI Comprehensive Plan for Special Education can be found on pages **4975** to **5020** of the official minutes.

8-C Banner Student Update

Dr. Janice Minder, Board of Regents Technology Consultant, stated that the Banner Student project continues to move forward on schedule and within budget. Ellucian and the SDBOR staff have worked to secure resources (consultants, onsite locations, and remote locations) for all

upcoming Ellucian events for calendar years 2018 and 2019. These events will include training on the student system, consulting for the design and configuration of the system, testing of the system, consulting for conversion of data (and data migration), and various technical sessions. Campuses and the various functional teams are working together on numerous aspects of this project.

Regent Morgan asked about the capability for more mobile access. Dr. Minder explained that Banner Student allows multiple channel access and although it has not yet been designed, the mobile feature has been purchased and will be implemented.

A copy of the Banner Student Update can be found on pages 5021 to 5022 of the official minutes.

8-D Intent to Plan Request – NSU – BA in Criminal Justice

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, and Dr. Alan LaFave, NSU Vice President for Academic Affairs, stated that NSU seeks approval of its intent to plan for a Bachelor of Arts (BA) in Criminal Justice. NSU currently offers an associate degree in Criminal Justice and a specialization in Criminal Justice within their Sociology major (the specialization would terminate upon approval of the new major). The program would prepare students for careers in criminal justice through preparation relating to specialized terminology, the criminal justice system, and law and society.

IT WAS MOVED by Regent Morgan, seconded by Regent Thares, to authorize NSU to develop a proposal for a Bachelor of Arts (BA) in Criminal Justice as presented in Attachment I. Motion passed.

A copy of the Intent to Plan Request – NSU – BA in Criminal Justice can be found on pages 5023 to 5034 of the official minutes.

8-E Summary of Programs Approved 2017

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, noted that over the course of the 2017 calendar year, the Board has approved 53 program-related proposals within the regental system (assuming all items on the December agenda receive Board approval). This includes 8 specializations, 18 certificates, 5 minors, 5 associate degrees, 4 bachelor's degrees, 1 master's degree, 3 site requests, and 9 intents to plan. He said this demonstrates a very agile and responsive system to work force and market demands.

Regent Schieffer asked whether the system is equally agile in taking off those programs that are not being used. Dr. Perry acknowledged that programs are not being taken offline as quickly as they are being added. In request to a query about whether this should be more balanced, he said he does not believe programs need to be taken offline at the same rate but agrees the exercise to evaluate which are being used is important. He said all programs that have been added have been done using current resources. He said the Board enforces the program productivity rules. He also said one thing that has increased the number of programs is marketplace demand for more linkages between majors and occupations, which has increased the need for more specialized programs.

Regent Schieffer said part of the criticism received by the regental system is that less popular programs do not drop off the books and incur additional expense. He encouraged Dr. Perry to give additional consideration to the balance of taking programs offline.

A copy of the Summary of Programs Approved 2017 can be found on pages 5035 to 5036 of the official minutes.

8-F Federal Tax Reform Proposals Update

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that federal tax reform proposals under consideration by Congress could have considerable impact on regental system institutions, students, and graduates. Both houses of Congress are considering proposals and differences exist between the House and Senate. The document provided in the item briefly summarizes key components of those proposals and the potential effects on higher education in South Dakota. In addition, the document provides links for further reading and study on particular aspects of the proposed legislation.

Regent Bastian said this is really important. He urged that when we make our pitch to the legislature about cost to students and affordability, we need to communicate the final outcome of the federal tax reform bill as it will also impact cost to students.

Dr. Rush explained that the Board office's intention is to send a letter to Representative Noem and Senators Thune and Rounds. He said this will incorporate thoughts of the presidents.

A copy of the Federal Tax Reform Proposals Update can be found on pages 5037 to 5042 of the official minutes.

8-G BOR Policy 1:16 and 5:5:1 Revisions (First Reading)

Dr. Jay Perry, System Assistant Vice President for Academic Affairs, stated that WICHE announced new Western Regional Graduate Program (WRGP) participation rules in October 2017. WICHE's intent is to better serve students by removing barriers to program eligibility, encouraging more programs to participate, and attracting greater student diversity (ethnic, geographic, urban/rural perspectives, etc.). The new rules eliminate the current participation criteria and replace them with more lenient requirements; this will likely increase competition in WICHE states for graduate students. If offering resident tuition rates in graduate programs to WICHE state residents becomes common, South Dakota institutions will need to adapt in order to remain competitive.

The proposed revisions to BOR Policy 1:16 update the background information on the WRGP in relation to other interstate tuition agreements in which South Dakota participates. The proposed revisions to BOR Policy 5:5:1 clarify the process by which Regental institutions will inform the Board of programs participating in the WRGP.

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

A copy of the BOR Policy 1:16 and 5:5:1 Revisions (First Reading) can be found on pages 5043 to 5053 of the official minutes.

8-H BOR Policy 5:17 – Instructional Funding Revisions (First Reading)

Dr. Paul Turman, System Vice President of Academic Affairs, stated that BOR Policy 5:17, Section 4, stipulates the minimum number of students that must be enrolled in course sections offered at the state's public universities. As stated in this policy, undergraduate and dual-listed sections must enroll at least ten students, entry-level graduate sections (i.e., 500-600 level) must enroll at least seven students, and upper-level graduate sections (i.e., 700-800 level) must enroll at least four students. This so-called "4-7-10 rule" applies only to only state-supported course sections delivered through "selected" instructional methods (e.g., lectures, seminars). Exceptions to the 4-7-10 rule are allowed for up to 4% of selected sections at BHSU, DSU, and NSU and up to 3% of selected sections at SDSM&T, SDSU, and USD. These exception limits are based on cumulative data from the fall and spring terms.

He said revisions are being proposed to expand the section types that are managed under the small section size policy. Doctoral granting institutions have been increased to 4% and the three regional comprehensive institutions have been set at 5%. Additionally, rather than this only applying to on-campus courses, self-support courses would be subject to this rule as well. Campuses would be given until the 2018-19 academic year to move into compliance with the addition of self-supported courses. Overall, expanding the section size policy to include self-support course sections will ensure that campuses are working to efficiently manage their curriculum.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the first reading of the proposed revisions to BOR Policy 5:17 Instructional Funding as presented. Motion passed.

A copy of the BOR Policy 5:17 – Instructional Funding Revisions (First Reading) can be found on pages 5054 to 5062 of the official minutes.

8-I BOR Policy 2:16 – Teacher Education Programs Revisions (First Reading)

Dr. Paul Turman, System Vice President of Academic Affairs, stated that revisions to Section C.7.2 within BOR Policy 2:16 are proposed to provide teacher education programs the option of allowing candidates to student teach if they have met the licensure requirements set forth by the South Dakota Department of Education (SDDOE). Additionally, Section C.7.3 has been added to maintain that teacher education programs have the final authority for determining a candidate's preparation to enter the classroom to student teach.

Regent Bastian asked whether this proposed change has any effect on teachers currently certified. Dr. Turman said that it does not because the policy revisions cannot be retroactively applied.

Regent Morgan said this is about recognizing the existence of alternative paths and not necessarily lowering standards.

IT WAS MOVED by Regent Morgan, seconded by Regent Wink, to approve the first reading of the proposed revisions to BOR Policy 2:16 as presented. Motion passed.

A copy of the BOR Policy 2:16 – Teacher Education Programs Revisions (First Reading) can be found on pages 5063 to 5066 of the official minutes.

8-J (1) High School Dual Credit Administrative Guidelines Revisions

Dr. Paul Turman, System Vice President of Academic Affairs, indicated that with the Board approving the expansion of the pilot program for the Early College model at Harrisburg High School during the August 2017 Board Retreat, the addition of “In-District Delivery” of high school dual credit warranted that a new section be added within the Dual/Concurrent Credit Administration Guidelines.

He said the new section of the guidelines describes the program and differentiates it from other methods of dual credit delivery. Most notably, the guidelines outline the requirements for school districts in order for them to participate in In-District Delivery of dual credit. This includes the addition of language that states that high schools must sign an MOU annually in order to remain eligible to participate in the program; it informs districts that students will be administratively dropped from courses if an MOU is not received by the add/drop date for the semester.

A copy of the High School Dual Credit Administrative Guidelines Revisions can be found on pages 5067 to 5087 of the official minutes.

8-J (2) High School Dual Credit Update – Online Application and Advising Materials

Dr. Paul Turman, System Vice President of Academic Affairs, noted that two recently implemented initiatives look to improve the High School Dual Credit (HSDC) program and make it more efficient for students and campus staff. These include the creation of (1) an Online Application and (2) Advisory Tracks. With the online application, unnecessary data entry time will be saved as student information will be directly uploaded to Colleague from the Common Application administration database. Prior to the online application, all student information had to be manually entered into Colleague.

He said the Advisory Tracks materials will allow students to make better registration decisions, and will also help school counselors who are asked to advise students during the course selection process. Postings on counselor listservs and from campus personnel reinforce that students enroll in duplicative dual credit courses having already met the requirements for specific General Education goals. That means that while these credits may still count, they only count if students enroll in a program with free electives. The overall goal is for these materials to assist students in the course selection process and point them to appropriate advising resources on our campuses.

A copy of the High School Dual Credit – Online Application and Advising Materials can be found on pages 5088 to 5109 of the official minutes.

8-J (3) High School Dual Credit Matriculation Report

Dr. Paul Turman, System Vice President of Academic Affairs, stated that since the High School Dual Credit (HSDC) program began in 2014, the Board of Regents has received periodic updates on the enrollment trends each term. Questions have continued to surface about the impact the program has had for encouraging more South Dakota students to matriculate into the regental system after high school graduation. This report seeks to provide the Board with the trends related to matriculation for the first three cohorts of high school seniors eligible for the program.

He said since the first high school seniors graduated in May 2015, a total of 4,336 graduates from 2015, 2016 and 2017 have enrolled in coursework through the HSDC program, with approximately 57% of those students enrolling in the regental system following graduation (representing 60% of the overall credit hours). Trends across both enrollments, and credit hours transferred in, have remained consistent for the first three cohorts evaluated.

He said the majority of students appear to be supplementing their high school education experience with between three to four dual credit courses to meet high school and general education requirements once they enroll in the regental system.

A copy of the High School Dual Credit Matriculation Report can be found on pages **5110** to **5114** of the official minutes.

8-J (4) High School Dual Credit Fiscal Analysis

Dr. Paul Turman, System Vice President of Academic Affairs, stated that during the October 2016 Board of Regents meeting, a preliminary fiscal analysis of the High School Dual Credit (HSDC) program was provided to the Board. The analysis depicted both revenue gains/losses for different regental institutions which was influenced by the transfer of HSDC credits after graduation. Delivering a sizable number of HSDC credit hours to students who do not enroll after graduation produces a net gain for the campus delivering the credit. When students matriculate into an institution with HSDC credit they have the potential to experience sizable revenue loss resulting from the difference in the \$145 tuition rate compared to resident state-support tuition the student would have paid to take the class as a college student. The analysis depicted in the HSDC Fiscal Analysis seeks to provide the Board with an overview of the revenue loss/gain for the regental system and among the six institutions.

The analysis projects a \$717,449 loss in revenue for the regental system during the first three years of the HSDC program. While three institutions generated sizable revenue gains, three institutions experienced a revenue loss resulting from an imbalance in credits transferred. Six alternative options were discussed by the Academic Affairs Council (AAC) during their November 2017 meeting. The AAC identified advantages and disadvantages associated with each approach, and prioritized the options for review by the Board. Despite the revenue loss projected in the report for three institutions, all AAC members indicated continued support for the program. Increasing the rate to \$170 was identified as the highest priority option by each campus to best ensure the system does not suffer a revenue loss from the program.. He also recommended that the total cost should be tied to tuition rates and should grow with tuition inflation.

Regent Wink said she worries about the sustainability of this program. She recognizes the momentum of this program in South Dakota and feels that the system can benefit from the lessons learned in other states.

Regent Bastian asked about the process involved in changing the rate being charged for HSDC. Dr. Turman said the process would involve discussions with the Governor. He said the Governor is bringing legislation this year to formalize the HSDC program in statute, and he only included current program costs when discussing it in his budget address. When the Board brings forward its own budget request, the request needs to incorporate the impact this would have on the Board's budget. He said \$170 is a logical price point the Board would need to be sustainable. This analysis helps to pave the path to increasing the rate to \$170.

Dr. Turman said he and Regent Wink recently attended a policy conference about dual credit. He said the takeaways were that we need to clearly articulate the intended purpose of what we want the dual credit program to do (i.e., provide affordable options and to get more of these students to stay in South Dakota). Additionally, the program must be sustainable (i.e., we cannot have the institutions bear the brunt of the cost of this program).

Regent Schieffer emphasized that the program must be sustainable as we cannot have existing university students subsidize the program. Regent Schaefer strongly agreed.

Regent Wink said that from attending the policy conference about this type of programming, she learned that there are real problems in funding this program nationwide. States have also learned that there are pedagogical questions about the program. For instance, in other states, most instructors of dual credit courses are high school teachers without the appropriate credentials. To rectify this, school districts are now considering sending their teachers back to school to get their Master's degree, which also involves real costs.

In response to a question by Regent Sutton, Dr. Turman commented on the sustainability of \$170 rate considering inflation. He said \$172 plus inflation would keep the program sustainable. Another way to think about the current 1/3 student and 2/3 state of the reduced rate is that the Board is paying 57%. He asserted that a better cost model would be 50% state, 25% student, and 25% BOR.

In summary, Dr. Rush and Dr. Turman will review the proposed legislation related to the HSDC program once received from the Governor's office and will provide feedback to the administration regarding sustainability of the program.

A copy of the High School Dual Credit Fiscal Analysis can be found on pages 5115 to 5128 of the official minutes.

8-K Program Productivity Review

Dr. Paul Turman, System Vice President of Academic Affairs, noted that as part of the established program productivity review process established by the Board in 2011, majors identified as not producing the agreed upon number of graduates will be terminated/inactivated unless the Board

approves a continuation plan which must include measurable stipulations. He said to this end every two years he provides the Board the number of degree programs that did not produce an average of five graduates per year. First, though, the institutions see this list and are asked to review these programs and bring back recommendations to terminate the programs, retain the programs because they meet some critical need for the state, or redesign the programs to make them more desirable.

He said the Academic Affairs Council (AAC) is currently reviewing existing standards to determine whether they are stringent enough to avoid unnecessary program duplication. Comparisons with peer data are being used as part of the evaluation.

He said a final set of recommendations regarding the low producing programs will come forward to the Board for action at the March 2018 meeting.

In response to a question by Regent Bastian, Dr. Turman said an average of five graduates per year is typical when comparing to other states; however, it may need to be increased depending on the financial situation faced by the system.

Regent Morgan asked Dr. Turman to do a study similar to the section size analysis. Dr. Turman said he will run this information to show how many programs would be included if the number of graduates were increased to seven or five. He will send it to the members of the Academic and Student Affairs Committee.

Dr. Rush said there are other dynamics involved in efficiency measures that are worth reviewing, for instance the Delaware Cost Study.

A copy of the Program Productivity Review can be found on pages **5129** to **5173** of the official minutes.

8-L College Application Week 2017

Molly Hall-Martin, System Director of Student Preparation and Success, provided a brief update on the activities of the College Application Week initiative for 2017. She said that in November 2014, South Dakota joined the American College Application Campaign and piloted South Dakota College Application Week at nine high schools. Since then, the program has grown every year with 80 schools invited to participate in the 2017 campaign.

She provided an update on the number of applications received through this initiative and explained that at the upcoming March meeting, data will be available showing how many students who applied through this initiative actually enrolled at a regental school. Additionally, she noted that there was a financial impact due to the application fee waiver through participation during this week, which was roughly \$25,000 lost in application fees.

Regent Morgan emphasized that if the assumption is that these applications would not have been received without College Application Week there technically is no real monetary loss.

She said the expectation is that the program will be expanded state-wide next year.

A copy of the College Application Week 2017 can be found on pages **5174** to **5176** of the official minutes.

8-M Efficiency Infographics

Dr. Paul Turman, System Vice President of Academic Affairs, and Ben Schapp, Board of Regents Fellow, introduced infographics developed to demonstrate efficiency efforts in the regental system. These come in response to discussions at the August 2017 retreat and the October 2017 meeting, at which time regents inquired how to distill the pertinent information down to key points that can be used during discussions with stakeholders and legislators.

Dr. Turman said that the intention is to use these infographics when sharing information with appropriations as well as the house and senate education committees during the 2018 legislative session.

Regent Schieffer would like to get an objective fix on the fact that we have been able to maintain the quality of education through efficiency measures and how much more can be done before compromising quality. Dr. Turman said we are continuing to find the best data to synthesize this information from the system, such as the Delaware Cost Analysis.

Regent Schieffer would like a report on whether regental operations are down to the bone or whether there is still room to go before crossing the critical barrier of compromising educational quality. He would like information at the next regular Board meeting about how soon the Board could expect a campus-by-campus assessment.

Regent Morgan asked that this effort include information about the process campuses use when there is an employment opening.

A copy of the Efficiency Infographics can be found on pages **5177** to **5185** of the official minutes.

8-N Strategic Plan Update

Dr. Paul Turman, System Vice President of Academic Affairs, noted that in October 2014, the Board of Regents adopted the SDBOR 2014-2020 Strategic Plan. This report provides a snapshot of the current status for each of the 20 performance indicators within the strategic plan.

Dr. Turman reinforced that the management reports prepared for formal presidential evaluations are tied to the core goals identified in the strategic plan.

Regent Bastian noted that the proposed tax plan undervalues the importance of graduate programs, and this appears to be misstep as per the information provided in the attachment. He suggested that the importance of graduate programs be underscored in the letter drafted to Representative Noem and Senators Thune and Rounds.

A copy of the SDBOR Strategic Plan Tracking Update can be found on pages **5186** to **5208** of the official minutes.

8-O SD High School Matriculation Report Update

Dr. Paul Turman, System Vice President of Academic Affairs, stated that during the Regents' Workshop at the October 2017 Board of Regents meeting, a SD High School Matriculation Report was provided. He said at that time Board members raised questions about total number of graduates enrolling across the four postsecondary sectors depicted in the report. When adding up across each sector, the total number of matriculated students exceeded the overall total reported for the state.

He said the updated Matriculation report portrays data on the number of South Dakota high school graduates who enroll in postsecondary institutions within 16 months of high school graduation. The most recent data provide a snapshot of the college-going patterns for the 2015 high school graduates, along with the four previous graduation cohorts.

After further reviewing, he said there will always be some level of duplication in the data so the numbers will not perfectly equal out. That said, the overall data still provides a good picture of the number of students that go onto institutions in the state versus out of the state.

A copy of the SD High School Matriculation Report Update can be found on pages **5209** to **5213** of the official minutes.

8-P Discipline Council Reports

The Discipline Council Reports was provided to the Board.

Regent Bastian suggested that the members, location, date, and number of participants be consistently included in the discipline council reports in the future.

A copy of the Discipline Council Reports can be found on pages **5214** to **5230** of the official minutes.

8-Q Graduate Placement Analysis

The Graduate Placement Analysis was provided to the Board.

A copy of the Graduate Placement Analysis can be found on pages **5231** to **5240** of the official minutes.

8-R Distance Education Report

The Distance Education Report was provided to the Board.

A copy of the Distance Education Report can be found on pages **5241** to **5248** of the official minutes.

8-S Academic Freedom Report

The Academic Freedom Report was provided to the Board.

Dr. Rush reiterated that the Board has specific policy requirements in place to ensure that students are being treated fairly. This report serves as a check up on those requirement and shows that there were no complaints and that the campuses are being adequately managed in this regard.

A copy of the Academic Freedom Report can be found on pages **5249** to **5301** of the official minutes.

8-T Accreditation Status Report

The Accreditation Status Report was provided to the Board.

A copy of the Accreditation Status Report can be found on pages **5302** to **5319** of the official minutes.

8-U Licensure and Certification Report

The Licensure and Certification Report was provided to the Board.

A copy of the Licensure and Certification Report can be found on pages **5320** to **5343** of the official minutes.

8-V SARA Renewal & State Authorization

Dr. Paul Turman, System Vice President of Academic Affairs, stated that in order for a state to participate in SARA, one state entity or agency must be designated to provide oversight for the NC-SARA regulations. This oversight capacity was placed with the SDBOR because the Secretary of State and the Department of Education do not have the higher education expertise necessary to manage the program. Neither of these agencies was interested in taking on the additional responsibility, and creating a new agency or board was also perceived as unnecessary and cost prohibitive.

He said over the past two years, representatives from the private institutions, Secretary of State's office, and Board staff have sought to develop legislation that would solidify SDBOR authority for SARA in state statute. To date these discussions have not arrived at a mutual agreement. Considering the looming sunset date for the current Executive Order, Board staff recommend working with Governor Daugaard to renew the Executive Order prior to the July 1, 2018 deadline. Doing so would either extend (or potentially eliminate) the sunset date, which would then require proactive action by a future governor to remove the SDBOR as the designated SARA agency.

IT WAS MOVED by Regent Morgan, seconded by Regent Bastian, to approve working with Governor Daugaard to renew the Executive Order prior to the July 1, 2018 deadline. Motion passed.

A copy of the SARA Renewal & State Authorization can be found on pages 5344 to 5347 of the official minutes.

8-W Naming Request – USD – New Department of Sustainability and Environment

Dr. Jim Moran, USD Vice President of Academic Affairs, explained that this effort creates a new department from the restructuring of the past Earth Sciences department. This does not require new staffing and supports other programs such as Sustainability.

Regent Wink said this is a great example of how programs morph to meet market demand.

IT WAS MOVED by Regent Schieffer, seconded by Regent Roberts, to approve USD's request to create a Department of Sustainability and Environment within the College of Arts and Sciences effective December 8, 2017. Motion passed.

A copy of the University of South Dakota's naming request can be found on pages 4457 to 4458 of the official minutes.

ADJOURNMENT

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

Meeting adjourned at 1:15 p.m.

**SPECIAL RESOLUTION FOR MS. AMANDA VOISIN
BLACK HILLS STATE UNIVERSITY**

WHEREAS, Ms. Amanda Voisin, student at Black Hills State University, had completed 112 credit hours toward her degree in Studio Art upon her death on July 3, 2017; and

WHEREAS, Amanda was a veteran who focused much of her service on helping other student-mothers and was active in many student organizations, including the Veteran's Club, served as a leader for the KBHU-TV station, and served as President of the Art Club during the 2016-2017 academic year; and

WHEREAS, Amanda led a number of service and community projects, most recently a *plein air* watercolor event at Cycle Farms in Spearfish; and

WHEREAS, Amanda was driven to create, leading her peers to pursue their own unique styles and helping to push their own creative limits, providing guiding advice to other promising art students; and

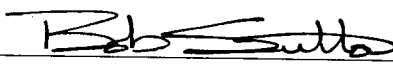
WHEREAS, Amanda was an extraordinary student who made lasting contributions to BHSU, standing out among her peers and earning A's in every art class.

THEREFORE, BE IT RESOLVED, that henceforth Amanda Voisin will carry the title of honorary Bachelor of Fine Arts in Studio Art degree and as further recognition of her faithful service, it is ordered that this resolution be spread on the minutes of the Board of Regents.

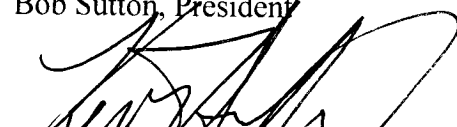
Adopted this 6th day of December, 2017.

SOUTH DAKOTA BOARD OF REGENTS





Bob Sutton, President



Kevin V. Schieffer, Vice President



John W. Bastian, Secretary

ATTEST:

Tom Jackson, Jr., President
Black Hills State University

Special Resolution Number 45-2017

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/07/2017 08:19:44

Date Range : 22-AUG-17 thru 21-OCT-17
For :BHSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Skye Collins	BE9753	00	Facility Worker	Appointment	22796.36	25-SEP-17
Johna Gauze	BE9142	00	Program Assistant I	Appointment	34527.34	16-OCT-17
Hannah Mead	BE9705	00	Secretary	Appointment	26519.49	28-SEP-17
Jeffrey Olstad	BE9728	00	Senior Building Maint Spec	Appointment	31199.40	01-SEP-17
Garrett Stevens	BE9484	00	Adj. MIS 105 B601	Hire Temp Appointment	3228.00	22-AUG-17
Sean Taylor	BE9692	00	Facility Worker	Appointment	22796.36	10-OCT-17
Brian Teaney	BE9692	0	Facility Worker	Appointment	22796.36	22-AUG-17
Alison Walk	BE9954	00	Secretary, CBNS	Appointment	25999.50	29-AUG-17
April Yenglin	BE9608	00	Program Assistant I	Appointment	34048.95	11-SEP-17
Rebecca Zaynor	BE9912	00	Senior Accountant	Appointment	42000.00	28-AUG-17

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Peter Gradinaru	BE9753	00	Facility Worker	TV001	25-AUG-17
Frank Spitler	BE9450	00	Grounds Keeper	TV000	22-AUG-17
Frank Spitler	BE9450	20	Telephone Stipend	TV000	22-AUG-17
Brian Teaney	BE9692	0	Facility Worker	TV001	07-SEP-17
April Yenglin	BE9705	00	Secretary	SA011	10-SEP-17
Krista Shaykett	BE9608	00	Program Assistant I	TV009	08-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Tracy Goins	BE9387	00	RC Bookstore Sales Clerk	Hire Temp Appointment	4100.00	13-SEP-17
Taylor Guthmiller	BE9387	00	Bookstore Assistant	Hire Temp Appointment	10200.00	22-AUG-17
Crystal Hughes	BE9387	00	Temp Bookstore Sales clerk	Hire Temp Appointment	9400.00	22-AUG-17
Adam Johnson	BE9167	00	Special Project Assistant	Hire Temp Appointment	4000.00	22-SEP-17
Thomas Klaudt	BE9387	00	Temp Bookstore sales clerk	Hire Temp Appointment	367.50	22-AUG-17
Erika Roeber	BE9147	00	Temp Grounds Worker BHRC	Hire Temp Appointment	1720.00	22-SEP-17

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Sydney Carlhom	BE9184	00	Temporary Sales Clerk	TV013	21-SEP-17
Kenneth Cummings	BE9306	00	Temp Security Officer	TV013	21-SEP-17
Sawyer Dohman	BE9266	00	Temporary Grounds Worker	TV013	21-SEP-17
Chandi Jackson	BE9387	00	Temp Sales Clerk	TV013	21-SEP-17
Adam Johnson	BE9167	00	Special Project Assistant	TV013	01-SEP-17
Taylor Johnson	BE9184	00	Temporary Sales Clerk	TV013	21-SEP-17
Thomas Klaudt	BE9387	00	Temp Bookstore sales clerk	TV013	21-SEP-17
Erika Roeber	BE9147	00	Temp Grounds Worker BHRC	TV013	21-SEP-17
Erika Roeber	BE9147	00	Temp Grounds Worker BHRC	TV013	21-OCT-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)								
Appointments(AA)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date		
Brandon Bentley	BE9826	00	Dir/Business Svs & Controllor	Appointment	88000.00	28-AUG-17		
Rodney Custer	BE9952	00	Chair/Department Head	Appointment	53333.50	22-AUG-17		
Trudy Draskovic	BE9157	00	Regional Coordinator, GearUp	Appointment	47500.00	28-AUG-17		
Sabrina Egeland-Meeder	BE9172	00	Regional Coordinator, GearUp	Appointment	47500.00	28-AUG-17		
Christopher Fields	BE9146	00	Assistant Track & Field Coach	Appointment	40000.00	10-OCT-17		
Tracy Hunt	BE9478	00	Adj Instr PSYC 461	Hire Temp Appointment	3228.00	22-AUG-17		
Michelle Kane	BE9322	00	Director, SD CEO	Appointment	70000.00	02-OCT-17		
Gustave Karinen	BE9672	00	Coordinator of Web Development	Appointment	40000.00	18-OCT-17		
Angelica Tyler	BE9434	00	Assoc Controller	Appointment	54500.00	22-AUG-17		
Laura Van Oudenaren	BE9141	00	Regional Coordinator, GearUp	Appointment	47500.00	28-AUG-17		
Non-Faculty Benefit Eligible (NFE1) (NFE1)								
Permanent Salary Adjustment(SP)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Randell Culver	BE9842	00	Assoc VP, Facilities & Sustain	Title Change	91636.80	91636.80	0.00	
Laura Van Oudenaren	BE9141	00	Regional Coordinator, GearUp	Change in Appointment Type	47500.00	23750.00	-23750.00	
Non-Faculty Benefit Eligible (NFE1) (NFE1)								
Terminated								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date			
Brandon Bentley	BE9155	00	Director, Corporate Relations	SA011	27-AUG-17			
Brandon Bentley	BE9155	20	Telephone Stipend	SA011	27-AUG-17			
Marcelo Guerra	BE9206	00	Researcher I	TV000	06-OCT-17			
Murray Lee	BE9173	00	Statewide Coordinator	SA011	22-SEP-17			
Edmond O'Neal	BE9586	00	East Complex Director	TI002	09-OCT-17			
Mark Urban	BE9351	00	Counselor	TV001	21-OCT-17			
Robert Houdek	BE9826	00	Dir/Business Svs & Controllor	TR000	12-SEP-17			
Tracie Vogel	BE9716	00	Admissions Representative II	TV009	21-SEP-17			
Tracie Vogel	BE9716	20	Telephone Stipend	TV009	21-SEP-17			
Student Employment and NFE Non-Benefit Eligible (NFE2)								
Appointments(AA)								
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date		
Alicia Absher	BS9958	00	Lab Assistant	Hire Temp Appointment	7560.00	22-AUG-17		
Carly Adams	BW9824	00	Office Assistant	Hire Temp Appointment	2768.00	22-SEP-17		
Tyler Afdahl	BS9585	00	RC - Math tutor	Hire Temp Appointment	1440.00	11-SEP-17		
Nicole Allerdings	BS9844	00	Peer Tutor - Biology	Hire Temp Appointment	3360.00	22-SEP-17		
Elliott Anderson	BS9997	00	Writing Center Mentor	Hire Temp Appointment	3420.00	22-AUG-17		
Mikaelah Andriamanantena	BS9963	00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17		
Darby Arbach	BS9554	00	Student Employee	Hire Temp Appointment	5760.00	22-SEP-17		
Tory Arbach	BS9554	00	JZ-SP Student Employee	Hire Temp Appointment	6228.00	07-SEP-17		
Ai Asama	BS9587	00	Office Assistant	Hire Temp Appointment	1730.00	22-AUG-17		
Ariel Aufdengarten	BW9975	00	Food Service Worker	Hire Temp Appointment	3330.00	22-AUG-17		
Matthew Babineau	BW9687	00	FWS Mail Services	Hire Temp Appointment	2646.90	22-AUG-17		
Jordyn Ballard	BS9987	00	Game Day Asst	Hire Temp Appointment	2430.00	22-AUG-17		
Druanna Barzeski	BW9719	00	Library Clerk Supv	Hire Temp Appointment	3860.00	22-AUG-17		
Bailey Bays	BS9973	00	Boostore sales clerk	Hire Temp Appointment	5400.00	06-SEP-17		
Dakota Becher	BW9988	00	Parking Office	Hire Temp Appointment	3690.00	22-AUG-17		
Ashton Beck	BS9989	00	Jacket Journal - Proofreader	Hire Temp Appointment	1080.00	02-OCT-17		
Brittney Bell	BS9844	00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-17		
Jamie Bentley	BE9846	00	Head Women's Golf Coach	Hire Temp Appointment	16200.00	22-AUG-17		
Hailey Bentz	BS9554	00	Student Labor	Hire Temp Appointment	6228.00	07-SEP-17		
Bailey Beougher	BS9964	00	Student Engagement Supervisor	Hire Temp Appointment	3420.00	22-AUG-17		
Abigail Bertram	BS9844	00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-17		
Adam Bertsch	BS9987	00	Game Day Asst	Hire Temp Appointment	2335.50	22-AUG-17		
Macallie Bettcher	BW9828	00	FWS Office Assistant	Hire Temp Appointment	1520.00	22-AUG-17		
Melissa Bettcher	BW9828	00	FWS Office Assistant	Hire Temp Appointment	1520.00	22-AUG-17		

Paige Bielke	BW9967 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Wyatt Bills	BS9787 00	BHTV - Producer	Hire Temp Appointment	3114.00	22-AUG-17
Wyatt Bills	BS9987 00	GDA - Video Production	Hire Temp Appointment	2335.50	22-AUG-17
Jessa Birkholt	BS9963 00	Child Care Worker	Hire Temp Appointment	3150.00	22-AUG-17
Cheyenne Black	BS9973 00	Bookstore Assistant	Hire Temp Appointment	5400.00	06-SEP-17
Caitlin Blanchard	BG9998 00	GA Softball	Hire Temp Appointment	8000.00	22-AUG-17
Amelia Blasingame	BW9967 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Molly Bloemendaal	BS9963 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Rachel Bloomquist	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Rachel Bloomquist	BW9687 00	FWS Mail Services	Hire Temp Appointment	2491.20	22-AUG-17
Hannah Bohlinger	BW9832 00	FWS Recycling	Hire Temp Appointment	1320.00	22-AUG-17
Walter Bordewyk	BW9824 00	Office Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Isobel Boreen	BW9869 00	Telecounselor	Hire Temp Appointment	3240.00	05-SEP-17
Tyler Bortz	BS9769 01	Undergrad Research Assistant	Hire Temp Appointment	3240.00	22-AUG-17
Tyler Bortz	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3240.00	22-AUG-17
Bryce Boser	BS9835 00	Student Videographer	Hire Temp Appointment	1710.00	22-AUG-17
Hayley Bowen	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Malaisia Boykin	BW9712 00	Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Adam Bradshaw	BW9832 00	FWS Recycling	Hire Temp Appointment	3240.00	22-AUG-17
Matthew Brenner	BW9828 00	FWS Office Assistant	Hire Temp Appointment	3420.00	05-SEP-17
Erin Broberg	BS9835 00	Public Relations Intern	Hire Temp Appointment	3114.00	30-AUG-17
Erin Broberg	BS9997 00	Writing Center Consultant	Hire Temp Appointment	3114.00	22-AUG-17
Sage Brooks	BW9708 0	SFS Office Assistant	Hire Temp Appointment	3114.00	11-OCT-17
Haley Burrier	BS9997 00	Writing Center Consultant	Hire Temp Appointment	3780.00	22-AUG-17
Michaela Byrne	BS9844 00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-17
Olivia Byrns	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3420.00	22-AUG-17
Scott Carey	BW9990 00	Game Day Asst	Hire Temp Appointment	692.00	22-AUG-17
Cassia Catterall	BW9834 00	Student Assistant	Hire Temp Appointment	4671.00	19-SEP-17
Diego Chacon Villacis	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Brady Chase	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3600.00	22-AUG-17
Katie Christy	BS9563 00	Student Sustainability Worker	Hire Temp Appointment	2400.00	22-AUG-17
Vanessa Clark	BS9844 00	Peer Tutor - Biology	Hire Temp Appointment	4320.00	22-AUG-17
Paula Clary	BE9158 00	Assistant Soccer Coach	Hire Temp Appointment	1920.00	22-AUG-17
Samantha Cole	BS9987 00	GDA - Student Trainer	Hire Temp Appointment	1557.00	22-AUG-17
Molly Connot	BW9712 00	Student Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Jennifer Coyle	BS9844 00	Peer Tutor - Math	Hire Temp Appointment	4320.00	22-AUG-17
Dakota Crocker	BS9973 00	RC Sales Clerk	Hire Temp Appointment	1850.00	22-AUG-17
Miranda Crosby	BS9714 00	Library Clerk Supv	Hire Temp Appointment	3860.00	22-AUG-17
Dayna Davenport-Dickson	BS9998 00	Student Technology Fellow	Hire Temp Appointment	6060.00	22-AUG-17
Joshua Davis	BS9973 00	Bookstore Assistant	Hire Temp Appointment	4860.00	22-AUG-17
Donald Decker	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	3420.00	22-AUG-17
Lyric Delgarito	BW9975 00	Food Service Worker	Hire Temp Appointment	3240.00	06-SEP-17
Carissa Deming	BS9997 00	Writing Center Consultant	Hire Temp Appointment	3114.00	22-AUG-17
Dominique DiManna	BW9990 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Maxwell Dohman	BW9915 00	FWS Building Maintenance	Hire Temp Appointment	3040.00	22-AUG-17
Grant Ekroth	BS9835 00	Student Photographer	Hire Temp Appointment	3114.00	22-AUG-17
Molly Erickson	BG9999 00	MSIG Grad Rsrch Assistantship	Hire Temp Appointment	13866.67	22-AUG-17
Kelsey Espinosa	BW9988 00	Parking Enforcement	Hire Temp Appointment	3870.00	28-AUG-17
Brooklyn Fauth	BS9963 00	Child Care Worker	Hire Temp Appointment	3150.00	22-AUG-17
Brooklyn Fauth	BS9987 00	Game Day Asst	Hire Temp Appointment	2430.00	22-AUG-17
Claire Fergusson	BS9587 00	Office Assistant	Hire Temp Appointment	2595.00	22-AUG-17
Madalyn Fidler	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Peytin Fleming	BW9839 00	Student Design Assistant	Hire Temp Appointment	2768.00	25-SEP-17
Peytin Fleming	BW9967 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Yasmen Foos	BW9687 00	FWS Mail Services	Hire Temp Appointment	2268.00	22-AUG-17
Michaela French	BS9844 00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-17
Tori Fulton	BS9844 00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-17
Stephen Gabriel	BE9160 01	Eclipse Grant	Hire Temp Appointment	2000.00	22-AUG-17
Landon Gallentine	BS9844 00	Peer Mentor	Hire Temp Appointment	1920.00	22-AUG-17
Janice Gbedemah	BS9811 01	ECON Tutor/MBA support staff	Hire Temp Appointment	1680.00	22-AUG-17
Allison Geier	BW9839 00	Student Photo Coordinator	Hire Temp Appointment	2340.00	22-AUG-17
Rachel Geier	BW9560 00	Digital Media Work Study	Hire Temp Appointment	3460.00	22-AUG-17
Makeesha Geiger	BS9847 00	Rodeo Assistant	Hire Temp Appointment	4671.00	22-AUG-17
Calli Glaze	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	25-AUG-17
Julette Goehring	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	21-SEP-17
Cassity Goetz	BW9990 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Darian Gottfried	BS9987 00	Game Day Assistant	Hire Temp Appointment	2335.50	22-SEP-17
Molly Graesser	BS9554 00	Student Employee	Hire Temp Appointment	3240.00	23-SEP-17

Isaac Grassel	BW9838 00	FWS Storekeeper Assistant	Hire	Temp	Appointment	2880.00	22-SEP-17
Kyle Graves	BS9840 00	Student Senate Campus & Extern	Hire	Temp	Appointment	1300.00	22-AUG-17
Breann Greer	BS9946 00	Archival Assistant	Hire	Temp	Appointment	3600.00	10-OCT-17
Kasey Grote	BS9998 00	Student Technology Fellow	Hire	Temp	Appointment	6060.00	22-AUG-17
Wayne Gubka	BS9974 00	Night Assistant	Hire	Temp	Appointment	1211.00	20-OCT-17
Karlee Gusso	BS9865 00	Student Telecounselor	Hire	Temp	Appointment	3240.00	05-SEP-17
Skyler Haden	BS9798 00	Student Health Services	Hire	Temp	Appointment	3114.00	22-AUG-17
Kayla Hadley	BW9912 00	CAMSE Student Employee	Hire	Temp	Appointment	6228.00	22-AUG-17
Keysha Hadley	BW9824 00	Office Assistant	Hire	Temp	Appointment	3114.00	22-AUG-17
Janna Hagen	BW9975 00	Food Service Worker	Hire	Temp	Appointment	3240.00	22-AUG-17
Ann'D Hager	BS9683 00	Student Mail Services	Hire	Temp	Appointment	3645.00	22-AUG-17
Ann'D Hager	BS9844 00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-17
Alexandra Hancock	BS9821 00	Student Grant Research	Hire	Temp	Appointment	396.98	22-AUG-17
Madison Hand	BS9835 00	Student Photographer	Hire	Temp	Appointment	3420.00	22-AUG-17
Michelle Harris	BW9670 00	Peer Advisor CEBS	Hire	Temp	Appointment	1800.00	22-SEP-17
Jacob Hart	BW9988 00	Parking Office	Hire	Temp	Appointment	3690.00	22-AUG-17
Sara Hatle	BW9967 00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-17
Riston Haugen	BS9890 02	Lab Assistant	Hire	Temp	Appointment	7200.00	22-AUG-17
Mahyle Hausman	BS9551 00	CAB-Exec Team President	Hire	Temp	Appointment	1400.00	22-AUG-17
Faith Hedeon	BW9990 00	Game Day Assistant	Hire	Temp	Appointment	2335.50	22-AUG-17
Alli Hedman	BS9967 00	Student RA	Hire	Temp	Appointment	3114.00	22-AUG-17
Brittany Henricksen	BS9987 00	Game Day Asst	Hire	Temp	Appointment	2076.00	22-SEP-17
Amanda Hill	BS9585 00	tutor English	Hire	Temp	Appointment	3240.00	12-SEP-17
Ty Hill	BS9910 00	Student Grounds Assistant	Hire	Temp	Appointment	3420.00	22-AUG-17
Samuel Hintgen	BS9844 00	Peer - Biology	Hire	Temp	Appointment	4320.00	22-AUG-17
Morgan Hofeldt	BS9963 00	Child Care worker	Hire	Temp	Appointment	3114.00	22-AUG-17
Morgan Hofeldt	BW9967 01	Child Care Worker	Hire	Temp	Appointment	3114.00	12-SEP-17
Mallary Hoffmann	BS9708 00	Student Admissions Assistant	Hire	Temp	Appointment	3114.00	24-AUG-17
Faith Hummel	BS9844 00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-17
Bianca Hutzler	BS9811 00	Work Study- Business	Hire	Temp	Appointment	5400.00	22-AUG-17
Kevin Isely	BW9718 00	Library Clerk	Hire	Temp	Appointment	3114.00	22-AUG-17
Alissa Iverson	BS9769 00	Undergraduate Research Fellow	Hire	Temp	Appointment	3600.00	22-AUG-17
Alissa Iverson	BS9997 00	WAC Assistant	Hire	Temp	Appointment	1680.00	22-AUG-17
Isaac Iverson	BS9587 00	Office Assistant	Hire	Temp	Appointment	1211.00	22-AUG-17
Kelsey Jacobs	BS9963 00	Child Care Worker	Hire	Temp	Appointment	3150.00	22-AUG-17
Mariah Jahner	BS9963 00	Child Care worker	Hire	Temp	Appointment	3150.00	22-AUG-17
Koty Janis	BW9990 00	Game Day Asst	Hire	Temp	Appointment	3114.00	22-AUG-17
Cody Jolovich	BS9987 00	Game Day Asst	Hire	Temp	Appointment	2335.50	22-AUG-17
Alison Jones	BW9802 00	Receptionist	Hire	Temp	Appointment	3114.00	22-AUG-17
Emily Jons	BS9987 00	GDA - VB Mgr	Hire	Temp	Appointment	1038.00	22-AUG-17
Haley Juhnke	BS9987 00	Game Day Asst - T&F Student As	Hire	Temp	Appointment	2430.00	22-AUG-17
Rachel Kane	BW9990 00	Game Day Asst	Hire	Temp	Appointment	2335.50	22-AUG-17
Seung Seok Kang	BS9828 00	Student Recycling	Hire	Temp	Appointment	1440.00	22-AUG-17
Tyler Kari	BS9834 00	Student Storekeeper Assistant	Hire	Temp	Appointment	1245.60	22-AUG-17
Tate Kattenhorn	BS9834 00	Student Storekeeper Assistant	Hire	Temp	Appointment	6480.00	22-AUG-17
Daxton Keegan	BS9551 00	CAB-Exec Team Act. Grants Dir.	Hire	Temp	Appointment	1080.00	22-AUG-17
Emily Keller	BS9828 00	Student Recycling	Hire	Temp	Appointment	6300.00	22-AUG-17
Burkelee Kenefick-Aschoff	BS9551 00	CAB-Exec Team Spec Events Ofcr	Hire	Temp	Appointment	800.00	22-AUG-17
Megan Kenney	BS9865 00	Student Telecounselor	Hire	Temp	Appointment	3240.00	05-SEP-17
Karli Kilby	BS9844 00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-17
Daeyong Kim	BS9835 00	Student Digital Media Asst	Hire	Temp	Appointment	6228.00	07-SEP-17
Hannah Kirk	BS3992 00	CEAP - Athletic Training	Hire	Temp	Appointment	3114.00	22-AUG-17
Christopher Kopriva	BS9844 00	Peer Tutor - Exercise Science	Hire	Temp	Appointment	4320.00	22-AUG-17
Christopher Kreitzinger	BW9914 00	FWS Grounds Assistant	Hire	Temp	Appointment	1520.00	22-AUG-17
Rachel Kremer	BS9551 00	CAB-Exec Team Ops Director	Hire	Temp	Appointment	1080.00	22-AUG-17
Rachel Kremer	BW9967 00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-17
Alexis Krogman	BS9985 00	Parking Office	Hire	Temp	Appointment	3600.00	01-SEP-17
Austin Kusler	BS9910 00	Student Grounds Assistant	Hire	Temp	Appointment	3040.00	22-SEP-17
Baylee Lacompte	BW9687 00	FWS Mail Services	Hire	Temp	Appointment	2520.00	22-AUG-17
Justin Lafferty	BW9990 00	Game Day Asst	Hire	Temp	Appointment	2430.00	22-AUG-17
Ryan Lahr	BS9962 00	Operations Specialist	Hire	Temp	Appointment	3114.00	17-OCT-17
Kaylee Lamb	BS9997 00	Writing Center Consultant	Hire	Temp	Appointment	1520.00	22-AUG-17
Isaac Langi	BW9914 00	FWS Grounds Assistant	Hire	Temp	Appointment	1520.00	22-AUG-17
Kristi Laqua	BW9687 00	FWS Mail Services	Hire	Temp	Appointment	2179.80	22-AUG-17
Julia Larson	BW9828 00	FWS Office Assistant	Hire	Temp	Appointment	3040.00	22-SEP-17
Jasmine LeMaire	BW9674 01	R&R Work Study	Hire	Temp	Appointment	3114.00	22-AUG-17
Bailey Leavitt	BE9254 00	Sanford Lab Admin Assistant	Hire	Temp	Appointment	2768.00	22-SEP-17
Alexandrea Leclair	BS9865 00	Student Telecounselor	Hire	Temp	Appointment	3330.00	05-SEP-17

Lauren Lesniak	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-17
Kevin Lewey	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	2024.10	22-AUG-17
Guanxuan Liang	BS9581	00	Technology Assistant	Hire	Temp	Appointment	1384.00	22-AUG-17
Jake Lindfors	BG9998	00	GA Mens Basketball	Hire	Temp	Appointment	8000.00	22-AUG-17
Danielle Litaba	BS9835	00	Student Web Assistant	Hire	Temp	Appointment	14040.00	22-AUG-17
Rishell Lizasuain	BS9554	00	JZ-SP Student Employee	Hire	Temp	Appointment	7200.00	28-AUG-17
Kelsey Loftus	BS9844	00	Peer Tutor - History	Hire	Temp	Appointment	3840.00	22-SEP-17
Justin Logue	BS9550	00	Student Director	Hire	Temp	Appointment	1200.00	22-AUG-17
Justin Logue	BS9706	00	Student Engagement Specialist	Hire	Temp	Appointment	3420.00	22-AUG-17
Justin Logue	BS9840	00	Student Senate President	Hire	Temp	Appointment	1500.00	22-AUG-17
Jo Lolley	BW9824	01	Office Assistant	Hire	Temp	Appointment	3204.00	22-AUG-17
Amber Lorius	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3114.00	22-AUG-17
Clara Macilravie-Canas	BS9997	00	Writing Center Consultant	Hire	Temp	Appointment	3420.00	22-AUG-17
Morgan Mack	BS9987	00	Game Day Assistant	Hire	Temp	Appointment	778.50	22-AUG-17
Naveen Malik	BG9999	00	MSIG Grad Rsrch Assistantship	Hire	Temp	Appointment	13866.67	22-AUG-17
Jessica Malm	BS9844	00	Peer Tutor - Business	Hire	Temp	Appointment	3840.00	22-SEP-17
Jessica Malm	BW9988	00	Parking Office	Hire	Temp	Appointment	3600.00	22-AUG-17
Theresa Marsh	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3150.00	22-AUG-17
Keith Marson	BW9838	00	FWS Storekeeper Assistant	Hire	Temp	Appointment	4860.00	22-AUG-17
Alyssia Martinez	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1557.00	22-AUG-17
Angie McDonnell	BS9844	00	Peer Mentor	Hire	Temp	Appointment	1920.00	22-AUG-17
Marissa McFarland	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3150.00	22-AUG-17
Brendon McGirr	BS9811	00	Work Study - Business	Hire	Temp	Appointment	5670.00	22-AUG-17
Paige McGuire	BS9575	00	YC Lifeguard	Hire	Temp	Appointment	3510.00	17-OCT-17
Laketon McLaughlin	BW9990	00	Game Day Asst	Hire	Temp	Appointment	1620.00	22-AUG-17
Joseph Melia	BW9990	00	Game Day Asst	Hire	Temp	Appointment	1557.00	22-AUG-17
Cheyenne Mendelsohn	BS9708	00	Student Admissions Assistant	Hire	Temp	Appointment	3114.00	22-AUG-17
Alexandria Menke	BS9987	00	GDA - SB mgr	Hire	Temp	Appointment	1557.00	22-AUG-17
Gregory Midzak	BW9793	00	Student Athletic Trainer	Hire	Temp	Appointment	2335.50	22-AUG-17
Gregory Midzak	BW9990	00	GDA - Triathlon Mgr	Hire	Temp	Appointment	1557.00	22-AUG-17
Kennedee Miles	BS9564	00	Testing Assistant	Hire	Temp	Appointment	3240.00	22-AUG-17
Kennedee Miles	BS9580	00	Admin Office Assistant	Hire	Temp	Appointment	3150.00	22-AUG-17
Taylor Miles	BW9772	00	Office Assistant	Hire	Temp	Appointment	3258.00	22-AUG-17
Maddison Miller	BS9683	00	Student Mail Services	Hire	Temp	Appointment	2916.00	22-AUG-17
Maddison Miller	BW9687	00	FWS Mail Services	Hire	Temp	Appointment	2592.00	22-SEP-17
Brian Mischel	BW9823	00	FWS - SONS Rsrch Assist.	Hire	Temp	Appointment	3600.00	22-AUG-17
Mason Moir	BS9995	00	COLA - Photo Asst	Hire	Temp	Appointment	3114.00	22-AUG-17
Drazen Moratzka	BS9557	00	Student Cashier Assistant	Hire	Temp	Appointment	3114.00	13-SEP-17
Drazen Moratzka	BS9987	00	Game Day Asst	Hire	Temp	Appointment	3114.00	22-AUG-17
Dennis Morton	BS9580	00	Student Admin Support	Hire	Temp	Appointment	1750.00	22-AUG-17
Jordan Mullen	BS9714	00	Library Clerk Supv	Hire	Temp	Appointment	3860.00	22-AUG-17
Jeffrey Murray	BE9271	00	Science Tutor	Hire	Temp	Appointment	1440.00	25-SEP-17
Amber Muth	BW9708	0	SFS Office Assistant	Hire	Temp	Appointment	3114.00	29-AUG-17
Nathan Naill	BS9987	00	Game Day Asst	Hire	Temp	Appointment	1557.00	22-AUG-17
Trisha Nelson	BS9564	00	Testing Assistant	Hire	Temp	Appointment	1800.00	22-AUG-17
Dale Nemec	BS9615	00	Volunteer Coordinator	Hire	Temp	Appointment	3114.00	22-AUG-17
Kayley Neville	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-17
Karly Niemann	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	5130.00	22-AUG-17
Karly Niemann	BS9987	00	Game Day Asst	Hire	Temp	Appointment	2335.50	22-AUG-17
Morghen Oleson	BS9551	00	CAB-Exec Team Ent. Ofcr	Hire	Temp	Appointment	800.00	22-AUG-17
Ryan Olsen	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3330.00	22-AUG-17
Austin Olson	BS9844	00	Peer Tutor - History	Hire	Temp	Appointment	3840.00	22-SEP-17
Wyatt Osthus	BS9840	00	Student Senate Office Admin.	Hire	Temp	Appointment	1300.00	22-AUG-17
Timothy Palmer	BS9811	02	MIS Tutor - School of Business	Hire	Temp	Appointment	1680.00	22-AUG-17
Rachel Palyan	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3150.00	22-AUG-17
Nicholas Pappas	BS9985	00	Parking Enforcement	Hire	Temp	Appointment	3690.00	22-AUG-17
Phydell Paris	BS9844	00	Peer Assistant	Hire	Temp	Appointment	1920.00	22-AUG-17
Chaein Park	BS9910	00	Student Grounds Assistant	Hire	Temp	Appointment	3240.00	22-AUG-17
Benjamin Parks	BS9786	00	KBHU - Prod Manager	Hire	Temp	Appointment	3114.00	22-AUG-17
Tori Parks	BS9963	00	Child Care Worker	Hire	Temp	Appointment	3150.00	22-AUG-17
Ashlyn Pearson	BE9478	00	Internship Coord	Hire	Temp	Appointment	4000.00	22-AUG-17
Amber Pennington	BS9819	00	Office Assistant	Hire	Temp	Appointment	3114.00	22-AUG-17
Manuel Perez	BS9563	00	Student Recycle Team	Hire	Temp	Appointment	800.00	22-AUG-17
Christel Peters	BW9839	00	Public Relations Intern	Hire	Temp	Appointment	1800.00	22-AUG-17
Sierra Peters	BW9967	00	Child Care Worker	Hire	Temp	Appointment	3114.00	22-AUG-17
Tristen Polensky	BS9989	00	Jacket Journal Work Study	Hire	Temp	Appointment	3600.00	22-AUG-17
Taylor Powell	BS9989	00	Jacket Journal Student	Hire	Temp	Appointment	3600.00	22-AUG-17
Ariel Pozorski	BS9840	00	Student Senate Vice President	Hire	Temp	Appointment	1300.00	22-AUG-17

Ariel Pozorski	BW9802 00	Receptionist	Hire Temp Appointment	3114.00	22-AUG-17
Schneider Prophete	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3240.00	22-AUG-17
Meghan Ramey	BS9963 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Meghan Ramey	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	25-AUG-17
Garrett Ravert	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Garrett Ravert	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	3420.00	22-AUG-17
Tahiry Razafimanjato	BG9992 00	MBA Graduate Research Asst	Hire Temp Appointment	8000.00	22-AUG-17
Tahiry Razafimanjato	BS9828 00	Student Recycling	Hire Temp Appointment	1920.00	22-AUG-17
Tahiry Razafimanjato	BS9973 00	RC Sales clerk	Hire Temp Appointment	1850.00	22-AUG-17
Shannon Regan	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	3200.00	22-SEP-17
Bethany Reman	BG9999 00	MSIG Grad Rsrch Assistantship	Hire Temp Appointment	13866.67	22-AUG-17
Yi Ren	BG9999 01	MSIG Grad Rsrch Assistantship	Hire Temp Appointment	13866.67	22-AUG-17
Alexandra Richards	BS9987 00	Game Day Asst	Hire Temp Appointment	1557.00	22-AUG-17
Brooke Richards	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	3240.00	22-AUG-17
Sarah Richards	BS9828 00	Student Recycling	Hire Temp Appointment	6480.00	22-AUG-17
Sarah Richards	BS9835 00	Student Photographer	Hire Temp Appointment	4671.00	07-SEP-17
Teryn Richardson	BS9987 00	Game Day Asst	Hire Temp Appointment	2430.00	22-AUG-17
Trevor Richardson	BS9544 00	Student BH Food Hub	Hire Temp Appointment	600.00	22-SEP-17
Trevor Richardson	BS9828 00	Student Recycling	Hire Temp Appointment	4860.00	22-AUG-17
Jade Roady	BW9869 00	Student Telecounselor	Hire Temp Appointment	3240.00	05-SEP-17
Jackelin Robles	BS9708 00	Student Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Amber Rotramel	BG9998 00	GA Rec Sports	Hire Temp Appointment	8000.00	22-AUG-17
Robert Russell	BE9249 00	XC Camp Worker	Hire Temp Appointment	250.00	22-AUG-17
Robert Russell	BS9579 00	AEPP Tutor	Hire Temp Appointment	2670.00	05-SEP-17
Priscilla Ryder	BW9832 00	FWS Recycling	Hire Temp Appointment	4860.00	08-SEP-17
Katie-Lynn Sarchet	BS9844 00	Peer Tutor - Geography	Hire Temp Appointment	3360.00	22-SEP-17
Sierra Scardino	BW9975 00	Food Service Worker	Hire Temp Appointment	3240.00	22-AUG-17
Agnes Schallenkamp	BW9834 00	Student Print Center Assistant	Hire Temp Appointment	3240.00	22-AUG-17
Andrea Schipper	BW9718 00	Library Clerk	Hire Temp Appointment	3460.00	22-AUG-17
Andrea Schipper	BW9719 00	Library Clerk Supv	Hire Temp Appointment	3860.00	22-AUG-17
Kyle Schluttner	BS9551 00	CAB-Exec Team/Vice President	Hire Temp Appointment	1400.00	22-AUG-17
Walker Schouville	BW9988 00	Parking	Hire Temp Appointment	3120.00	27-SEP-17
James Schroeder	BS9834 00	Student Storekeeper Assistant	Hire Temp Appointment	3044.80	22-SEP-17
Baylee Schultz	BW9802 00	Receptionist	Hire Temp Appointment	3114.00	22-AUG-17
Paige Schuurmans	BS9575 00	YC Lifeguard	Hire Temp Appointment	3510.00	21-OCT-17
Paige Schuurmans	BW9824 00	Office Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Taylor Schweitzer	BW9828 00	FWS Office Assistant	Hire Temp Appointment	5400.00	05-SEP-17
Taylor Schweitzer	BW9914 00	FWS Grounds Assistant	Hire Temp Appointment	3600.00	22-AUG-17
Amanda Schwend	BW9828 00	FWS Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Nathaniel Scott	BW9719 00	Library Clerk Supv	Hire Temp Appointment	3860.00	22-AUG-17
Jessica Sea	BW9834 00	Student Print Center Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Halle Seyer	BS9962 00	Operations Specialist	Hire Temp Appointment	3114.00	12-OCT-17
Halley Shippy	BW9967 00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Abigail Siekmann	BG9998 00	GA - SID	Hire Temp Appointment	8000.00	22-AUG-17
Abigail Siekmann	BS9962 00	Operations Specialist	Hire Temp Appointment	3114.00	22-SEP-17
Kyle Slater	BW9824 01	Office Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Skylar Smith	BS9579 00	AEPP Tutor	Hire Temp Appointment	2595.00	05-SEP-17
Jayda Snow	BW9967 00	Child Care Worker	Hire Temp Appointment	2768.00	25-SEP-17
Brittney Somerset	BW9824 00	FWS Behavioral Sciences	Hire Temp Appointment	3114.00	22-AUG-17
Elizabeth Sorensen	BS9786 00	KBHU Program Director	Hire Temp Appointment	3114.00	11-SEP-17
Elizabeth Sorensen	BS9910 00	Student Grounds Assistant	Hire Temp Appointment	3600.00	22-AUG-17
Elizabeth Sorensen	BS9995 00	Spanish Tutor	Hire Temp Appointment	2565.00	14-SEP-17
Samuel Sorrell	BS9581 00	Technology Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Wesley Sorrell	BW9719 00	Library Clerk Supv	Hire Temp Appointment	3860.00	22-AUG-17
Zachary Stanford	BW9975 00	Food Service Worker	Hire Temp Appointment	3240.00	22-AUG-17
David Steffen	BS9989 00	Jacket Journal - Proofreaded	Hire Temp Appointment	720.00	10-OCT-17
David Steffen	BS9997 00	Writing Center Consultant	Hire Temp Appointment	3114.00	22-AUG-17
Charles Stepp IV	BS9575 99	YC Lifeguard	Hire Temp Appointment	3510.00	22-SEP-17
Lathen Stevens	BW9851 00	Rodeo Assistant	Hire Temp Appointment	4671.00	22-AUG-17
Alyssa Strobel	BS9683 00	Student Mail Services	Hire Temp Appointment	1890.00	22-AUG-17
Jacqueline Stroup	BS9549 00	Assistant Student Director	Hire Temp Appointment	800.00	22-AUG-17
Jacqueline Stroup	BS9946 00	Archival Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Jacqueline Stroup	BW9718 00	Library Clerk	Hire Temp Appointment	3114.00	22-AUG-17
Jacqueline Stroup	BW9719 00	Library Clerk Supv	Hire Temp Appointment	3860.00	22-AUG-17
Thomas Stulken	BE9397 00	Engl Spec SSS	Hire Temp Appointment	21600.00	22-AUG-17
Samuel Suess	BS9811 01	Tutor STATS (BADM 321)	Hire Temp Appointment	1680.00	22-AUG-17
Jessica Sundberg	BS9844 00	Peer Tutor - Chemistry	Hire Temp Appointment	3360.00	22-SEP-17
Walker Sundsted	BE9249 00	MBB Camp Worker	Hire Temp Appointment	250.00	22-AUG-17

Kathryn Swier	BS9683	00	Student Mail Servcies	Hire Temp Appointment	3307.50	22-AUG-17
Leah Szabla	BG9998	00	GA for Womens Basketball	Hire Temp Appointment	8000.00	22-AUG-17
Amie Taylor	BS9551	00	CAB-Exec Team Mktg Dir.	Hire Temp Appointment	1080.00	22-AUG-17
Amber Thomas	BS9708	00	Student Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Joelle Thomas	BS9551	00	CAB-Exec Team Wknd Event Ofcr	Hire Temp Appointment	800.00	22-AUG-17
Jeffery Thompson	BS9578	00	Student Labor - Facilities RC	Hire Temp Appointment	3330.00	22-AUG-17
Selena Tobacco	BW9975	00	Food Service Worker	Hire Temp Appointment	3240.00	22-AUG-17
Robert Torres	BW9687	00	FWS Mail Services	Hire Temp Appointment	2802.60	22-AUG-17
Arthur Turner	BS9844	00	Peer Tutor - Physics	Hire Temp Appointment	3360.00	22-SEP-17
Joshua Vaith	BW9687	00	FWS Mail Services	Hire Temp Appointment	2205.00	22-AUG-17
Julianne Van Driel	BW9822	00	Theatre Tech	Hire Temp Appointment	3114.00	11-OCT-17
Abbigail Van Vliet	BW9967	00	Child Care Worker	Hire Temp Appointment	3114.00	22-AUG-17
Kelsey VanDenHemel	BS9708	00	Student Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Kyle Vanriel	BS9683	00	Student Mail Services	Hire Temp Appointment	1890.00	22-AUG-17
Morgan Vasquez	BW9708	0	SFS Office Assistant	Hire Temp Appointment	3114.00	29-AUG-17
Amber Wallace	BW9712	00	Student Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Nichole Walters	BS9545	00	Peer Advisor CEBS	Hire Temp Appointment	1800.00	22-SEP-17
Nichole Walters	BS9814	00	Teammates Coordinator	Hire Temp Appointment	1100.00	22-AUG-17
Nichole Walters	BS9844	00	Peer Tutor - Sociology	Hire Temp Appointment	4320.00	22-AUG-17
Nichole Walters	BW9824	00	Office Assistant	Hire Temp Appointment	3258.00	22-AUG-17
Chaderick Warneke	BS9585	00	Tutor	Hire Temp Appointment	3240.00	25-SEP-17
Taylor Watkins	BS9708	00	Student Admissions Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Megan Wattenhofer	BS9997	00	Writing Center Consultant	Hire Temp Appointment	3114.00	22-AUG-17
Allen Wellman	BS9958	00	UG Tutor - Biol, Chem, Stats	Hire Temp Appointment	900.00	22-SEP-17
Danielle Wellman	BW9869	00	Student Telecounselor	Hire Temp Appointment	3240.00	05-SEP-17
Francisco Wendlandt Paredes	BS9987	00	Game Day Asst	Hire Temp Appointment	2335.50	22-AUG-17
Benjamin Westhoff	BE9159	00	GEAR UP	Hire Temp Appointment	500.00	22-AUG-17
Jesse Willis	BS9844	00	Peer Tutor - Chemistry	Hire Temp Appointment	4320.00	22-AUG-17
Courtney Wilson	BS9844	00	Peer Tutor - Psychology	Hire Temp Appointment	4320.00	22-AUG-17
Tate Witcraft	BW9838	00	FWS Storekeeper Assistant	Hire Temp Appointment	2768.00	22-SEP-17
Abby Wollschlager	BS9973	00	Bookstore sales clerk	Hire Temp Appointment	4860.00	22-AUG-17
Courtney Woodring	BS9973	00	Bookstore sales clerk	Hire Temp Appointment	4000.00	22-AUG-17
Katelyn Woten	BS9844	00	Peer Tutor - Business	Hire Temp Appointment	4320.00	22-AUG-17
Katelyn Woten	BW9997	00	Honors Assistant	Hire Temp Appointment	3240.00	22-AUG-17
Sabrina Wyman	BW9708	0	SFS Office Assistant	Hire Temp Appointment	3114.00	22-AUG-17
Michael Yost	BS9987	00	Game Day Asst	Hire Temp Appointment	2430.00	22-AUG-17
Lanaya Young	BS9549	00	Assistant Student Director	Hire Temp Appointment	800.00	22-AUG-17
Lanaya Young	BS9840	00	Student Senage Campus & Extern	Hire Temp Appointment	1300.00	31-AUG-17
Tara Ramsey	BE9213	00	Post-Doc Research Assc	Hire Temp Appointment	19000.08	22-AUG-17

Student Employment and NFE Non-Benefit Eligible (NFE2)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Wepary Wourgou	BS9578	00	Student Labor	Change Salary Rate/Pay Grade	2520.00	2590.00	70.00	

Student Employment and NFE Non-Benefit Eligible (NFE2)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Darby Arbach	BS9554	00	JZSP bookstore assistant	TV012	21-SEP-17
Amy Beasley	BE9298	01	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
Melissa Bettcher	BW9828	00	FWS Office Assistant	TV012	21-SEP-17
Erin Broberg	BS9997	00	Writing Center Consultant	TV012	21-SEP-17
Jesse Caron	BE9271	00	Admin Office Assistant	TV013	21-SEP-17
Amanda Derrek	BW9718	00	Library Clerk	TV012	21-SEP-17
Christine Edwards-Lambert	BE9298	01	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
Stephen Gabriel	BE9160	01	Eclipse Grant	TV013	21-SEP-17
Kyle Graves	BS9840	00	Student Senate Campus & Extern	TV012	30-AUG-17
Alexandra Hancock	BS9821	00	Student Grant Research	TV012	21-SEP-17
Toni Hinker	BE9298	00	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
Morgan Hofeldt	BS9963	00	Child Care worker	TV012	21-SEP-17
Mackenzie Hoffman	BE9371	00	CAMSE Summer Office Assistant	TV013	21-SEP-17
Angela Hovdenes	BE9371	00	CAMSE Summer Office Assistant	TV013	21-SEP-17
Seung Seok Kang	BS9828	00	Student Recycling	TV012	28-SEP-17

Angela Keller	BE9298 01	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
Keely Kleven	BS9587 00	Office Assistant	TV012	21-SEP-17
Kyle Laughlin	BE9298 01	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
Keith Marson	BW9838 00	FWS Storekeeper Assistant	TV012	30-AUG-17
Lucas Michaels	BE9186 00	JZ SF Temp Sales Clerk	TV013	21-SEP-17
Maddison Miller	BS9683 00	Student Mail Services	TV012	21-SEP-17
Sheila Morgan	BE9298 01	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
K'Dyn Newbrough	BW9768 00	AIS - Office Asst FWS	TV012	21-OCT-17
Manuel Perez	BS9563 00	Student Recycle Team	TV012	21-SEP-17
Taylor Powell	BS9995 00	JJ - Summer Online Editor	TV012	21-SEP-17
Robert Russell	BE9249 00	XC Camp Worker	TV013	21-SEP-17
Tahiry Razafimanjato	BS9828 00	Student Recycling	TV012	21-SEP-17
Jammie Stancombe	BS9554 00	JZ RC Sales Clerk	TV012	21-SEP-17
Zachary Stanford	BW9975 00	Food Service Worker	TV012	21-OCT-17
Jacqueline Stroup	BS9715 00	Library Clerk	TV012	22-AUG-17
Walker Sundsted	BE9249 00	MBB Camp Worker	TV013	21-SEP-17
Robert Torres	BW9687 00	FWS Mail Services	TV012	28-AUG-17
Samantha Trinneer	BW9975 00	Food Service Worker	TV012	21-OCT-17
Benjamin Westhoff	BE9159 00	GEAR UP	TV013	21-SEP-17
Jennifer Worthington	BE9298 01	College of ED-NFE OT Elig Temp	TV013	21-OCT-17
Katelyn Woten	BS9811 00	Tutor - Accounting	TV012	22-AUG-17

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Cheryl Anagnopoulos	BE9988	01	Professor PSYC 302 & 302L	Overload for Teaching	9560.00	22-AUG-17
Amy Asunskis	BE9168	02	Chemistry Teaching Overload	Overload for Teaching	630.00	22-AUG-17
Daniel Asunskis	BE9321	01	Chemistry Teaching Overload	Overload for Teaching	1597.08	22-AUG-17
Daniel Asunskis	BE9321	10	Chemistry Teaching Overload	Overload for Teaching	6814.20	22-AUG-17
Daniel Asunskis	BE9816	00	Chair/Department Head	Department Chair/Dean Duties	25553.20	22-AUG-17
Stephen Babbitt	BE9978	06	Prof - MCOM 494	Supplemental Appointment	169.39	22-AUG-17
Mary Caton-Rosser	BE9623	12	Asoc Prof MCOM 494	Supplemental Appointment	467.00	22-AUG-17
Scott Chandler	BE9822	00	Assistant Professor, Mass Comm	Appointment	43500.00	22-AUG-17
Inchul Cho	BE9849	00	Assistant Prof, Management	Appointment	70000.00	22-AUG-17
Hyunsuk Choi	BE9609	00	Assistant Professor, Tour&Hosp	Appointment	68000.00	22-AUG-17
Eric Clapham	BE9680	01	Professor PSYC 202	Overload for Teaching	4612.00	22-AUG-17
William Cockrell	BE9223	01	Instr PSYC 101	Overload for Teaching	3372.00	22-AUG-17
Jason Daniels	BE9951	02	Asst Prof History 121	Overload for Teaching	3951.00	22-AUG-17
Nathan Deichert	BE9281	01	MSSL Coord	Hire Temp Appointment	7000.02	22-AUG-17
John Dixson	BE9616	07	Teaching Overload Chemistry	Overload for Teaching	1610.44	22-AUG-17

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/07/2017 08:23:30

Date Range : 22-AUG-17 thru 21-OCT-17
For :DSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Rex Groos	DE9745	00	Sr Building Maintenance Worker	Appointment	39997.63	25-SEP-17
Penny Hopf	DE9595	00	Facility Worker	Appointment	25500.31	22-AUG-17
Peter Ingham	DE9535	00	Facility Worker-Beacom Bldg	Appointment	25500.31	22-AUG-17
Jeffrey Mott	DE9754	00	Facility Worker - Richardson	Appointment	25500.31	22-AUG-17
Lakota Nordvold	DE9534	00	Facility Worker -Courtyard/LEC	Appointment	25500.31	25-SEP-17
Chelsea Smidt	DE9769	00	Lead Bookstore Associate	Appointment	31199.40	02-OCT-17
Kristine Tonga	DE9752	00	Facility Worker - Emry Hall	Appointment	25500.31	05-SEP-17
Brenda Walloch	DE9797	01	Senior Secretary	Appointment	29577.03	11-SEP-17

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Lisa Fox	DE9533	00	Program Assistant I	Reclassification	27769.55	32759.37	4989.82	
Kelvin Hoekman	DE9747	00	Building Maint Specialist	Change Salary Rate/Pay Grade	43991.15	45759.12	1767.97	
Elizabeth Morningwake	DE9753	00	Facility Worker - Beadle Hall	Change Salary Rate/Pay Grade	24885.79	25500.31	614.52	
Daniel Rindels	DE9717	00	Sr Building Maintenance Worker	Change Salary Rate/Pay Grade	29668.02	33279.36	3611.34	
Brenda Walloch	DE9797	00	Secretary	Change in Appointment Type	23357.95	12263.63	-11094.32	

Career Service Benefit Eligible (CSA1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Traci Namken	DE9832	00	Head Cashier/Program Assistant	TV001	08-SEP-17
Chelsea Smidt	DE9510	00	Print Shop Assistant	SA011	01-OCT-17
Kristine Tonga	DE9752	00	Facility Worker - Emry Hall	TI001	19-OCT-17

Non-Faculty Benefit Eligible (NFE1) (NFE1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brady Banse	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3600.00	24-AUG-17
Jamal Branco	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3600.00	24-AUG-17
Cody Foreman	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3600.00	24-AUG-17
Rachel Fricke	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3600.00	24-AUG-17
Rachel Fricke	DE9491	01	Assistant Game Administrator	Hire Temp Appointment	500.00	24-AUG-17
Eric Hass	DE9583	00	Assist Director Physical Plant	Appointment	50000.00	22-SEP-17
Colette Hesla	DE9496	00	Quality Improvement Advisor	Appointment	54000.00	22-SEP-17
Steven Kissel	DE9859	00	Instructor	Appointment	17383.34	22-AUG-17
Michael Larsen	DE9491	00	Athletic Event Staff	Hire Temp Appointment	3600.00	24-AUG-17
Michael Larsen	DE9519	00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-AUG-17
Megan Leisinger	DE9716	00	Senior Admissions Counselor	Appointment	33000.00	05-SEP-17
David Link	DE9486	00	Program Director	Appointment	96000.00	16-OCT-17
David Overby	DE9666	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-17
Mara Beth Riedel	DE9938	00	Assistant Athletic Trainer	Appointment	31000.00	18-SEP-17
Matthew Stone	DE9850	00	Adj Instructor A&S	Hire Temp Appointment	5264.00	22-AUG-17

Non-Faculty Benefit Eligible (NFE1) (NFE1) Permanent Salary Adjustment (SP)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Megan Leisinger	DE9525	00	GEAR UP Coordinator	Change in Appointment Type	3480.00	47500.00	44020.00

Non-Faculty Benefit Eligible (NFE1) (NFE1) Terminated							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date		
Eric Hass	DE9758	00	Physical Plant Manager I	SA011	21-SEP-17		

Student Employment and NFE Non-Benefit Eligible (NFE2) Appointments(AA)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date	
Adeshina Adebowale	DG9983	00	Graduate Research Assis-MSIA	Hire Temp Appointment	7404.00	22-AUG-17	
Joseph Aliff	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2600.00	11-OCT-17	
Dheyaaldin Alsaman	DG9999	00	Graduate Teach Assist - Doc	Hire Temp Appointment	35647.00	22-AUG-17	
Haley Asimakopoulous	DW9985	00	Work Study-Enrollment Srvs	Hire Temp Appointment	2600.00	22-AUG-17	
Alex Babcock	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3114.00	13-SEP-17	
Jacob Banghart	DW9997	00	Work Study-Athletics	Hire Temp Appointment	2600.00	10-OCT-17	
Chester Barr	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2600.00	14-SEP-17	
Shelby Bartlett	DS8935	00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	21-SEP-17	
Ganga Prasad Basyal	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	35647.00	22-AUG-17	
Justin Becker	DE9537	00	Musical Director	Hire Temp Appointment	500.00	25-SEP-17	
Bailey Belisario	DS8935	00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	19-SEP-17	
John Benson	DS8934	01	Student Researcher	Hire Temp Appointment	4536.00	12-SEP-17	
Bhuvana Bhadrhiri	DG9984	00	Grad Research Assistant-MSA	Hire Temp Appointment	7404.00	22-AUG-17	
Ashley Biggins	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3276.00	13-SEP-17	
Brett Blackstock	DS8910	00	SL-Learning Assist (Title III)	Hire Temp Appointment	1456.00	27-AUG-17	
Stephanie Boersma	DW9986	00	Work Study-Education	Hire Temp Appointment	2600.00	28-AUG-17	
James Boit	DG9996	00	Graduate Research Assist -Doc	Hire Temp Appointment	35647.00	22-AUG-17	
William Boldt	DS8934	00	Student Researcher	Hire Temp Appointment	4536.00	12-SEP-17	
Kayla Boomsma	DS8964	00	Student Labor-Athletics	Hire Temp Appointment	3114.00	12-SEP-17	
Spencer Boy	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	5998.31	22-AUG-17	
Jalen Boyd	DS8909	00	SL-SI Leaders (Tittle III)	Hire Temp Appointment	1456.00	23-AUG-17	
Hunter Brindley	DG9983	00	Graduate Research Assis-MSIA	Hire Temp Appointment	7404.00	22-AUG-17	
Peyton Brokiewicz	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3114.00	13-SEP-17	
Kaylen Brown	DW9993	00	Work Study-Community Cntr	Hire Temp Appointment	2600.00	11-SEP-17	
Morgan Brown	DS8955	00	Student Labor-ADA	Hire Temp Appointment	1038.00	22-SEP-17	
Morgan Brown	DS8955	01	Student Labor-ADA	Hire Temp Appointment	1038.00	13-OCT-17	
Tri Minh Bui	DS8934	00	NSF Cyber Student Researcher	Hire Temp Appointment	1452.00	26-SEP-17	
Nelly Burkitt	DW9987	00	Work Study-DPP	Hire Temp Appointment	2600.00	22-AUG-17	
Daniel Burwitz	DS8934	00	Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17	
Joel Carmona-Rojas	DS8918	00	Student Labor - DSU Live	Hire Temp Appointment	1384.00	31-AUG-17	
Akhilesh Chauhan	DS8972	00	SL-IR Assistant	Hire Temp Appointment	4356.00	28-AUG-17	
River Collins	DS8934	00	Student Research Assistant	Hire Temp Appointment	4536.00	15-SEP-17	
Kaiden Corkill	DS8956	00	SL-Networking Assistant	Hire Temp Appointment	5076.00	22-AUG-17	
Andrew Cottier	DS8935	00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	21-SEP-17	
Nathan Cregut	DS8961	00	Labor-Tutor	Hire Temp Appointment	3150.00	22-AUG-17	
Grace Crook	DW9969	00	Workstudy - Human Resources	Hire Temp Appointment	2600.00	22-AUG-17	
Braden Curnow	DW9063	00	WorkStudy-Beacom College	Hire Temp Appointment	2600.00	05-SEP-17	
Kaylee Cushing	DW9989	00	Work Study-DSU Foundation	Hire Temp Appointment	2600.00	02-OCT-17	
Kaylee Cushing	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2600.00	22-AUG-17	
Michael Cutshaw	DS8934	01	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17	
Vaibhav Dahiya	DG9984	00	Grad Research Assistant-MSA	Hire Temp Appointment	7404.00	22-AUG-17	
Kristene Daugaard	DS8993	00	Student Labor-Telecounselors	Hire Temp Appointment	3114.00	19-SEP-17	
Alexsiy Davidyuk	DS8961	00	Labor-Tutor	Hire Temp Appointment	3114.00	22-AUG-17	
Jack Donovan	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	6001.20	22-AUG-17	
Michael Dundas	DS8934	00	NSF Cyber Student Researcher	Hire Temp Appointment	1452.00	26-SEP-17	
Caleb Dykstra	DS8935	00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	15-SEP-17	
Griffin Egner	DS8934	01	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17	
Ahmed El Noshokaty	DG9999	00	Graduate Teach Assist - Doc	Hire Temp Appointment	35647.00	22-AUG-17	

David Enersen	DW9997 00	Work Study-Athletics	Hire Temp Appointment	2600.00	22-AUG-17
Peter Engels	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	20-SEP-17
Gabrielle Englund	DS8981 00	Student Labor - Phonathon	Hire Temp Appointment	3114.00	13-SEP-17
Adam Erck	DG9996 00	Graduate Research Assist -Doc	Hire Temp Appointment	35647.00	22-AUG-17
Andrew Erdmann	DS8993 00	Student Labor-Telecounselors	Hire Temp Appointment	3114.00	18-SEP-17
April Farmer	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	19-SEP-17
April Farmer	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	22-SEP-17
Rebecca Feddersen-Nelson	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	18-SEP-17
Andrew Field	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	19-SEP-17
Micah Flack	DS8934 00	Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Luke Fleck	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	18-SEP-17
Tristan Fletcher	DS8981 00	Student Labor - Phonathon	Hire Temp Appointment	3114.00	13-SEP-17
Vinicius Freitas	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	12-SEP-17
Vinicius Freitas	DS8949 00	Labor-Library	Hire Temp Appointment	3114.00	22-AUG-17
Kchandra Furney	DW9978 00	Work Study-Career Services	Hire Temp Appointment	2600.00	08-SEP-17
Patrick Gallo	DS8971 00	DSU Strong Peer Mentor	Hire Temp Appointment	3276.00	07-SEP-17
Nuwanthi Gamhewage	DG9996 00	Graduate Research Assist -Doc	Hire Temp Appointment	35647.00	22-AUG-17
Erik Goff	DW9963 00	WorkStudy-Beacom College	Hire Temp Appointment	2300.00	05-SEP-17
Erik Goff	DW9995 00	Work Study-Bookstore	Hire Temp Appointment	2600.00	22-AUG-17
Samuel Gottschalk	DS8934 00	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Kimberly Grambihler	DS8993 00	Student Labor-Telecounselors	Hire Temp Appointment	3114.00	18-SEP-17
Narayana Grandhi	DS8912 00	Graduate Student Labor	Hire Temp Appointment	1936.00	11-SEP-17
Cody Gregg	DW9982 00	Work Study-Liberal Arts	Hire Temp Appointment	2600.00	06-SEP-17
Megan Griebel	DS8987 00	Student Labor-Bookstore	Hire Temp Appointment	3114.00	24-AUG-17
Matthew Groce	DS8928 00	Assist Director-Oral Interp	Hire Temp Appointment	300.00	22-SEP-17
Rachel Groth	DS8932 00	Student Labor-Student Union	Hire Temp Appointment	3114.00	23-AUG-17
Rachel Groth	DW9981 00	Work Study-Library	Hire Temp Appointment	2600.00	05-SEP-17
Mason Gulbranson	DW9991 00	Work Study-ITS Help Desk	Hire Temp Appointment	2600.00	22-AUG-17
Alexa Haag	DS8987 00	Student Labor-Bookstore	Hire Temp Appointment	3114.00	23-AUG-17
Skylar Hagen	DS8957 00	SL-Course Assistant HIM	Hire Temp Appointment	3114.00	11-SEP-17
Danica Hahn	DS8934 01	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Danica Hahn	DS8974 00	Student Labor - Tech Fellow	Hire Temp Appointment	5454.00	22-AUG-17
William Hamilton-Smith	DW9063 00	WorkStudy-College of Computing	Hire Temp Appointment	2600.00	11-SEP-17
Nolan Hansen	DS8918 00	Student Labor - DSU Live	Hire Temp Appointment	3460.00	31-AUG-17
Alicia Hanson	DS8934 01	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Alicia Hanson	DS8974 00	Student Labor - Tech Fellow	Hire Temp Appointment	5454.00	22-AUG-17
Nathan Harmer	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	12-SEP-17
Joshua Hazen	DW9993 00	Work Study-Community Cntr	Hire Temp Appointment	2600.00	22-AUG-17
Janell Healy	DS8974 00	Student Labor - Tech Fellow	Hire Temp Appointment	6001.20	22-AUG-17
Joshua Heesch	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	12-SEP-17
Xzayana Henderson	DW9980 00	Work Study-Natural Sciences	Hire Temp Appointment	2600.00	11-SEP-17
Ian Henseler	DS8994 00	Student Labor-Video Conf Assts	Hire Temp Appointment	3460.00	11-SEP-17
Darcella Hermesen	DE9541 00	Student Teaching Supervisor	Hire Temp Appointment	1125.00	15-SEP-17
Jared Hinze	DS8934 00	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Jared Hinze	DS8961 00	Labor-Tutor	Hire Temp Appointment	3276.00	22-AUG-17
Rickey Janssen	DE9712 00	Art Assistant-Kiln Operator	Hire Temp Appointment	1400.00	22-SEP-17
Dylan Johnson	DS8934 01	Student Researcher	Hire Temp Appointment	4536.00	12-SEP-17
Emma Johnson	DS8909 00	SL-SI Leaders (Tittle III)	Hire Temp Appointment	1456.00	11-SEP-17
Keri Johnson	DW9985 00	Work Study-Enrollment Srvs	Hire Temp Appointment	2600.00	22-AUG-17
Riley Johnson	DS8934 00	NSF Cyber Student Researcher	Hire Temp Appointment	1452.00	26-SEP-17
Terry Jones	DW9977 00	Work Study - Physical Plant	Hire Temp Appointment	2600.00	22-AUG-17
Jordan Jorgensen	DS8934 00	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Jordan Jorgensen	DS8961 00	Labor-Tutor	Hire Temp Appointment	3150.00	22-AUG-17
Andrew Jorgenson	DS8934 01	R & D Innovation Grant	Hire Temp Appointment	4536.00	24-AUG-17
Andrew Jorgenson	DS8934 02	Beacom Programming	Hire Temp Appointment	2016.00	22-SEP-17
Andrew Jorgenson	DS8934 03	Application Developer	Hire Temp Appointment	4536.00	22-AUG-17
Justin Jungemann	DS8918 00	Student Labor - DSU Live	Hire Temp Appointment	1384.00	31-AUG-17
Hope Juntunen	DS8910 00	SL-Learning Assist (Title III)	Hire Temp Appointment	1456.00	22-AUG-17
Abygail Justice	DW9982 00	Work Study-Liberal Arts	Hire Temp Appointment	2600.00	22-AUG-17
Lee Kampshoff	DS8928 00	Stud Assist-Oral Interp Tourn	Hire Temp Appointment	364.00	20-OCT-17
Brett Kearin	DS8928 00	Oral Interp Director	Hire Temp Appointment	700.00	22-SEP-17
Jarod Keene	DS8974 00	Student Labor - Tech Fellow	Hire Temp Appointment	5454.00	22-AUG-17
Amani Kegode	DS8934 00	NSA Student Researcher	Hire Temp Appointment	4536.00	15-SEP-17
Bigyan Khanal	DG9984 00	Grad Research Assistant-MSA	Hire Temp Appointment	7404.00	22-AUG-17
Kendra Klumb	DS8935 00	Labor - Student Ambassadors	Hire Temp Appointment	3114.00	12-SEP-17
Kendra Klumb	DS8951 00	Student Labor - Success Center	Hire Temp Appointment	1384.00	22-AUG-17
Morgan Krein	DS8981 00	Student Labor - Phonathon	Hire Temp Appointment	3114.00	13-SEP-17
Austin Krieger	DW9991 00	Work Study-ITS Help Desk	Hire Temp Appointment	2600.00	22-AUG-17

Arun Lamichhane	DG9998	00	Graduate Research Assist-MSIS	Hire	Temp	Appointment	7404.00	06-SEP-17
Marwat Lawal	DS8932	00	Student Labor-Student Union	Hire	Temp	Appointment	3114.00	25-AUG-17
Obatola Layiwola	DS8949	00	Labor-Library	Hire	Temp	Appointment	3114.00	22-AUG-17
Lucas Leinen	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1384.00	30-AUG-17
Lucas Leinen	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2600.00	22-AUG-17
Hunter Lippert	DW9979	00	Work Study-CAHIT	Hire	Temp	Appointment	2600.00	19-OCT-17
Trever Listman	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2600.00	22-AUG-17
Taylor Logue	DS8910	00	SL-Learning Assist (Title III)	Hire	Temp	Appointment	1456.00	22-AUG-17
Robert Malick	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	1384.00	31-AUG-17
Nina Maloney	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1384.00	06-SEP-17
Ryan Marnette	DW9990	00	Work Study-Extended Programs	Hire	Temp	Appointment	2600.00	03-OCT-17
Leah Marsh	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3114.00	13-SEP-17
Victoria Martin	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	475.00	22-AUG-17
Bailee Matucha	DS8960	00	New Student Orientation Coord.	Hire	Temp	Appointment	346.00	22-AUG-17
Bailee Matucha	DS8964	00	Student Labor-Athletics	Hire	Temp	Appointment	3114.00	12-SEP-17
Hannah May	DS8928	00	Student Assistant	Hire	Temp	Appointment	364.00	20-OCT-17
Tiffany Messick	DW9063	00	WorkStudy-College of Computing	Hire	Temp	Appointment	2600.00	22-AUG-17
Layne Meyers	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	6001.20	22-AUG-17
Phyzon Milton	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	22-AUG-17
Nancy Moose	DS8955	00	ADA Reader	Hire	Temp	Appointment	1384.00	28-AUG-17
Roger Moose	DS8955	00	ADA Reader	Hire	Temp	Appointment	1384.00	28-AUG-17
Cassandra Morgan	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Cassandra Morgan	DS8961	00	Labor- Lead Tutor	Hire	Temp	Appointment	3816.00	22-AUG-17
Garrett Mullins	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	400.00	22-AUG-17
Garrett Mullins	DW9997	00	Work Study-Athletic Trainer	Hire	Temp	Appointment	2600.00	05-SEP-17
Kaisee Murphy	US7983	00	Student Technical Assistant	Hire	Temp	Appointment	5397.34	15-SEP-17
Kaisee Murphy	UW7985	00	Student Technical Assistant	Hire	Temp	Appointment	1600.00	22-SEP-17
Caitlin Murray	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1384.00	29-AUG-17
Caitlin Murray	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	400.00	22-AUG-17
Caitlin Murray	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3114.00	13-SEP-17
Gryffin Mutzenberger	DS8998	00	Art Model	Hire	Temp	Appointment	2400.00	15-SEP-17
Venkatadri Kanthi Narukonda	DG9999	00	Graduate Teach Assist - Doc	Hire	Temp	Appointment	35647.00	22-AUG-17
Tareq Nasralah	DG9996	00	Graduate Research Assist -Doc	Hire	Temp	Appointment	35647.00	22-AUG-17
Joseph Nelson	DG9997	00	Grad Admin Assistant-MSET	Hire	Temp	Appointment	7404.00	22-AUG-17
Khoi Nguyen	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3114.00	22-AUG-17
Savanna Niles	DW9995	00	Work Study-Bookstore	Hire	Temp	Appointment	2600.00	22-AUG-17
Aarne Nixon	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2600.00	30-AUG-17
David Noid	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2600.00	22-AUG-17
Mikala Nord	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2600.00	03-OCT-17
Nicholas O'Donnell	DS8956	00	Student Labor - IT Help Desk	Hire	Temp	Appointment	3636.00	13-SEP-17
Jordan Oberg	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	21-SEP-17
Ivy Oeltjenbruns	DS8978	00	Student Senate Admin Assist	Hire	Temp	Appointment	900.00	22-AUG-17
Devin Oien	DW9977	00	Work Study-Physical Plant	Hire	Temp	Appointment	2600.00	06-SEP-17
Emmanuel Opoku	DS8911	00	SL-Peer Advis Coach-Title III	Hire	Temp	Appointment	2912.00	18-OCT-17
Emmanuel Opoku	DS8992	00	Student Labor-Diversity	Hire	Temp	Appointment	3276.00	28-AUG-17
Emily Ortmann	DS8911	00	SL-Peer Advis Coach-Title III	Hire	Temp	Appointment	2912.00	18-OCT-17
Gideon Owusu	DW9981	00	Work Study-Library	Hire	Temp	Appointment	2600.00	22-AUG-17
Jared Palmer	DS8934	00	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
Chandra Patil	DG9998	00	Graduate Research Assist-MSA	Hire	Temp	Appointment	7404.00	22-AUG-17
Raven Patton	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2600.00	16-OCT-17
Zachary Paulson	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	6544.80	22-AUG-17
Katrina Perry	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Elemiae Pierce	DW9981	00	Work Study-Library	Hire	Temp	Appointment	2600.00	18-OCT-17
Briann Pitts	DS8953	00	Student Labor-Nat Sci Lab Fee	Hire	Temp	Appointment	2768.00	05-OCT-17
Jesse Plaetz	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2600.00	22-AUG-17
Stephanie Plucker	DG9983	00	Graduate Research Assis-MSIA	Hire	Temp	Appointment	7404.00	22-AUG-17
Jared Rakness	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3114.00	22-AUG-17
Nathaniel Rauon	DG9997	00	Grad Admin Assistant MSET	Hire	Temp	Appointment	7404.00	22-AUG-17
Dominique Redlin	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	1384.00	31-AUG-17
Dominique Redlin	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5998.31	22-AUG-17
Luke Reiner	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	325.00	22-SEP-17
Andrew Reps	DS8911	00	SL-Peer Advis Coach-Title III	Hire	Temp	Appointment	2912.00	18-OCT-17
Andrew Reps	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	19-OCT-17
Robert Richardson	DS8961	00	Student Labor- Peer Tutor	Hire	Temp	Appointment	3150.00	22-AUG-17
Christian Ries	DS8934	00	Cyber Security Researcher	Hire	Temp	Appointment	4536.00	12-SEP-17
Christian Ries	DS8961	00	Student Labor-Tutor	Hire	Temp	Appointment	1456.00	22-AUG-17
Megan Robinson	DW9996	00	Work Study-BIS	Hire	Temp	Appointment	2600.00	22-AUG-17
Paula Rodriguez	DS8926	00	Student Labor - CAHIT	Hire	Temp	Appointment	1384.00	22-AUG-17

Paula Rodriguez	DS8949	00	Labor-Library	Hire	Temp	Appointment	1384.00	22-AUG-17
Tatum Ronke	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Amanda Ruiz	DS8934	01	Student Research Assistant	Hire	Temp	Appointment	4536.00	15-SEP-17
Collin Rumpca	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5454.00	22-AUG-17
Jake Rundell	DS8918	00	Student Labor - DSU Live	Hire	Temp	Appointment	1384.00	31-AUG-17
Mary Ryan	DS8955	00	ADA Reader	Hire	Temp	Appointment	1384.00	18-SEP-17
Noah Salmen	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1038.00	17-OCT-17
Logan Sampson	DS8934	01	Student Researcher	Hire	Temp	Appointment	4536.00	12-SEP-17
Lauren Sanberg	DS8971	00	DSU Strong Peer Mentor	Hire	Temp	Appointment	3276.00	07-SEP-17
Mitchell Sandberg	DW9978	00	Work Study-Career Services	Hire	Temp	Appointment	2600.00	12-SEP-17
Kari Sandouka	DG9996	00	Graduate Research Assist -Doc	Hire	Temp	Appointment	35647.00	22-AUG-17
Tajia Schamp	DS8993	00	Student Labor-Telecounselors	Hire	Temp	Appointment	3150.00	14-SEP-17
Madeline Schmitt	US7983	03	Student Technical Assistant	Hire	Temp	Appointment	5397.34	22-AUG-17
Madeline Schmitt	US8046	03	Writing Center Tutor	Hire	Temp	Appointment	3042.29	22-AUG-17
Shelbee Schultz	DW9972	00	Work Study-America Reads	Hire	Temp	Appointment	2600.00	22-AUG-17
Daniel Sebit	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Sai Venkat Seru	DS8912	00	Graduate Student Labor	Hire	Temp	Appointment	1936.00	06-SEP-17
Dominic Sharma	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	22-AUG-17
Jean-Michel Armand Shema Shing	DS8911	00	SL-Peer Advis Coach-Title III	Hire	Temp	Appointment	2912.00	18-OCT-17
Austin Shirey	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3114.00	13-SEP-17
Kiran Shrikhande	DS8912	00	Graduate Student Labor	Hire	Temp	Appointment	1452.00	16-OCT-17
Kiran Shrikhande	DS8949	00	Labor-Library	Hire	Temp	Appointment	3114.00	22-AUG-17
Alissa Slenes	DW9995	00	Work Study-Bookstore	Hire	Temp	Appointment	2600.00	26-SEP-17
Christian Small	DS8990	00	Student Labor-Intramurals	Hire	Temp	Appointment	3114.00	20-SEP-17
Cody Smith	DW9993	00	Work Study-Community Cntr	Hire	Temp	Appointment	2600.00	22-AUG-17
Zayn Snyder	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	22-AUG-17
Trent Steen	DS8934	01	Student Researcher	Hire	Temp	Appointment	4536.00	12-SEP-17
Nicole Stewart	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3114.00	13-SEP-17
Katherine Stier	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3276.00	13-SEP-17
Chad Stitz	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	22-AUG-17
Abbie Strasser	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	20-SEP-17
Keegan Struble	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	800.00	22-AUG-17
Michael Stydel	DW9977	00	Work Study-Physical Plant	Hire	Temp	Appointment	2600.00	22-AUG-17
Ryan Styles	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Ryan Styles	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1384.00	06-SEP-17
Ryan Styles	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5454.00	22-AUG-17
Joseph Swanson	DS8976	00	Student Labor-Trojan Times	Hire	Temp	Appointment	350.00	22-AUG-17
Vaille Swenson	DS8955	00	Student Labor-ADA	Hire	Temp	Appointment	1384.00	22-AUG-17
Vaille Swenson	DS8957	00	SL-Course Assistant	Hire	Temp	Appointment	3150.00	22-AUG-17
Vaille Swenson	DS8989	00	Event Assistant	Hire	Temp	Appointment	384.00	01-OCT-17
Bikash Tamang	DG9998	00	Graduate Research Assist-MSIS	Hire	Temp	Appointment	7404.00	05-SEP-17
Connor Teel	DW9997	00	Work Study-Athletics	Hire	Temp	Appointment	2600.00	11-SEP-17
Tyler Telkamp	DS8961	00	Labor-Tutor	Hire	Temp	Appointment	3150.00	22-AUG-17
Joel Thacker	DS8994	00	Student Labor-Video Conf Assts	Hire	Temp	Appointment	3460.00	16-SEP-17
Alex Thomas	DS8926	00	Student Labor - CAHIT	Hire	Temp	Appointment	1856.00	22-AUG-17
Isaac Thoof	DW9995	00	Work Study-Bookstore	Hire	Temp	Appointment	2600.00	18-SEP-17
Lauren Torkelson	DS8934	00	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
Lauren Torkelson	DS8974	00	Student Labor - Tech Fellow	Hire	Temp	Appointment	5454.00	22-AUG-17
John Townsend	DS8934	00	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
John Townsend	DW9980	00	Work Study-Natural Sciences	Hire	Temp	Appointment	2600.00	22-AUG-17
Link Tucker	DW9982	00	Work Study-Liberal Arts	Hire	Temp	Appointment	2600.00	22-AUG-17
Jacob Tvedt	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	3114.00	13-SEP-17
Regina Van Driel	DS8934	02	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
Regina Van Driel	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Alexander Van Keulen	DW9981	00	Work Study-Library	Hire	Temp	Appointment	2600.00	22-AUG-17
Natalie Van Wyhe	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	13-SEP-17
Alexis Vander Wilt	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	12-SEP-17
Alexis Vander Wilt	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	22-SEP-17
Hans Verhoeven	DS8934	00	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
Brian Vertullo	DS8934	01	Student Researcher	Hire	Temp	Appointment	4536.00	12-SEP-17
Andrew Vogel	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	30-AUG-17
Ryan Voyles	DS8934	00	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
Roger Wallace	DW9973	00	Work Study-Student Services	Hire	Temp	Appointment	2600.00	16-OCT-17
Braedon Wallenstein	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	20-SEP-17
Braedon Wallenstein	DS8935	00	Labor - Student Ambassadors	Hire	Temp	Appointment	3114.00	22-SEP-17
Travis Wallert	DW9991	00	Work Study-ITS Help Desk	Hire	Temp	Appointment	2600.00	07-SEP-17
Christian Weelborg	DS8934	00	NSA Student Researcher	Hire	Temp	Appointment	4536.00	15-SEP-17
Lindsey Weidner	DS8981	00	Student Labor - Phonathon	Hire	Temp	Appointment	2768.00	28-SEP-17

Taylor Whalen	DW9995	00	Work Study-Bookstore	Hire Temp Appointment	2600.00	22-AUG-17
Tyler Wharton	DS8981	00	Student Labor - Phonathon	Hire Temp Appointment	3114.00	13-SEP-17
Sydney Whitson	DS8955	00	Student Labor-ADA	Hire Temp Appointment	1384.00	22-AUG-17
Miranda Wiedeman	DS8957	00	Student Labor-Extended Program	Hire Temp Appointment	2768.00	22-SEP-17
Mason Wieman	DS8974	00	Student Labor - Tech Fellow	Hire Temp Appointment	4848.00	22-SEP-17
Mason Wieman	DS8994	00	Student Labor-Video Conf Assts	Hire Temp Appointment	3460.00	11-SEP-17
Jalynn Willcuts	DS8990	00	Student Labor-Intramurals	Hire Temp Appointment	2768.00	17-OCT-17
Jacob Williams	DS8934	01	Student Researcher	Hire Temp Appointment	4536.00	12-SEP-17
Carlie Wolf	DW9967	00	Work Study-Financial Aid	Hire Temp Appointment	2600.00	31-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Sergio Mendez	DS8932	00	Student Labor-Student Union	Change Salary Rate/Pay Grade	3540.00	3276.00	-264.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Loknath Sai Ambati	DS8912	00	Graduate Student Labor	TV012	04-SEP-17
Morgan Brown	DS8955	00	Student Labor-ADA	TV012	04-OCT-17
Kaylee Cushing	DW9995	00	Work Study-Bookstore	TV012	23-SEP-17
Erik Goff	DW9995	00	Work Study-Bookstore	TV012	01-SEP-17
Matthew Groce	DS8928	00	Assist Director-Oral Interp	TV013	21-OCT-17
Zachary Hoiberg	DS8962	00	SL-CNAP Curriculum Developer	TV012	21-SEP-17
Emma Johnson	DS8909	00	SL-SI Leaders (Tittle III)	TV012	21-SEP-17
Andrew Jorgenson	DS8934	02	Beacom Programming	TV012	21-SEP-17
Lee Kampshoff	DS8928	00	Stud Assist-Oral Interp Tourn	TV012	21-OCT-17
Manuel Lara	DS8917	00	Student-Resident Assistant	TV012	16-OCT-17
Bailee Matucha	DS8960	00	New Student Orientation Coord.	TV012	21-SEP-17
Hannah May	DS8928	00	Student Assistant	TV012	21-OCT-17
Kaisee Murphy	US7983	00	Student Technical Assistant	TV012	21-SEP-17
Chad Stitz	DW9991	00	Work Study-ITS Help Desk	TV012	21-SEP-17
Vaille Swenson	DS8989	00	Event Assistant	TV012	21-OCT-17
Taylor Whalen	DW9995	00	Work Study-Bookstore	TV012	29-AUG-17

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kristel Bakker	DE9920	04	Professor - Overload	Hire Temp Appointment	800.00	22-AUG-17
Stacey Berry	DE9928	02	Associate Professor-Title III	Hire Temp Appointment	3500.00	22-AUG-17
Justin Blessinger	DE9710	00	Trojan Times Advisor	Hire Temp Appointment	5000.00	22-AUG-17
Justin Blessinger	DE9900	03	Professor-Title III	Hire Temp Appointment	3500.00	22-AUG-17
Justin Blessinger	DE9900	04	Beacom Institute Project	Hire Temp Appointment	1897.60	22-AUG-17
Joseph Bottum	DE9904	00	Assoc Prof - Philosphy	Appointment	68000.00	22-AUG-17
Sandra Champion	DE9564	00	DSU Live Coordinator	Hire Temp Appointment	2000.00	22-AUG-17
Edward Dennis	DE9501	00	Remote Assistant Professor	Appointment	80000.00	22-AUG-17
Ryan English	DE9633	00	DAD Program Coordinator	Hire Temp Appointment	5000.00	22-AUG-17
Robert Girtz	DE9899	00	Assistant Professor of Bus/Eco	Hire Temp Appointment	85000.00	22-AUG-17
Thomas Halverson	DE9551	00	Coordinator-College of Comput	Hire Temp Appointment	5000.00	22-AUG-17
Deana Hueners-Nelson	DE9855	02	Instructor - Title III	Hire Temp Appointment	3500.00	22-AUG-17
Angela Keith	DE9857	00	Instructor	Appointment	40000.00	22-AUG-17
Kurt Kemper	DE9905	03	Professor-Title III	Hire Temp Appointment	3500.00	22-AUG-17
Scott Klungseth	DE9718	00	Faculty Athletic Rep	Hire Temp Appointment	5000.00	22-AUG-17
Andrew Kramer	DE9509	00	Instructor	Appointment	53000.00	22-AUG-17
Andrew Kramer	DE9509	01	NSA VENICKISS Project	Hire Temp Appointment	9422.24	22-SEP-17
Stephen Krebsbach	DE9545	00	MSACS Program Coordinator	Hire Temp Appointment	5000.00	22-AUG-17
Jun Liu	DE9544	00	MSA Program Coordinator	Hire Temp Appointment	5000.00	22-AUG-17
James Maloney	DE9844	01	Assistant Professor of Physics	Appointment	60000.00	22-AUG-17
David Moe	DE9500	00	Instructor	Appointment	24000.00	22-AUG-17
Scott Morstad	DE9924	00	Assistant Professor	Appointment	100000.00	22-AUG-17
Jennifer Munger	DE9897	00	Instructor of Special Ed	Hire Temp Appointment	54000.00	22-AUG-17

John Nelson	DE9518	00	Coordinator-English Programs	Hire Temp Appointment	5000.00	22-AUG-17
John Nelson	DE9885	04	Professor-Title III	Hire Temp Appointment	3500.00	22-AUG-17
Cherie Noteboom	DE9494	00	Co-Coord Center of Excellence	Hire Temp Appointment	2222.24	22-AUG-17
Cherie Noteboom	DE9543	00	D.Sc in IS Prog Coordinator	Hire Temp Appointment	5000.00	22-AUG-17
Christopher Olson	DE9549	00	Coordinator of Info Systems	Hire Temp Appointment	5000.00	22-AUG-17
Timothy Orme	DE9645	02	Assis Prof of Animation	Hire Temp Appointment	49800.00	22-AUG-17
Joshua Pauli	DE9849	05	NSAP CNAP Project	Hire Temp Appointment	3562.60	22-AUG-17
Joshua Pauli	DE9849	06	NSA CRRG Grant	Hire Temp Appointment	28818.80	22-SEP-17
Joshua Pauli	DE9849	07	NSA VENICEKISS Project	Hire Temp Appointment	28818.80	22-SEP-17
Wayne Pauli	DE9542	00	D.Sc in CS Program Coordinator	Hire Temp Appointment	5000.00	22-AUG-17
Ashley Podhradsky	DE9608	00	Coordinator for MSIA	Hire Temp Appointment	5000.00	22-AUG-17
Michael Roach	DE9912	00	Assist Prof of Business	Hire Temp Appointment	85000.00	22-AUG-17
Pamela Rowland	DE9494	00	CoCoord-Center of Excellence	Hire Temp Appointment	2500.02	22-AUG-17
Pamela Rowland	DE9502	00	Assis Prof of Comp Science	Appointment	76500.00	22-AUG-17
Kindra Schneider	DE9495	00	Instructor	Appointment	49000.00	22-AUG-17
William Sewell	DE9926	04	Title III	Hire Temp Appointment	3500.00	22-AUG-17
Ronghua Shan	DE9517	00	Coordinator of MSIS	Hire Temp Appointment	5000.00	22-AUG-17
Kevin Smith	DE9731	00	MSET Program Coordinator	Hire Temp Appointment	5000.00	22-AUG-17
Kevin Smith	DE9903	00	Assistant Professor of Math	Appointment	60000.00	22-AUG-17
Mark Spanier	DE9860	00	Assistant Professor of Math	Appointment	53000.00	22-AUG-17
Joshua Stroschein	DE9918	02	NSCA CNAP Project	Hire Temp Appointment	1700.00	22-AUG-17
Joshua Stroschein	DE9918	03	NSA VENICEKISS Project	Hire Temp Appointment	15111.12	22-SEP-17
Daniel Talley	DE9548	00	Coordinator for Business	Hire Temp Appointment	5000.00	22-AUG-17
Stephen Vassalotti	DE9839	00	Instructor	Appointment	18000.00	22-AUG-17
Patrick Videau	DE9929	02	Assistant Professor of Biology	Hire Temp Appointment	100.00	22-AUG-17
Jackson Walters	DE9521	00	Coordinator of MBA	Hire Temp Appointment	5000.00	22-AUG-17
Cody Welu	DE9657	00	Instructor of Comp Science	Appointment	53000.00	22-AUG-17
Richard Wicklein	DE9598	00	Assistant Professor-Math	Appointment	53000.00	22-AUG-17
Qiang Zeng	DE9701	00	Assistant Professor/Researcher	Hire Temp Appointment	85000.00	22-AUG-17

Faculty Benefit Eligible (FAC1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Stacey Berry	DE9928	02	Associate Professor-Title III	TV013	21-SEP-17
Justin Blessinger	DE9900	03	Professor-Title III	TV013	21-SEP-17
Justin Blessinger	DE9900	04	Beacom Institute Project	TV013	21-SEP-17
Kari Hall	DE9725	01	Assistant Trainer	TV013	10-SEP-17
Deana Hueners-Nelson	DE9855	02	Instructor - Title III	TV013	21-SEP-17
Kurt Kemper	DE9905	03	Professor-Title III	TV013	21-SEP-17
John Nelson	DE9885	04	Professor-Title III	TV013	21-SEP-17
Joshua Pauli	DE9849	05	NSAP CNAP Project	TV013	21-SEP-17
William Sewell	DE9926	04	Title III	TV013	21-SEP-17
Patrick Videau	DE9929	02	Assistant Professor of Biology	TV013	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal. Effective Date
Philip Baker	DE9850	00	Adj Instructor A&S	Hire Temp Appointment	21500.00 22-AUG-17
Jeffrey Ballard	DE9850	00	Adjunct Instructor	Hire Temp Appointment	15265.60 22-AUG-17
Lindsey Brewer	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00 22-AUG-17
Bramwell Brizendine	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00 22-AUG-17
Tara Christensen	DE9843	00	Adjunct Instructor	Hire Temp Appointment	3228.00 22-AUG-17
Paul Cokeley	DE9843	00	Adjunct Instructor	Hire Temp Appointment	3948.00 22-AUG-17
Mary Coyne	DE9843	00	Adjunct Instructor	Hire Temp Appointment	3228.00 22-AUG-17
Jared DeMott	DE9666	00	Adjunct Instructor	Hire Temp Appointment	20000.00 22-AUG-17
Hunter Easterday	DE9519	00	Adjunct Instructor	Hire Temp Appointment	2700.00 22-AUG-17
Susan Filler	DE9715	00	Adjunct Instructor	Hire Temp Appointment	7532.00 22-AUG-17
Tyler Flaagan	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6133.20 22-AUG-17
Janel Guse	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2152.00 22-AUG-17
Sheila Hargens	DE9579	00	Adjunct Instructor	Hire Temp Appointment	2632.00 22-AUG-17
Sheila Hargens	DE9666	00	Adjunct Instructor	Hire Temp Appointment	2632.00 22-AUG-17
Randall Harkless	DE9843	00	Adj Instructor-University Cent	Hire Temp Appointment	11844.00 22-AUG-17
Michael Hunhoff	DE9666	00	Adjunct Instructor	Hire Temp Appointment	6456.00 22-AUG-17

Wendy Jansen-Simmermon	DE9843 00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-AUG-17
Wendy Jansen-Simmermon	DE9872 00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-AUG-17
Tara Johnson	DE9666 00	Adjunct Instructor	Hire Temp Appointment	8715.60	22-AUG-17
Joshua Klosterman	DE9519 00	Adjunct Instructor	Hire Temp Appointment	2700.00	22-AUG-17
Claire Knowles	DE9666 00	Adjunct Instructor	Hire Temp Appointment	5264.00	22-AUG-17
Cotton Koch	DE9666 00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-AUG-17
Brent Lerseth	DE9666 00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-AUG-17
Donald Mackenzie	DE9666 00	Adj Instr-ARTH 212	Hire Temp Appointment	5670.00	22-AUG-17
Martese McGregor	DE9843 00	Adj Instructor-UC MATH095	Hire Temp Appointment	3228.00	22-AUG-17
Casualene Meyer	DE9666 00	Adjunct Instructor	Hire Temp Appointment	3553.20	22-AUG-17
Casualene Meyer	DE9850 00	Adjunct Instructor	Hire Temp Appointment	7896.00	22-AUG-17
Chad Mitzel	DE9666 00	Adjunct Instructor	Hire Temp Appointment	6456.00	22-AUG-17
Brookes Noem	DE9666 00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-AUG-17
Sam O'Hanlon	DE9715 00	Adjunct Instructor	Hire Temp Appointment	3948.00	22-AUG-17
Christopher Paschen	DE9666 00	Adj Instr-Distance-Comp Sci	Hire Temp Appointment	9684.00	22-AUG-17
Debra Roach	DE9666 00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-17
Debra Roach	DE9843 00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-17
Naomi Sazama	DE9843 00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-17
David Schreiber	DE9848 00	Adjunct Instructor	Hire Temp Appointment	1620.00	22-AUG-17
Jennifer Schulte	DE9519 00	Adjunct Instructor	Hire Temp Appointment	5400.00	22-AUG-17
Christina Sewell	DE9485 00	Portfolio Reader & Editor	Hire Temp Appointment	400.00	22-AUG-17
Christina Sewell	DE9666 00	Adjunct Instructor	Hire Temp Appointment	2905.20	22-AUG-17
Christina Sewell	DE9850 00	Adj Instructor-ENGL 201	Hire Temp Appointment	3228.00	22-AUG-17
Leretta Smith	DE9666 00	Adjunct Instructor	Hire Temp Appointment	11844.00	22-AUG-17
Steven Steele	DE9666 00	Adjunct Instructor	Hire Temp Appointment	4304.00	22-AUG-17
Maxine Unterbrunner	DE9666 00	MHS Instructor - Dual Credit	Hire Temp Appointment	200.00	22-AUG-17
Michael Waldner	DE9872 00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-17
Carmen Weaver	DE9666 00	Adjunct Instructor	Hire Temp Appointment	1658.16	22-AUG-17
Don Wiken	DE9666 00	Adjunct Instructor	Hire Temp Appointment	5670.00	22-AUG-17
Joel Wahnoutka	DE9666 00	Adjunct Instructor	Hire Temp Appointment	7209.20	22-AUG-17
Shawn Zwach	DE9666 00	Adjunct Instructor	Hire Temp Appointment	7209.20	22-AUG-17

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Md Karim	DE9659 00		Adjunct Research Professor	TV013	21-SEP-17
Christopher Paschen	DE9666 00		Adj Instr-Distance-Comp Sci	TV013	21-OCT-17
Christina Sewell	DE9485 00		Portfolio Reader & Editor	TV013	21-SEP-17
Maxine Unterbrunner	DE9666 00		MHS Instructor - Dual Credit	TV013	21-SEP-17

ECLS 45 Volunteers			Department	Institution
Banner ID	Name			
A00221425	Caleb DeKam		Athletic Training	DSU
A00180824	Breanna Adsit		Athletics - Intercolleg Athletics	DSU
A00197864	Dalyn Bakkedahl		Athletics - Intercolleg Athletics	DSU
A00221441	Brock Bumann		Athletics - Intercolleg Athletics	DSU
A00221257	Adrian Butrimas		Athletics - Intercolleg Athletics	DSU
A00198116	Marshall Dennert		Athletics - Intercolleg Athletics	DSU
A00221258	Samuel Drummond		Athletics - Intercolleg Athletics	DSU
A00219563	Connor Ford		Athletics - Intercolleg Athletics	DSU
A00219005	Nile Frasier		Athletics - Intercolleg Athletics	DSU
A00219006	Kevin Jenkins		Athletics - Intercolleg Athletics	DSU
A00153370	Thomas Kahler		Athletics - Intercolleg Athletics	DSU
A00211551	Kennan Kelly		Athletics - Intercolleg Athletics	DSU
A00216562	Robert Kemper		Athletics - Intercolleg Athletics	DSU
A00219322	Melissa Krapf		Athletics - Intercolleg Athletics	DSU
A00221259	Justin Odium		Athletics - Intercolleg Athletics	DSU
A00221450	Walker Olivier		Athletics - Intercolleg Athletics	DSU
A00211199	Dyshawn Proudlove		Athletics - Intercolleg Athletics	DSU
A00211689	Creighton Raabe		Athletics - Intercolleg Athletics	DSU
A00218378	Edward Riehle		Athletics - Intercolleg Athletics	DSU
A00221260	Austin Row		Athletics - Intercolleg Athletics	DSU

A00221451	Chandler Rudolph	Athletics - Intercolleg Athletics	DSU
A00211690	Megan Schrempf	Athletics - Intercolleg Athletics	DSU
A00134675	Lori Waldner	Athletics - Intercolleg Athletics	DSU
A00221449	Timothy Ward	Athletics - Intercolleg Athletics	DSU
A00218606	Josie Wolf	Athletics - Intercolleg Athletics	DSU
A00193490	Lindsey Vogl	Business and Information Systems	DSU
A00022706	Carol Kleibacker	Counseling Center	DSU
A00188912	Rebecca Lyall	Counseling Center	DSU
A00219165	Richard Caldwell	Physical Plant - Facilities Mgmt	DSU

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/07/2017 08:28:05

Date Range : 22-AUG-17 thru 21-OCT-17
For :NSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Chelvan Arunasalam	NE9629	04	Assistant Soccer Coach	Hire Temp Appointment	6000.00	22-AUG-17
Hillary Goff	NE9867	01	Adj PE 475	Overload for Teaching	1077.00	22-AUG-17
Tammy Griffith	NE9847	10	Dance Team Inst/Coordinator	Hire Temp Appointment	500.00	22-SEP-17
Alicia Huber	NE9586	00	Alumni Incentive	Salary Enhance/Special Award	971.54	22-SEP-17
Tim Medenwald	NE9758	00	Facility Worker	Appointment	23399.55	05-SEP-17
Becky Mehlhoff	NE9586	00	Alumni Incentive	Salary Enhance/Special Award	1509.73	22-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Tara Santjer	NE9898	00	Senior Secretary	Change Salary Rate/Pay Grade	28079.46	29577.03	1497.57	

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Tammy Griffith	NE9847	10	Dance Team Inst/Coordinator	TV013	21-OCT-17
Alicia Huber	NE9586	00	Alumni Incentive	TV013	21-OCT-17
Becky Mehlhoff	NE9586	00	Alumni Incentive	TV013	21-OCT-17
Cheng Peng	NE9999	00	International Student Support	TV009	25-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kaitlin Awe	NE9462	01	SSS - Writing Tutor	Hire Temp Appointment	2745.00	22-AUG-17
Kaitlin Awe	NE9662	04	Writing Tutor - UC	Hire Temp Appointment	2745.00	22-AUG-17
Stacy Bauer	NE9914	00	Library Technician	Hire Temp Appointment	1800.00	22-AUG-17
Elyssa Behan	NE9692	01	ZUMBA Instructor	Hire Temp Appointment	600.00	02-OCT-17
Jordan Carrier	NE9655	00	Adjunct Theatre THEA 100	Hire Temp Appointment	3951.00	22-AUG-17
Jordan Carrier	NE9974	00	OCE-Summer THEA 100-NHU01	Hire Temp Appointment	0.00	22-AUG-17
Mary Kost	NE9871	07	Cashier/Men's Athletics	Hire Temp Appointment	2689.20	01-SEP-17
Kaley Luedtke	NE9443	01	Concessions Manager	Hire Temp Appointment	3600.00	22-SEP-17
Nicholas Malsom	NE9871	01	Cashier/Men's Athletics	Hire Temp Appointment	6000.00	24-AUG-17
Vicky Smith	NE9871	03	Cashier/Men's Athletics	Hire Temp Appointment	1260.00	31-AUG-17
Maryan Wilson	NE9692	00	Self Defense Instructor	Hire Temp Appointment	450.00	02-OCT-17

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Roxann Price	NE9716	00	Part time Secretary	TI000	22-AUG-17
Jordan Carrier	NE9974	00	OCE-Summer THEA 100-NHU01	TV013	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
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Brent Aldridge	NE9294	07	VB Summer Camp 06/12-16, 2017	Supplemental Appointment	2000.00	22-SEP-17
Cory Anderson	NE9706	06	Insight Inst Sept 16, 2017	Supplemental Appointment	400.00	22-SEP-17
Kelly Bindenagel	NE9706	05	Insight Adjuncts	Hire Temp Appointment	400.00	22-AUG-17
Ronald Brownie	NE9974	01	BADM 460-N801T	Supplemental Appointment	3231.00	22-AUG-17
Roscoe Burkett	NE9668	08	Wrestling Camp 06/19-22, 2017	Supplemental Appointment	500.00	22-SEP-17
Madia Droppers	NE9743	01	Adj 1 sec ENGL 033	Supplemental Appointment	3231.00	22-AUG-17
Madia Droppers	NE9843	03	ENGL 201	Supplemental Appointment	3231.00	22-AUG-17
Madia Droppers	NE9974	24	OCE-ENGL 101-N801T	Continuing Education/Extension	3231.00	22-AUG-17
Kelly Duncan	NE9472	00	EDFN-592-N704T	Overload for Teaching	5268.00	22-AUG-17
Curtis Fredrickson	NE9624	00	WBB Camp Coach	Supplemental Appointment	1200.00	22-AUG-17
Kelli Fritz	NE9586	00	Alumni Incentive	Hire Temp Appointment	1519.28	22-SEP-17
Sara Hallberg	NE9445	00	Director of Counseling	Appointment	55000.00	25-SEP-17
Laci Hettick	NE9867	04	Adj PE 182 2 credit	Supplemental Appointment	2154.00	22-AUG-17
Terri Holmes	NE9867	04	Adj PE 182 2 credits	Supplemental Appointment	2154.00	22-AUG-17
Janne Jockheck Holt	NE9974	25	BIOL-208-N800T	Overload for Teaching	3231.00	22-AUG-17
Todd Jordre	NE9586	00	Alumni Incentive	Supplemental Appointment	3540.64	22-SEP-17
Paula Krueger	NE9624	00	WBB Camp Coach	Supplemental Appointment	400.00	22-AUG-17
Jennifer Lofswold	NE9843	01	ENGL 101	Hire Temp Appointment	3231.00	22-AUG-17
Jennifer Lofswold	NE9974	20	Adj READ-041-N800T	Overload for Teaching	3231.00	22-AUG-17
Britt Lorenz	NE9579	02	Adj BADM 284	Supplemental Appointment	1077.00	22-AUG-17
Britt Lorenz	NE9579	03	Adj BADM 284	Supplemental Appointment	1077.00	22-AUG-17
Erin Olson	NE9706	00	Insight October 21, 2017	Supplemental Appointment	400.00	22-SEP-17
Jon Olson	NE9586	00	Alumni Incentive	Supplemental Appointment	2458.81	22-SEP-17
Lindsey Partridge	NE9294	01	VB Summer Camps	Supplemental Appointment	3400.00	22-SEP-17
Nathan Roberts	NE9483	00	Env. Biology	Supplemental Appointment	928.20	22-AUG-17
Kami Spieker	NE9643	00	Marketing Project & Event Coor	Appointment	32000.00	20-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
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Cory Anderson	NE9720	00	Counselor	Sal Adj-Unusual Circumstance	36121.00	36121.00	0.00	
Jodi Casanova	NE9979	00	Dir IT Security/Networking	Reclassification	69181.00	79181.00	10000.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
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Brent Aldridge	NE9294	07	VB Summer Camp 06/12-16, 2017	TV013	21-OCT-17
Cory Anderson	NE9706	06	Insight Inst Sept 16, 2017	TV013	21-OCT-17
Kelly Bindenagel	NE9706	05	Insight Adjuncts	TV013	21-SEP-17
Roscoe Burkett	NE9668	08	Wrestling Camp 06/19-22, 2017	TV013	21-OCT-17
Curtis Fredrickson	NE9624	00	WBB Camp Coach	TV013	21-SEP-17
Kelli Fritz	NE9586	00	Alumni Incentive	TV013	21-OCT-17
Keith Griebel	NE9900	01	A/V Tech-College Rentals	TV013	21-OCT-17
Todd Jordre	NE9586	00	Alumni Incentive	TV013	21-OCT-17
Paula Krueger	NE9624	00	WBB Camp Coach	TV013	21-SEP-17
Erin Olson	NE9706	00	Insight October 21, 2017	TV013	21-OCT-17
Jon Olson	NE9586	00	Alumni Incentive	TV013	21-OCT-17
Lindsey Partridge	NE9294	01	VB Summer Camps	TV013	21-OCT-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
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Zachary Aaker	NW9408	03	Work Study-Intercoll Athl	Hire Temp Appointment	3600.00	22-AUG-17
Taylor Achterberg	NW8309	01	W/s Off campus-Boys/Girls Club	Hire Temp Appointment	3186.00	22-AUG-17
Dorien Ah Sam	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Hailey Aldentaler	NW9329	00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Bailey Alonge	NS9275	00	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-17

Bailey Alonge	NS9277	01	Writing Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Samuel Altena	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Truman Ashes	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	3186.00	22-SEP-17
Anastasia Asp	NW9471	01	Work Study-Univ Relations	Hire Temp Appointment	3186.00	22-AUG-17
Alexis Ayers	NW9329	00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Kaylee Babcock	NS9280	00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Rachel Baer	NS9312	01	Peer Advisor	Hire Temp Appointment	3330.00	22-AUG-17
Ethan Bakken	NG9282	01	GA-HPER	Appointment	7404.00	22-AUG-17
Dakota Barrie	NG9282	01	GA-HPER	Appointment	7404.00	22-AUG-17
Zachariah Bartolomeo	NW9313	01	Work Study-Student Union	Hire Temp Appointment	3186.00	22-AUG-17
William Batsch	NG9276	00	GA-Res Hall Coordinator	Appointment	7404.00	22-AUG-17
Grace Becker	NG9277	00	GA - Res Hall Coordinator	Appointment	7404.00	22-AUG-17
Myles Beckler	NS9438	01	Stu Pub- \$5./comic	Hire Temp Appointment	1800.00	22-AUG-17
Ellie Beckman	NW9321	03	Work Study-Bookstore	Hire Temp Appointment	1600.00	22-AUG-17
Elise Benner	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Angela Berglund	NS9277	00	Writing Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Angela Berglund	NS9307	00	Residential Mentor Pass	Hire Temp Appointment	1600.00	22-AUG-17
Angela Berglund	NW9328	02	Work Study-History	Hire Temp Appointment	3240.00	22-AUG-17
Whitney Berner	NS9273	02	Math Tutor	Hire Temp Appointment	3420.00	22-AUG-17
Whitney Berner	NS9306	00	SSS - Math Tutor	Hire Temp Appointment	3800.00	28-AUG-17
Whitney Berner	NS9317	03	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Brandon Bicek	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Brandon Bicek	NW8465	01	Workstudy-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Morgan Binfet	NW9328	00	Work Study-History	Hire Temp Appointment	3186.00	22-AUG-17
Eric Bishop	NW9456	00	Work Study - Music	Hire Temp Appointment	3186.00	22-AUG-17
Micala Bishop	NW9447	01	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Sierra Bivens	NW8293	04	Work Study-International	Hire Temp Appointment	3040.00	22-SEP-17
Sarah Black	NW8309	01	W/S Off-Campus Boys/Girls Club	Hire Temp Appointment	3186.00	22-AUG-17
Mariah Block	NW9464	00	Work Study-Media Center	Hire Temp Appointment	3600.00	22-AUG-17
Kevin Boring	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Kevin Boring	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-SEP-17
Gage Bortnem	NS9411	01	Student Labor -Chemistry Pilot	Hire Temp Appointment	3240.00	22-AUG-17
Jordyn Bortnem	NW8465	00	Workstudy-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Taylor Brekke	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Kelson Brewer	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3600.00	22-AUG-17
Trevez Bridgewater	NS9362	00	Student Labor - Parking	Hire Temp Appointment	3600.00	11-SEP-17
Carly Brousek	NS9277	03	Writing Tutor	Hire Temp Appointment	3510.00	22-AUG-17
Alexis Brown	NS9438	00	Stu Pub-Writer \$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Alexis Brown	NW9468	00	Work Study-OCE	Hire Temp Appointment	3240.00	22-SEP-17
Carlene Brown	NW9324	00	Work Study-Accounting	Hire Temp Appointment	3186.00	22-AUG-17
Karlie Brown	NS9275	00	Reading Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Brittany Bruce	NS9414	00	Student Labor Alumni/Devl	Hire Temp Appointment	1416.00	11-SEP-17
MacKinley Bruemmer	NW9456	00	Work Study - Music	Hire Temp Appointment	3240.00	22-AUG-17
Brooke Bruns	NW8309	00	W/S Off Campus-Avera PT	Hire Temp Appointment	3600.00	22-AUG-17
Tess Buchanan	NW9456	01	Work Study - Music	Hire Temp Appointment	3240.00	22-AUG-17
Zoe Buckstead	NS9438	01	Stu Pub-Managing Editor	Hire Temp Appointment	3186.00	22-AUG-17
Ruth Burkhalter	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Ruth Burkhalter	NW9325	01	Work Study-Transcripts	Hire Temp Appointment	3186.00	22-AUG-17
Bryan Burnett	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	3540.00	01-SEP-17
Dillon Burton	NW8465	02	Workstudy-Admissions	Hire Temp Appointment	3200.00	22-SEP-17
Zachary Busch	NS9471	02	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Patrick Calvillo	NS9414	00	Student Labor Alumni/Devl	Hire Temp Appointment	3240.00	22-SEP-17
Kaden Campbell	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	3540.00	01-SEP-17
Benjamin Carolin	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Jordan Carson	NS9273	01	Math Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Carly Casillas	NS9277	01	Writing Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Dayanna Castro-Bautista	NS9438	00	Student Labor - Student Pub	Hire Temp Appointment	1080.00	22-AUG-17
Isaiah Chevalier	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	2832.00	22-SEP-17
Luke Chevalier	NS9471	02	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Marissa Clark	NW9465	02	Work Study-Financial Aid	Hire Temp Appointment	3240.00	22-AUG-17
Tayzia Claymore-Knight	NS9470	00	MASCOT	Hire Temp Appointment	4000.00	22-AUG-17
Clayton Cole	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Meghan Conn	NS9275	01	Reading Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Meghan Conn	NW9460	00	Work Study-University College	Hire Temp Appointment	3240.00	22-AUG-17
Amanda Cook	NS9365	00	Student Labor-Centrex	Hire Temp Appointment	3186.00	22-AUG-17
Amanda Cook	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Austin Coombes	NW9447	01	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Michael Cooper	NS9355	01	Student Labor - Bookstore	Hire Temp Appointment	390.00	05-SEP-17

Michael Cooper	NW9321 02	Work Study-Bookstore	Hire Temp Appointment	3120.00	22-SEP-17
Christopher Corbett	NW9313 00	Work Study-Student Union	Hire Temp Appointment	3186.00	22-AUG-17
Perpetua Coronel Nunez	NS9482 00	Student Labor International	Hire Temp Appointment	3240.00	22-SEP-17
Katherine Cosman	NW9467 02	Work Study-Counseling	Hire Temp Appointment	3330.00	22-AUG-17
Kaycee Cronin	NS9275 01	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Kaycee Cronin	NS9438 00	Stu Pub Photographer \$3./photo	Hire Temp Appointment	1080.00	22-AUG-17
Kawlar Dah	NW9321 00	Work Study-Bookstore	Hire Temp Appointment	3186.00	22-AUG-17
Nathaniel Devries	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Armel Dikoume NDoumbe	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	25.00	22-AUG-17
Ty Dillabough	NS9372 02	Student Labor-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Allison Dockter	NS9373 02	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Shanae Doerr	NS9479 00	Stdt Lbr Center for Excellence	Hire Temp Appointment	3600.00	28-AUG-17
Roko Dominovic'	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3222.00	22-SEP-17
Logan Donais	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3540.00	01-SEP-17
Tori Drapeau	NW9313 00	Work Study-Student Union	Hire Temp Appointment	3186.00	22-AUG-17
Preston Droessler	NW9316 02	Work Study-Wellness	Hire Temp Appointment	3186.00	22-AUG-17
Haley Duchsherer	NS9280 00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Haley Duchsherer	NS9365 01	Student Labor-Centrex	Hire Temp Appointment	3186.00	22-AUG-17
Haley Duchsherer	NS9373 01	Student Labor-Orientation fee	Hire Temp Appointment	250.00	22-AUG-17
Nyssa Duffield	NW9456 03	Work Study - Music	Hire Temp Appointment	3186.00	22-AUG-17
Jared Dullum	NW9447 01	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Tessa Durnin	NS9397 04	Stdt Lab-Biology IA-Schroer	Hire Temp Appointment	3240.00	22-AUG-17
Tessa Durnin	NS9397 05	Sdt Labr in GreenhouseFALL2017	Hire Temp Appointment	1416.00	22-AUG-17
Dana Duvall	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Dana Duvall	NW9408 03	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-SEP-17
Grant Duvall	NW9456 00	Work Study - Music	Hire Temp Appointment	3186.00	22-AUG-17
Anders Dzurak	NG9282 00	GA-HPER	Hire Temp Appointment	7404.00	22-AUG-17
Morgan Ehnert	NW9329 01	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Taylor Ellingson	NS9372 09	Student Labor-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Calvin Ellis	NG9300 00	Grad Assistant - HPE	Appointment	7404.00	22-AUG-17
Reganne Engebretson	NW9460 01	Work Study-University College	Hire Temp Appointment	3330.00	22-AUG-17
Theresa Esser	NG9280 00	GA-Psychology	Appointment	7404.00	22-AUG-17
Collin Faretta	NS9362 01	Student Labor - Parking	Hire Temp Appointment	3600.00	22-AUG-17
Collin Faretta	NW9316 01	Work Study-Wellness	Hire Temp Appointment	3186.00	22-AUG-17
Evangelina Farias	NS9277 01	Writing Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Evangelina Farias	NW8465 01	Workstudy-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Marcus Fast Wolf	NW8309 02	W/S Offcampus Abdn Parks/Rec	Hire Temp Appointment	1110.00	22-SEP-17
Zachary Feil	NE9867 00	Adj l cred WEL 100L	Hire Temp Appointment	1077.00	22-AUG-17
Zachary Feil	NG9289 01	GA - Honors	Appointment	7404.00	22-AUG-17
Bowen Feng	NS9323 02	Help CI/Homecoming Parade	Hire Temp Appointment	30.00	22-SEP-17
Leandro Fernandez Moutin	NS9482 00	Student Labor International	Hire Temp Appointment	3240.00	04-SEP-17
Katelyn Fetsch	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Katelyn Fetsch	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	21-SEP-17
Katelyn Fetsch	NW9316 01	Work Study-Wellness	Hire Temp Appointment	3186.00	22-AUG-17
Benjamin Fichter	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	2832.00	22-SEP-17
Rylie Fleckenstein	NS9317 00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Zachary Fleming	NS9280 01	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Zachariah Fries	NS9273 00	Math Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Emma Friesel	NW9321 01	Work Study-Bookstore	Hire Temp Appointment	3330.00	22-AUG-17
Michele Fritz	NG9303 00	Graduate Assistant - STEM	Appointment	7404.00	22-AUG-17
Jasmine Frost	NW9467 01	Work Study-Counseling	Hire Temp Appointment	3240.00	22-AUG-17
Reilly Fuhrman	NW8465 00	Workstudy-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Heather Fuhrmann	NW8313 02	Res Life Work study	Hire Temp Appointment	3186.00	22-AUG-17
Garret Gale	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	2832.00	29-SEP-17
Kyra Gardner	NS9317 00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Grace Gasperich	NS9280 00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Lindsey Gast	NW8309 00	W/S Off Campus/Avera PT	Hire Temp Appointment	3600.00	22-AUG-17
Chelsie Gehrke	NW9323 01	Work Study-Alumni & Devel.	Hire Temp Appointment	3240.00	22-AUG-17
Brianna Geigle	NS9277 00	Writing Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Brianna Geigle	NS9280 00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Ashley Geist	NG9283 01	GA-Career Services	Appointment	3702.00	22-AUG-17
Ashley Geist	NS9438 02	Stu Pub-Writer \$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Morgan George	NG9286 00	GA-Multicultural Affairs	Appointment	7404.00	22-AUG-17
Calista Giannonatti	NS9275 01	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Kendall Glissendorf	NS9460 01	Student Lab-Campus Comm Coal	Hire Temp Appointment	3600.00	01-SEP-17
Shelby Glover	NW9456 01	Work Study - Music	Hire Temp Appointment	3240.00	22-AUG-17
Sukyoung Goh	NS9438 00	Stu Pub-Photographer \$3./photo	Hire Temp Appointment	240.00	22-SEP-17
Joseph Gorghuber	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17

Mariah Graff	NW8309 00	WS Off-campus SDSBVI	Hire Temp Appointment	3186.00	22-AUG-17
Haley Grandpre	NW8424 00	Work Study - Placement	Hire Temp Appointment	3240.00	22-AUG-17
Brita Greenawalt	NW9323 00	Work Study-Alumni & Devel.	Hire Temp Appointment	2880.00	22-SEP-17
Alyson Hageman	NW9467 01	Work Study-Counseling	Hire Temp Appointment	3240.00	22-AUG-17
Justice Haggin	NW9456 00	Work Study - Music	Hire Temp Appointment	3240.00	22-AUG-17
Janette Hall	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Janette Hall	NW9313 00	Work Study-Student Union	Hire Temp Appointment	3186.00	22-AUG-17
Morgan Hamman	NW9329 01	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Brenton Hanisch	NS9307 00	Residential Mentor Pass	Hire Temp Appointment	1600.00	22-AUG-17
Victoria Hanline	NE9457 00	07/26/2017 FB CAMP Trainer	Hire Temp Appointment	70.00	22-AUG-17
Ketia Hanson	NW9329 00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Karlina Harney	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Crystal Harper	NW9332 01	Work Study-Galleries	Hire Temp Appointment	1600.00	22-AUG-17
Kady Harris	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	3330.00	22-AUG-17
Tyler Harris	NW9471 01	Work Study-Univ Relations	Hire Temp Appointment	3600.00	22-AUG-17
Colin Hauck	NG9288 00	GA-Education	Appointment	7404.00	22-AUG-17
Kevin Heilman	NS9317 00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Kevin Heilman	NS9411 01	Student Labor -Chemistry Pilot	Hire Temp Appointment	3240.00	22-AUG-17
Brooke Heppner	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	3600.00	22-AUG-17
Kyla Herman	NW9332 00	Work Study-Galleries	Hire Temp Appointment	3600.00	22-AUG-17
Lisandra Herrera Ferrer	NW8293 01	Work Study-International	Hire Temp Appointment	3330.00	22-AUG-17
Suzanne Higgins	NW9319 02	Work Study-Computer Center	Hire Temp Appointment	3600.00	22-AUG-17
Jordan Hillesheim	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3240.00	22-AUG-17
Jordan Hillesheim	NW9447 00	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Joshua Hinkemeyer	NW9456 00	Work Study - Music	Hire Temp Appointment	3240.00	22-AUG-17
Molly Hirsch	NS9376 02	Student Labor/ Wrestling	Hire Temp Appointment	3186.00	01-SEP-17
Pe Pet Hlaing	NW9329 01	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Isaac Hodge	NS9294 00	Student Labor - Intramurals	Hire Temp Appointment	2880.00	18-SEP-17
Micah Hoellein	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Mitchell Holler	NW9329 01	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Pedram Homayounpour	NS9317 02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Pedram Homayounpour	NS9373 01	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Justice Horn	NS9438 00	Stu Pub Writer-\$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Justice Horn	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Zachary Horstman	NG9282 01	GA-HPER	Hire Temp Appointment	7404.00	22-SEP-17
Katelyn Howard	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Kristen Huber	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Carly Hubert	NS9372 02	Student Labor-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Busrafhatima Hulmani	NS9308 03	E-learning Student Labor	Hire Temp Appointment	1600.00	01-SEP-17
Busrafhatima Hulmani	NS9438 00	Stu Pub-Writer \$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Busrafhatima Hulmani	NS9438 01	Student Intern for Exponent	Hire Temp Appointment	2832.00	22-SEP-17
Corah Ivers	NW8309 00	WS Off-campus ARAMARK	Hire Temp Appointment	3186.00	22-AUG-17
Kelsey Iverson	NW9324 01	Work Study-Accounting	Hire Temp Appointment	3240.00	22-AUG-17
Ashley Jenkins	NS9275 01	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Ashley Jenkins	NS9438 00	Stu Pub Writer-\$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Mina Jeong	NS9411 01	Student Labor -Chemistry Pilot	Hire Temp Appointment	3240.00	22-AUG-17
Gey Joh	NS9438 00	StuPub Writer-\$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Dallas Johnson	NS9438 00	Stu Pub Writer-\$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Dallas Johnson	NW9329 01	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Danielle Johnson	NG9302 00	Graduate Assistant - Speech	Hire Temp Appointment	7404.00	22-AUG-17
Mckenzie Johnson	NG9282 01	GA-HPER	Appointment	7404.00	22-AUG-17
Sarah Johnson	NW9460 02	Work Study-University College	Hire Temp Appointment	3420.00	22-AUG-17
Hannah Jorgenson	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Hannah Jorgenson	NW9329 01	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Jazmin Jundt	NW9318 00	Work Study-Grad School	Hire Temp Appointment	3240.00	22-AUG-17
Faith Justice	NW9447 00	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Hannah Kearns	NW8465 02	Workstudy-Admissions	Hire Temp Appointment	3200.00	22-SEP-17
Brooke Kellen	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Chaka Kelly	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Yoojin Kim	NS9438 00	Stu Pub-Photographer \$3./photo	Hire Temp Appointment	1080.00	22-AUG-17
Charles Kintz	NS9308 00	E-learning Student Labor	Hire Temp Appointment	1440.00	05-SEP-17
Tyler Kjenstad	NS9317 02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Sara Kjetland	NS9273 02	Math Tutor	Hire Temp Appointment	3420.00	22-AUG-17
Sara Kjetland	NS9306 00	SSS - Math Tutor	Hire Temp Appointment	3800.00	28-AUG-17
Sara Kjetland	NS9317 03	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Sara Kjetland	NW9460 01	Work Study-University College	Hire Temp Appointment	3420.00	22-AUG-17
Carleigh Klein	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	3240.00	02-SEP-17
Madison Knutson	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3240.00	22-AUG-17

Katelyn Koehler	NW9465	00	W/S - Financial Aid Office	Hire Temp Appointment	3186.00	22-AUG-17
Corrina Koehn	NS9272	00	Office Assistant	Hire Temp Appointment	1440.00	22-AUG-17
Brelynn Komrosky	NW8309	00	WS Off-Campus SDSBVI	Hire Temp Appointment	3186.00	22-AUG-17
Rachel Kopplin	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Andrea Korvela	NS9301	02	SSS Office Assistant	Hire Temp Appointment	3690.00	22-AUG-17
Sean Kramer	NS9397	00	Student Labor - Biology	Hire Temp Appointment	1416.00	22-AUG-17
Ethan Kranhold	NW9316	00	Work Study-Wellness	Hire Temp Appointment	3186.00	22-AUG-17
Brandi Krueger	NW9329	00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Kirsten Krueger	NG9301	00	Graduate Assistant - Soc	Appointment	7404.00	22-AUG-17
Melanie Kruse	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Alicia Kuipers	NS9312	02	Peer Advisor	Hire Temp Appointment	3510.00	22-AUG-17
Alicia Kuipers	NS9317	02	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Brianna Kusler	NS9380	00	MBB CAMP 2017 Scorekeeper	Hire Temp Appointment	200.00	22-AUG-17
Colton Landreth	NS9470	00	THUNDER @ BROWN CO FAIR	Hire Temp Appointment	50.00	22-AUG-17
Gabrielle Lane	NE9867	00	Adj PE 355 PE 453	Hire Temp Appointment	6462.00	22-AUG-17
Paige Larson	NW9455	02	Work Study-Art	Hire Temp Appointment	3600.00	22-AUG-17
Alazae LeFaive	NS9470	02	MASCOT	Hire Temp Appointment	1800.00	22-AUG-17
Adam Leach	NG9282	00	GA-HPER	Appointment	7404.00	22-AUG-17
Catherine Leber	NS9275	02	Reading Tutor	Hire Temp Appointment	3420.00	22-AUG-17
Catherine Leber	NS9460	02	Student Lab-Campus Comm Coal	Hire Temp Appointment	3600.00	01-SEP-17
Catherine Leber	NW9401	00	Work Study-Student Association	Hire Temp Appointment	2832.00	22-SEP-17
Chelsey Lehrke	NS9317	03	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Benjamin Leidholt	NS9377	00	Student Technology Fellow	Hire Temp Appointment	4848.00	22-SEP-17
Alissa Leier	NS9307	00	Residential Mentor Pass	Hire Temp Appointment	1600.00	22-AUG-17
Toni Lemon	NW9467	00	Work Study-Counseling	Hire Temp Appointment	3186.00	22-AUG-17
Cassandra Lentz	NW9329	00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Kyra Liebig	NW9465	00	W/S - Financial Aid Office	Hire Temp Appointment	3186.00	22-AUG-17
Tyler Lien	NW9321	00	Work Study-Bookstore	Hire Temp Appointment	3186.00	22-AUG-17
Heather Lone	NW9468	00	Work Study-OCE	Hire Temp Appointment	3240.00	22-AUG-17
Allerie Loof	NW9329	02	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Kaitlynn Loos	NW9323	02	Work Study-Alumni & Devel.	Hire Temp Appointment	3420.00	22-AUG-17
Easton Lopez	NS9308	00	E-learning Student Labor	Hire Temp Appointment	1440.00	29-AUG-17
Easton Lopez	NW9300	00	Work Study-CEIB	Hire Temp Appointment	3600.00	22-AUG-17
Lucas Lorenz	NS9471	02	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Ashley Luce	NW8309	00	W/S OffCampus-Boys/Girls Club	Hire Temp Appointment	3186.00	22-AUG-17
Taylor Luna	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Rachel Lynch	NS9275	01	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Rachel Lynch	NS9305	00	Reading Tutor Pass	Hire Temp Appointment	3330.00	22-AUG-17
Rachel Lynch	NS9317	03	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Shannon Lynch	NS9438	00	Stu Pub - \$5.00/COMIC	Hire Temp Appointment	450.00	22-SEP-17
Gerardo Magana	NG9282	00	GA-HPER	Appointment	7404.00	22-AUG-17
Cassandra Maillet	NS9277	01	Writing Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Cassandra Maillet	NS9304	00	SSS - Writing Tutor	Hire Temp Appointment	3700.00	28-AUG-17
Natasha Mangialetti	NS9438	00	Stu Pub-Photographer \$3./photo	Hire Temp Appointment	540.00	22-AUG-17
Natasha Mangialetti	NW8309	00	W/S Offcampus- Aramark	Hire Temp Appointment	2832.00	22-SEP-17
Thalia Martin	NW9329	00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Alysha Martinez	NW9329	01	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Codi Martinez	NW9329	00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Breanna Marzahn	NW8309	01	W/S Off-Campus Abdn Parks/Rec	Hire Temp Appointment	3600.00	22-AUG-17
Matthew Mayfield	NS9460	01	Student Lab-Campus Comm Coal	Hire Temp Appointment	3600.00	01-SEP-17
Jessica McClain	NS9307	01	Residential Mentor Pass	Hire Temp Appointment	1800.00	22-AUG-17
Patrick McCormack	NW9329	01	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Adam McFarland	NG9292	00	GA-Wellness Center	Appointment	7404.00	22-AUG-17
Amanda McIlravy	NS9277	00	Writing Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Nolan McLaughlin	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	2880.00	03-OCT-17
Emily Meidinger	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Jared Meiklejohn	NS9294	00	Student Labor - Intramurals	Hire Temp Appointment	3240.00	18-SEP-17
Toriana Mekash	NW9408	01	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Sarah Meland	NS9438	00	Stu Pub Writer-\$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Jule Mercer	NW9455	01	Work Study-Art	Hire Temp Appointment	3600.00	22-AUG-17
Bernice Meristil	NS9397	00	Student Labor - Biology	Hire Temp Appointment	3240.00	22-AUG-17
Bernice Meristil	NW9326	03	Work Study-English	Hire Temp Appointment	3420.00	22-AUG-17
Jordan Metz	NW9456	00	Work Study - Music	Hire Temp Appointment	3240.00	22-AUG-17
Morgan Mewes	NW8309	00	W/S Offcampus - ARAMARK	Hire Temp Appointment	3186.00	22-SEP-17
Paxton Mewes	NS9373	00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Paxton Mewes	NW9316	00	Work Study-Wellness	Hire Temp Appointment	3186.00	22-AUG-17
Ashley Meyer	NS9372	00	Student Labor-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Steven Meyer	NW9421	00	Work Study-Custodial	Hire Temp Appointment	3240.00	22-AUG-17

Monte Meyerink	NE9801 00	Coordinator Math Lab	Hire Temp Appointment	7000.00	22-AUG-17
Monte Meyerink	NG9296 01	GA - University College	Appointment	7404.00	22-AUG-17
John Miller	NS9397 00	Student Labor - Biology	Hire Temp Appointment	3186.00	22-AUG-17
Patrick Minihan	NW8465 00	Workstudy-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Presley Mittelstadt	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Presley Mittelstadt	NW9434 03	Work Study-Intramurals	Hire Temp Appointment	3186.00	22-AUG-17
Mitchell Moes	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Zachary Mohs	NS9280 00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Kue Moo	NW9329 01	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Matthew Moran-Brewer	NS9280 01	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Matthew Moran-Brewer	NS9411 00	Student Labor -Chemistry Pilot	Hire Temp Appointment	3240.00	22-AUG-17
Matthew Moran-Brewer	NW9447 02	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Andrea Morehouse	NW8309 02	W/S Off-Campus Boys/Girls Club	Hire Temp Appointment	3186.00	22-AUG-17
Joseph Morgan	NS9414 01	Student Labor Alumni/Devl	Hire Temp Appointment	3600.00	22-AUG-17
Austin Moser	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3240.00	05-SEP-17
Austin Moser	NW9327 00	Work Study-Student Affairs	Hire Temp Appointment	3186.00	22-AUG-17
David Murphy	NS9471 01	Student Labor-Men's Athletics	Hire Temp Appointment	3540.00	01-SEP-17
Gentry Musgrove	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	3330.00	22-AUG-17
Zachary Neer	NG9282 01	GA-HPER	Hire Temp Appointment	7404.00	22-AUG-17
Bradley Nelson	NW9421 00	Work Study-Custodial	Hire Temp Appointment	3240.00	22-AUG-17
Braiden Nelson	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Vinh Nguyen	NS9273 00	Math Tutor	Hire Temp Appointment	3240.00	22-AUG-17
Andrew Nichols	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Anna Noeldner	NS9312 01	Peer Advisor	Hire Temp Appointment	3330.00	22-AUG-17
Dannale Norris	NW9323 02	Work Study-Alumni & Devel.	Hire Temp Appointment	3330.00	22-AUG-17
Zackery North	NW9329 05	Work Study-Library	Hire Temp Appointment	3222.00	22-AUG-17
Darian Ogunjemilusi	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	2832.00	22-SEP-17
Hazel Ohm	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Sierra Ohm	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	3420.00	22-AUG-17
Jacob Olson	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3240.00	22-AUG-17
Till Olson	NS9280 00	SI Leader	Hire Temp Appointment	1440.00	22-AUG-17
Till Olson	NW9324 01	Work Study-Accounting	Hire Temp Appointment	1440.00	22-AUG-17
David Opheim	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3540.00	22-SEP-17
Mat Orr	NE9867 06	Adj PE 203	Hire Temp Appointment	1077.00	22-AUG-17
Mat Orr	NE9974 35	Adj WEL-100/L-N800T	Hire Temp Appointment	2154.00	22-AUG-17
Mat Orr	NG9298 00	Grad Teach Assist - Grading	Hire Temp Appointment	7404.00	22-AUG-17
Andrea Overman	NS9460 02	Student Lab-Campus Comm Coal	Hire Temp Appointment	3600.00	01-SEP-17
Lauren Paatela	NS9277 01	Writing Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Lauren Paatela	NS9438 00	Stu Pub Copy Editor Exponent	Hire Temp Appointment	3186.00	22-AUG-17
Nolan Parks	NG9282 01	GA-HPER	Hire Temp Appointment	7404.00	22-AUG-17
Nolan Parks	NS9378 00	VB Announcer \$30./match	Hire Temp Appointment	210.00	22-SEP-17
Faithe Patrick	NG9297 00	Graduate Research Assistant	Hire Temp Appointment	7404.00	22-AUG-17
Nathan Patterson	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Abbigail Patton	NS9470 00	MASCOT	Hire Temp Appointment	3600.00	22-AUG-17
Mara Perkins	NW8465 02	Workstudy-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Skye Persons	NW9447 00	Work Study-Biology	Hire Temp Appointment	3186.00	22-SEP-17
Jordan Petersen	NG9282 01	GA-HPER	Hire Temp Appointment	7404.00	22-AUG-17
Hannah Peterson	NW9327 00	Work Study-Student Affairs	Hire Temp Appointment	3186.00	22-AUG-17
Timothy Prescott	NG9282 00	GA-HPER-Wrestling	Hire Temp Appointment	7404.00	22-AUG-17
Brittany Quinn	NW9321 02	Work Study-Bookstore	Hire Temp Appointment	3510.00	22-AUG-17
Danielle Quinn	NW9329 03	Work Study-Library	Hire Temp Appointment	3222.00	22-AUG-17
Brock Ragatz	NS9471 01	Paid Intern/Athletic Mktg	Hire Temp Appointment	3600.00	22-SEP-17
Andrea Rausch	NS9326 00	Transcripts	Hire Temp Appointment	2832.00	28-SEP-17
Andrea Rausch	NW9325 01	Work Study-Transcripts	Hire Temp Appointment	3186.00	22-AUG-17
Cori Redmond	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Logan Richie	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Cordell Ring	NS9317 01	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Cordell Ring	NS9470 01	MASCOT	Hire Temp Appointment	3600.00	29-AUG-17
Bryce Roberts	NS9323 00	CI-Host UJN Bus Fac Deleg Oct2	Hire Temp Appointment	40.00	22-SEP-17
Raekwon Robinson	NW9408 02	Work Study-Intercoll Athl	Hire Temp Appointment	2832.00	22-SEP-17
Nicholas Rokusek	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-SEP-17
Taylor Rolf	NG9282 00	GA-HPER	Appointment	7404.00	22-AUG-17
Tara Rook	NS9378 00	VB Stat Caller \$30./match	Hire Temp Appointment	210.00	22-SEP-17
Molly Royals	NS9377 03	Student Technology Fellow	Hire Temp Appointment	7095.60	22-AUG-17
Samanthajean Ryan	NW9329 00	Work Study-Library	Hire Temp Appointment	3186.00	22-AUG-17
Cameron Sannes	NS9294 00	Student Labor - Intramurals	Hire Temp Appointment	2880.00	03-OCT-17
Lorena Sarabia	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-SEP-17
Sara Scepaniak	NW9465 00	W/S Financial Aid Office	Hire Temp Appointment	3186.00	22-AUG-17

Cassidy Schaar	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	2800.00	01-OCT-17
Colton Schaefer	NS9364 01	Student Labor- Custodial	Hire Temp Appointment	3600.00	22-AUG-17
Colton Schaefer	NW9456 06	Work Study - Music	Hire Temp Appointment	3330.00	22-AUG-17
Sarah Schaefer	NW9321 00	Work Study-Bookstore	Hire Temp Appointment	3186.00	22-AUG-17
Crystal Scherr	NS9272 01	Office Assistant	Hire Temp Appointment	3330.00	22-AUG-17
Angela Schleich	NW9456 00	Work Study - Music	Hire Temp Appointment	3186.00	22-AUG-17
Nicolette Schmidt	NW8309 01	W/S Off-campus SDSBVI	Hire Temp Appointment	3186.00	22-AUG-17
Tabitha Schmidt	NS9280 00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Tabitha Schmidt	NW9456 00	Work Study - Music	Hire Temp Appointment	3186.00	22-AUG-17
Ann Schmitt	NW9467 01	Work Study-Counseling	Hire Temp Appointment	3240.00	22-AUG-17
Zyandra Schroeder	NW9317 01	Work Study-Registrar	Appointment	3186.00	22-AUG-17
Adam Schultz	NW9329 00	Work Study-Library	Hire Temp Appointment	2832.00	22-SEP-17
Rochelle Schultz	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Kyla Schuster	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Kyla Schuster	NS9438 01	Stu Pub Writer \$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Kyla Schuster	NS9438 02	Stu Pub - Asst Editor Exponent	Hire Temp Appointment	3186.00	22-AUG-17
Kyla Schuster	NW9313 01	Work Study-Student Union	Hire Temp Appointment	3186.00	22-AUG-17
Sarah Secker	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Daniel Severson	NG9292 01	GA-Wellness Center	Appointment	7404.00	22-AUG-17
Mitchell Sharer	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3240.00	22-AUG-17
Mitchell Sharer	NW9408 00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Bailey Sheridan	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Sydney Shintaffer	NW9408 01	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17
Steven Shumaker	NW9316 02	Work Study-Wellness	Hire Temp Appointment	2832.00	22-SEP-17
Stormie Sickler	NS9378 00	VB Line Judge \$40./match	Hire Temp Appointment	160.00	22-SEP-17
Chase Sievers	NS9277 02	Writing Tutor	Hire Temp Appointment	3780.00	22-AUG-17
Chase Sievers	NS9438 00	Stu Pub Reporter \$1./col inch	Hire Temp Appointment	320.00	22-SEP-17
Jacob Sigurdson	NS9280 01	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Jacob Sigurdson	NW9324 02	Work Study-Accounting	Hire Temp Appointment	3330.00	22-AUG-17
Shayla Simons	NS9321 00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Kiley Skuza	NS9280 01	SI Leader	Hire Temp Appointment	3800.00	22-AUG-17
Kiley Skuza	NS9372 00	Student Labor-Admissions	Hire Temp Appointment	3600.00	22-AUG-17
Abberly Smith	NW9434 00	Work Study-Intramurals	Hire Temp Appointment	3186.00	22-AUG-17
Brooke Smith	NS9292 02	Student Labor-Wellness Cntr	Hire Temp Appointment	3186.00	22-AUG-17
Brooke Smith	NS9373 01	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
Rachel Smith	NS9280 01	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Rachel Smith	NW9323 01	Work Study-Alumni & Devel.	Hire Temp Appointment	3600.00	22-AUG-17
Tyler Smith	NS9414 00	Student Labor Alumni/Devl	Hire Temp Appointment	3600.00	02-SEP-17
Katherine Springer	NS9312 01	Peer Advisor	Hire Temp Appointment	3330.00	22-AUG-17
ShyAnn Springer	NS9275 01	Reading Tutor	Hire Temp Appointment	3330.00	22-AUG-17
ShyAnn Springer	NS9277 01	Writing Tutor	Hire Temp Appointment	3330.00	22-AUG-17
ShyAnn Springer	NS9373 00	Student Labor-Orientation fee	Hire Temp Appointment	50.00	22-AUG-17
ShyAnn Springer	NW9460 00	Work Study-University College	Hire Temp Appointment	3330.00	22-AUG-17
Jordan Stotz	NS9321 01	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Adwoa Street	NG9287 01	GA - Disability Services	Appointment	7404.00	22-AUG-17
Elsa Swanson	NW9323 00	Work Study-Alumni & Devel.	Hire Temp Appointment	3600.00	22-AUG-17
Patrick Sweeney	NG9282 02	GA-HPER	Appointment	7404.00	22-AUG-17
Justice Swift-Red Hawk	NW9313 00	Work Study-Student Union	Hire Temp Appointment	3186.00	22-AUG-17
Sithembiso Tamhla	NG9296 00	GA - University College	Hire Temp Appointment	7404.00	22-AUG-17
Deanne Taylor	NW9460 01	Work Study-University College	Hire Temp Appointment	3330.00	22-AUG-17
Margaret Thares	NS9365 02	Student Labor-Centrex	Hire Temp Appointment	3186.00	22-AUG-17
Christopher Theroux	NW9329 02	Work Study-Library	Hire Temp Appointment	3204.00	22-AUG-17
Brooke Thielbar	NS9346 00	Student Assn - President	Hire Temp Appointment	1905.75	22-SEP-17
Brooke Thielbar	NS9414 01	Student Labor Alumni/Devl	Hire Temp Appointment	3186.00	22-AUG-17
Brooke Thielbar	NW9456 01	Work Study - Music	Hire Temp Appointment	3186.00	22-AUG-17
Amanda Tobin	NS9377 03	Student Technology Fellow	Hire Temp Appointment	6544.80	22-AUG-17
Dakota Toedter	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3240.00	22-AUG-17
Chance Torrence	NW8309 01	W/S Off Campus Boys/Girls Club	Hire Temp Appointment	3600.00	22-AUG-17
Samuel Tucker	NS9438 00	Stu Pub-Exponent Archivist	Hire Temp Appointment	3186.00	22-AUG-17
Shay Tunnissen	NW9282 00	Work Study-Controller	Hire Temp Appointment	2832.00	22-SEP-17
Annika Van Oosbree	NS9280 01	SI Leader	Hire Temp Appointment	3800.00	22-AUG-17
Annika Van Oosbree	NS9346 00	Student Assn -Vice President	Hire Temp Appointment	1455.75	22-AUG-17
Annika Van Oosbree	NS9438 03	Copy Editor for Exponent	Hire Temp Appointment	3186.00	22-AUG-17
Annika Van Oosbree	NS9438 04	Stu Pub Writer \$1./column inch	Hire Temp Appointment	180.00	22-AUG-17
Holly Vancura	NS9280 02	SI Leader	Hire Temp Appointment	3800.00	22-AUG-17
Noah Vreeman	NS9471 00	Student Labor-Men's Athletics	Hire Temp Appointment	3150.00	22-AUG-17
Asher Wahl	NS9273 01	Math Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Johanna Wahl	NS9275 02	Reading Tutor	Hire Temp Appointment	3420.00	22-AUG-17

Livia Wallace	NS9470	00	MASCOT	Hire Temp Appointment	1600.00	22-SEP-17
Maida Walters	NS9280	01	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Xin Wang	NG9294	00	GA-Music	Hire Temp Appointment	7404.00	22-AUG-17
Laryn Warkenthien	NW8309	00	W/S Off-campus SDSBVI	Hire Temp Appointment	3186.00	22-AUG-17
Benjamin Watkins	NG9282	00	GA-HPER	Appointment	7404.00	22-AUG-17
Ellen Weber	NW8309	03	W/S Off Campus-Boys/Girls Club	Hire Temp Appointment	3492.00	22-AUG-17
Cory Weeks	NS9373	00	Student Labor-Orientatation fee	Hire Temp Appointment	50.00	22-AUG-17
Cory Weeks	NW9327	00	Work Study-Student Affairs	Hire Temp Appointment	3186.00	22-AUG-17
Shelby Weig	NW9447	00	Work Study-Biology	Hire Temp Appointment	3186.00	22-AUG-17
Witnie Weinheimer	NW8309	00	WS Off-campus Boys/Girls Club	Hire Temp Appointment	3186.00	22-AUG-17
Cassidy Weiss	NG9282	00	GA-HPER	Appointment	7404.00	22-AUG-17
Mckenzie Werner	NW9468	02	Work Study-OCE	Hire Temp Appointment	3330.00	22-AUG-17
Sienna Wessel	NS9280	00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Kara Wetzel	NG9282	01	GA-HPER	Appointment	7404.00	22-AUG-17
Carly Wheeting	NS9280	00	SI Leader	Hire Temp Appointment	3600.00	22-AUG-17
Whitney Whitehead	NG9282	00	GA-HPER	Hire Temp Appointment	7404.00	22-AUG-17
Josie Whitley	NS9321	00	Rural Student Teacher	Hire Temp Appointment	1500.00	22-AUG-17
Matthew Wiebers	NS9280	00	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Matthew Wiebers	NS9397	00	Student Labor - Biology	Hire Temp Appointment	3240.00	22-AUG-17
Sierra Wieseler	NS9438	00	Stu Pub-Writer \$1./column inch	Hire Temp Appointment	360.00	22-AUG-17
Luke Wietgreffe	NS9280	01	SI Leader	Hire Temp Appointment	3700.00	22-AUG-17
Luke Wietgreffe	NS9383	00	Student Labor-School of Bus.	Hire Temp Appointment	3240.00	22-AUG-17
Emily Wiley	NS9377	00	Student Technology Fellow	Hire Temp Appointment	4848.00	22-SEP-17
Emily Wiley	NW9282	00	Work Study-Controller	Hire Temp Appointment	3186.00	22-AUG-17
Joni Willoughby	NS9280	00	SI Leader	Hire Temp Appointment	2880.00	22-SEP-17
Amy Wockenfuss	NS9397	01	Student Labor - Biology	Hire Temp Appointment	3240.00	22-AUG-17
Gary Wollman	NS9471	00	Student Labor-Men's Athletics	Hire Temp Appointment	3240.00	22-SEP-17
Gary Wollman	NW9464	01	Work Study-Media Center	Hire Temp Appointment	3330.00	22-AUG-17
Jennem Woolever	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Jennem Woolever	NS9373	00	Student Labor-Orientatation fee	Hire Temp Appointment	50.00	22-AUG-17
Xiyue Yu	NS9323	00	Confucius Institute-Stdt Labor	Hire Temp Appointment	200.00	22-AUG-17
Jessica Zempel	NS9273	01	Math Tutor	Hire Temp Appointment	3330.00	22-AUG-17
Jessica Zempel	NS9317	00	Student Labor-Math Lab	Hire Temp Appointment	3600.00	22-AUG-17
Hattie Zinter	NW9408	00	Work Study-Intercoll Athl	Hire Temp Appointment	3186.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Hailey Aldentaler	NW9329	00	Work Study-Library	TV012	21-SEP-17
Stephanie Anderson	NS9293	03	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Brandon Bicek	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Madilyn Bommersbach	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Taylor Brekke	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Amanda Cook	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Michael Cooper	NS9355	01	Student Labor - Bookstore	TV012	21-SEP-17
Armel Dikoume NDoumbe	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Allison Dockter	NS9373	02	Student Labor-Orientatation fee	TV012	21-SEP-17
Hailey Duchsherer	NS9373	01	Student Labor-Orientatation fee	TV012	21-SEP-17
Tessa Durnin	NS9465	01	Student Labor - SWAT	TV012	21-SEP-17
Dana Duvall	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Bowen Feng	NS9323	02	Help CI/Homecoming Parade	TV012	21-OCT-17
Rebecca Fesler	NS9377	01	Student Technology Fellow	TV012	21-SEP-17
Zachary Fleming	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Janette Hall	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Victoria Hanline	NE9457	00	07/26/2017 FB CAMP Trainer	TV013	21-SEP-17
Pedram Homayounpour	NS9373	01	Student Labor-Orientatation fee	TV012	21-SEP-17
Busrafhatima Hulmani	NS9308	02	E-learning Student Labor	TV012	31-AUG-17
Mina Jeong	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Hannah Jorgenson	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Elizabeth Katz	NS9293	03	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Sean Kramer	NS9465	01	Student Labor - SWAT	TV012	21-SEP-17
Brianna Kusler	NS9380	00	MBB CAMP 2017 Scorekeeper	TV012	21-SEP-17
Colton Landreth	NS9470	00	THUNDER @ BROWN CO FAIR	TV012	21-SEP-17
Taylor Luna	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17
Emily Meidinger	NS9373	00	Student Labor-Orientatation fee	TV012	21-SEP-17

Paxton Mewes	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-17
John Miller	NS9293	01	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Presley Mittelstadt	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-17
Nolan Parks	NS9378	00	VB Announcer \$30./match	TV012	21-OCT-17
Tanner Peltier	NS9293	02	Stu Lab- Brown Co Mosquito	TV012	21-OCT-17
Bryce Roberts	NS9323	00	CI-Host UJN Bus Fac Deleg Oct2	TV012	21-OCT-17
Tara Rook	NS9378	00	VB Stat Caller \$30./match	TV012	21-OCT-17
Kyla Schuster	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-17
Stormie Sickler	NS9378	00	VB Line Judge \$40./match	TV012	21-OCT-17
Brooke Smith	NS9373	01	Student Labor-Orientation fee	TV012	21-SEP-17
ShyAnn Springer	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-17
Cindy Venegas Mata	NS9293	03	Stu Lab- Brown Co Mosquito	TV012	13-SEP-17
Cindy Venegas Mata	NS9315	01	Student Labor-EPSCOR	TV012	13-SEP-17
Cory Weeks	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-17
Matthew Wiebers	NS9465	01	Student Labor - Pollinator Gra	TV012	21-SEP-17
Jennem Woolever	NS9373	00	Student Labor-Orientation fee	TV012	21-SEP-17
Xiyue Yu	NS9323	00	Confucius Institute-Stdt Labor	TV012	21-OCT-17

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Alyssa Anderson	NE9472	05	BIOL 363 L-N800T	Overload for Teaching	6679.88	22-AUG-17
Shelly Baker	NE9559	01	Assistant Professor	Appointment	70000.00	22-AUG-17
Allen Barclay	NE9472	21	OCE-BADM 362-N800T	Continuing Education/Extension	6709.92	22-AUG-17
Allen Barclay	NE9683	00	CI Research Support Stipend	Supplemental Appointment	250.00	22-SEP-17
Terry Beckler	NE9829	09	OL-2cr MarchBand/2cr Percusson	Overload for Teaching	6835.64	22-SEP-17
Gregory Blair	NE9840	13	Overloads-Art	Overload for Teaching	1480.00	22-AUG-17
Kristi Bockorny	NE9472	29	OCE-BADM 460-N800T	Continuing Education/Extension	6445.52	22-AUG-17
Kristi Brownfield	NE9472	01	SOC 100-N802T	Overload for Teaching	3776.16	22-AUG-17
Erin Brownlee	NE9544	00	Assistant Professor	Appointment	48500.00	22-AUG-17
Ahmet Can	NE9472	00	Extension Overloads	Overload for Teaching	1466.68	22-AUG-17
Gregory Cantrell	NE9591	00	Assistant Professor	Appointment	53000.00	22-AUG-17
Gregory Cantrell	NE9831	00	PE Overloads PE100	Overload for Teaching	1413.32	22-AUG-17
Sara Christensen-Blair	NE9645	04	Faculty Athletic Rep	Supplemental Appointment	8672.00	22-AUG-17
Ric Dias	NE9815	04	Fac -Mentoring Overload	Supplemental Appointment	1199.97	22-AUG-17
Guangwei Ding	NE9456	06	Overloads-Rising Scholar	Supplemental Appointment	549.99	22-AUG-17
Andrzej Duszenko	NE9472	31	ENGL-101-N800T	Supplemental Appointment	4815.04	22-AUG-17
Andrzej Duszenko	NE9472	32	GS-491-N800T	Overload for Teaching	1475.08	22-AUG-17
Kami Fischbach	NE9743	05	MATH 021	Overload for Teaching	3951.00	22-AUG-17
Kami Fischbach	NE9865	00	College Readiness Eng Teacher	Overload for Teaching	3910.00	22-AUG-17
Ross Flom	NE9472	00	PSYC-101-N802T	Overload for Teaching	4360.00	22-AUG-17
Ross Flom	NE9472	01	PSYC-101-N801T	Overload for Teaching	4360.00	22-AUG-17
Ross Flom	NE9557	00	Associate Professor - 9	Appointment	54500.00	22-AUG-17
Justin Foote	NE9526	00	Assistant Professor	Appointment	47000.00	22-AUG-17
Gregory Francom	NE9472	21	ELRN 4/585 N800T	Overload for Teaching	1668.53	22-AUG-17
Juan Gonzalez	NE9472	15	SPAN 102 N800T	Overload for Teaching	1444.36	22-AUG-17
Juan Gonzalez	NE9472	16	SPAN-101-N800T	Overload for Teaching	5779.48	22-AUG-17
Juan Gonzalez	NE9472	17	SPAN-355-N800T	Overload for Teaching	2950.16	22-AUG-17
Juan Gonzalez	NE9472	18	SPAN-101-N801T	Overload for Teaching	5779.48	22-AUG-17
Steven Gough	NE9478	05	OL-Teach high number students	Overload for Teaching	8000.00	22-SEP-17
David Grettler	NE9456	16	RS-5Sec HIST151 Abn BV Mitch	Supplemental Appointment	1950.00	22-SEP-17
David Grettler	NE9472	21	HIST-352-N800T	Overload for Teaching	7720.64	22-AUG-17
Lindsey Huber	NE9472	02	MIS-205ONHU01	Overload for Teaching	3680.00	22-AUG-17
Jeffrey Jay	NE9568	19	Grad chair 1 student	Supplemental Appointment	200.00	22-AUG-17
Julie Johnson	NE9472	05	SPCM-101-NHU01	Overload for Teaching	3231.00	22-AUG-17
Julie Johnson	NE9472	06	SPCM-101-N800T	Overload for Teaching	3231.00	22-AUG-17
Alyssa Kiesow	NE9472	26	BIOL-325/L-N800T	Overload for Teaching	7904.52	22-AUG-17
Peter Kilian	NE9826	00	OIS Coordinator	Supplemental Appointment	8339.00	22-AUG-17
Craig Kono	NE9568	12	Grad Chair 2 students	Supplemental Appointment	400.00	22-AUG-17
Keun Lee	NE9472	11	ECON-202-N800T	Overload for Teaching	6225.52	22-AUG-17
Michelle Lesnar	NE9472	04	ECON-201-N800T	Overload for Teaching	3300.48	22-AUG-17
Virginia Lewis	NE9472	36	GER-1101-N800T	Overload for Teaching	7282.88	22-AUG-17
Anna Lohmeyer	NE9809	00	ENGL 201	Overload for Teaching	3231.00	22-AUG-17
Grant Manhart	NE9472	19	MUS-100-N800T	Overload for Teaching	5844.96	22-AUG-17
Grant Manhart	NE9829	10	May Grad Music 05/06/2017	Supplemental Appointment	50.00	22-SEP-17
Arthur Marmorstein	NE9456	10	RS Mentor 2 Sec HIST121 Pierre	Supplemental Appointment	700.00	22-SEP-17

Arthur Marmorstein	NE9839	17	Overloads-History	Overload for Teaching	2067.00	22-AUG-17
Amber Matheren	NE9472	05	BADM-468-N800T	Overload for Teaching	5991.20	22-AUG-17
Amber Matheren	NE9683	00	Confucius Institute lxpayout	Supplemental Appointment	250.00	22-AUG-17
Andria Moon	NE9472	16	Adj EDFN-4/592-N700T	Overload for Teaching	1399.08	22-AUG-17
Andria Moon	NE9568	04	Grad Chair 1 student	Supplemental Appointment	200.00	22-AUG-17
Hassan Niazi	NE9472	08	ACCT-470-N800T	Overload for Teaching	4118.96	22-AUG-17
George Nora	NE9614	07	07/2017ChemHygOffcr/WritePlan	Supplemental Appointment	6164.00	22-SEP-17
Candida Olson	NE9472	00	Extension Overloads	Overload for Teaching	4000.00	22-AUG-17
Candida Olson	NE9487	00	Instructor	Appointment	50000.00	22-AUG-17
Thomas Orr	NE9831	26	PE 411/511 & IDL 190	Overload for Teaching	6206.84	22-AUG-17
Penni Pearson	NE9456	16	RS-NSU Mentor 10 Sec ENGL	Supplemental Appointment	3100.00	22-SEP-17
John Peterson	NE9836	08	1 credit OL IDL 190NBUS2	Overload for Teaching	2386.00	22-SEP-17
Lisa Peterson	NE9809	01	MATH 021	Overload for Teaching	2142.00	22-AUG-17
Scott Peterson	NE9472	08	MIS-325-N800T	Overload for Teaching	5013.36	22-AUG-17
Scott Peterson	NE9691	09	Director of Placement	Supplemental Appointment	6000.03	22-AUG-17
Robert Preston	NE9472	17	BADM-417-N800T	Overload for Teaching	6603.36	22-AUG-17
Robert Preston	NE9472	18	BFS-750-N800T	Overload for Teaching	4040.84	22-AUG-17
Robert Preston	NE9660	07	Dacotah Bank Scholar Program	Supplemental Appointment	2500.00	22-SEP-17
Jodie Ramsay	NE9456	22	RS-NSUMentor 7sec BIO;1 BIO153	Supplemental Appointment	3200.04	22-SEP-17
Jodie Ramsay	NE9472	04	BIOL-180-N800T	Overload for Teaching	6468.72	22-AUG-17
Ricardo Rojas	NE9456	05	Overloads-Rising Scholar	Supplemental Appointment	3249.99	22-AUG-17
Sara Schmidt	NE9472	32	ACCT-310-N800T	Overload for Teaching	7871.84	22-AUG-17
Julie Schroer	NE9472	06	BIOL-101/L-N800T	Overload for Teaching	3554.12	22-AUG-17
Julie Schroer	NE9472	07	BIOL-101/L-N801T	Overload for Teaching	2800.20	22-AUG-17
Anna Schwan	NE9472	00	EDFN-4/542-N800T	Overload for Teaching	1533.32	22-AUG-17
Anna Schwan	NE9472	01	EDFN-4/540-N800T	Overload for Teaching	3066.68	22-AUG-17
Anna Schwan	NE9472	02	EDFN-592-N701T	Overload for Teaching	1553.32	22-AUG-17
Anna Schwan	NE9479	00	1cr OL-suprvs 4 SEED 496 Stdts	Supplemental Appointment	1533.00	22-SEP-17
Anna Schwan	NE9594	00	Associate Professor - 9	Appointment	57500.00	22-AUG-17
Elizabeth Sills	NE9472	00	SPCM-101 N801T	Overload for Teaching	3800.00	22-AUG-17
Danielle Thooft	NE9478	02	OL Teach SPANISH IIII	Supplemental Appointment	8000.00	22-SEP-17
Stacy Trentham	NE9472	00	MATH-102-N801T	Overload for Teaching	3920.00	22-AUG-17
William Trentham	NE9583	00	Professor - 9	Appointment	48500.00	22-AUG-17
William Trentham	NE9701	00	O/L 3.9 Contact Hrs	Overload for Teaching	5044.00	22-SEP-17
Wendy VanGent	NE9472	16	Extension Overloads	Overload for Teaching	3852.16	22-AUG-17
Wendy VanGent	NE9474	03	Conductor Choral Wrkshp 10/04	Supplemental Appointment	300.00	22-SEP-17
Robert Vodnoy	NE9829	02	OL-2 cr - Musical	Overload for Teaching	3133.16	22-SEP-17
Jessica Vogel	NE9472	01	EDFN-592-N703T	Overload for Teaching	1226.68	22-AUG-17
Courtney Waid-Lindberg	NE9620	01	IDL 190	Overload for Teaching	1563.00	22-AUG-17
Jeffrey Walz	NE9478	03	O/L High enrollment	Overload for Teaching	4000.00	22-SEP-17
Paula Wetenkamp	NE9809	00	Adj SPAN 101	Overload for Teaching	4308.00	22-AUG-17
William Wieland	NE9829	09	OL .5 Cr-Music Theory	Overload for Teaching	1264.60	22-SEP-17
Cheryl Wold	NE9472	30	EDFN-592-N702T	Overload for Teaching	1356.20	22-AUG-17
Timothy Woods	NE9829	17	Director MME	Supplemental Appointment	5016.96	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Gratia Brown	NE9447	00	Assistant Professor	Change Faculty Rank	37000.00	40000.00	3000.00	
Amber Matheren	NE9539	00	Assistant Professor	Change Faculty Rank	70651.00	74890.06	4239.06	
Sara Schmidt	NE9581	00	Associate Professor	Change Faculty Rank	91109.00	98398.00	7289.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Elizabeth Haller	NE9576	00	Associate Professor	Sabbatical Leave	58288.00	22-AUG-17

Faculty Benefit Eligible (FAC1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Sara Christensen-Blair	NE9545	00	Professor	SA011	22-AUG-17

Joshua Frachiseur	NE9509 00	Associate Professor	SA011	22-AUG-17
Gregory Francom	NE9512 00	Associate Professor	SA011	22-AUG-17
Wendy VanGent	NE9550 00	Associate Professor	SA011	22-AUG-17
Courtney Waid-Lindberg	NE9587 00	Associate Professor	SA011	22-AUG-17
Allen Barclay	NE9683 00	CI Research Support Stipend	TV013	21-OCT-17
Kami Fischbach	NE9865 00	College Readiness Eng Teacher	TV013	21-SEP-17
Gregory Francom	NE9472 21	ELRN 4/585 N800T	TV013	21-SEP-17
Jeffrey Jay	NE9568 19	Grad chair 1 student	TV013	21-SEP-17
Craig Kono	NE9568 12	Grad Chair 2 students	TV013	21-SEP-17
Grant Manhart	NE9829 10	May Grad Music 05/06/2017	TV013	21-OCT-17
Amber Mathern	NE9683 00	Confucius Institute lxpayout	TV013	21-SEP-17
Andria Moon	NE9568 04	Grad Chair 1 student	TV013	21-SEP-17
George Nora	NE9614 07	07/2017ChemHygOfficr/WritePlan	TV013	21-OCT-17
Elizabeth Sills	NE9472 00	SPCM-101 N801T	TV013	21-SEP-17
Wendy VanGent	NE9474 03	Conductor Choral Wrkshp 10/04	TV013	21-OCT-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Daniel Albertsen	NE9479	02	Supvs 2ELED488/1SEED488	Hire Temp Appointment	1428.00	22-SEP-17
Amber Arlint	NE9974	04	Adj EDFN-4/575-N800T	Appointment	3231.00	22-AUG-17
Amber Arlint	NE9974	05	Adj EDFN-592-N706T	Appointment	1077.00	22-AUG-17
Heidi Barclay	NE9974	30	Adj BADM 457-N801T	Hire Temp Appointment	3231.00	22-AUG-17
Heidi Barclay	NE9974	31	Adj BADM 457-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Heidi Barclay	NE9974	32	OCE-BADM 463-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Lois Beckner	NE9465	04	Adj ARTH100	Hire Temp Appointment	3231.00	22-AUG-17
Michael Bockorny	NE9974	33	Adj BADM 334-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Gwendolyn Briscoe	NE9655	06	Adj Inst 1 Sec THEA 385	Hire Temp Appointment	1428.00	22-SEP-17
Lisa Brown	NE9841	02	Adjct - Sociology SOC 270 315	Hire Temp Appointment	6462.01	22-AUG-17
Matthew Christensen	NE9832	10	RS-Engl 101 Brandon Valley	Hire Temp Appointment	2200.00	22-SEP-17
Bradley Christenson	NE9665	09	Co-Dir Mens Summer2017 BB Camp	Hire Temp Appointment	4106.95	22-SEP-17
Nancy Cutler	NE9479	08	2KDGN ECE489/1ELED488/5ELED496	Hire Temp Appointment	1452.00	22-SEP-17
Linda DeBoer	NE9809	07	Learning Power Cohort Teacher	Hire Temp Appointment	5630.00	22-AUG-17
Rachel Deutsch	NE9974	02	Adj BADM-410-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Rachel Deutsch	NE9974	03	Adj BADM-312-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Amy Dolan	NE9483	08	Adj Inst 3Sec Biol Survey/Labs	Hire Temp Appointment	7770.32	22-AUG-17
Duane Dolejsi	NE9673	00	Adjunct - Chemistry PHYS 111/1	Hire Temp Appointment	6584.99	22-AUG-17
Paul Dutt	NE9757	11	Adjunct Instructor -Music	Hire Temp Appointment	714.00	22-AUG-17
Jonathon Evenson	NE9867	05	Adj WEL 100	Appointment	4308.00	22-AUG-17
Alisa Fleming	NE9472	00	Extension Overloads	Hire Temp Appointment	3231.00	22-AUG-17
Samantha Foster	NE9461	00	Adj Instructor ECE365	Hire Temp Appointment	3231.00	22-AUG-17
Andrew Grandpre	NE9757	00	Adj Inst 2 Cont Hrs MUAP150	Hire Temp Appointment	952.00	22-SEP-17
Dan Grewe	NE9479	01	Suprvs 4SEED 496 candidates	Hire Temp Appointment	400.00	22-SEP-17
Becky Guffin	NE9461	14	Adj ELED 330	Hire Temp Appointment	3951.00	22-AUG-17
Christine Hauck	NE9974	15	Adj BADM-284-N800T	Hire Temp Appointment	1077.00	22-AUG-17
Jon Helmer	NE9867	00	Adj PE 360(2cred)PE480(3cred)	Hire Temp Appointment	5385.01	22-AUG-17
Allen Hogie	NE9832	06	RS- 2 Sec MATH -BV High School	Hire Temp Appointment	1100.00	22-SEP-17
Laura Jacobs	NE9832	15	RS-2 Sec ENGL 101 - Canton HS	Hire Temp Appointment	1100.00	22-SEP-17
Allan Jacobson	NE9474	07	Accompany NSU Choral Wrkshp	Hire Temp Appointment	200.00	22-SEP-17
Melanie Jacobson	NE9832	04	RS-4 Sec MATH 102 Mitchell	Hire Temp Appointment	1650.00	22-SEP-17
Jeanne James-Hansen	NE9832	02	RS-ENGL 101 Roncalli	Hire Temp Appointment	550.00	22-SEP-17
Sharon Johnson	NE9479	01	5ELED488/4SEED496/2ELED496	Hire Temp Appointment	2980.00	22-SEP-17
Janelle Klapperich	NE9479	09	5ELED488/2SEED496/3ELED496	Hire Temp Appointment	2888.00	22-SEP-17
Daryl Kosiak	NE9974	05	Adj POLS-320-N800T	Hire Temp Appointment	3951.00	22-AUG-17
Daryl Kosiak	NE9974	06	OCE-CJUS201-N800T	Hire Temp Appointment	987.75	22-SEP-17
Tina Lamb	NE9974	19	Adj BAMD-370-N800T	Hire Temp Appointment	3951.00	22-AUG-17
Susan Landon-Arnold	NE9974	19	Adj MICR-231/L-N801T	Hire Temp Appointment	6584.99	22-AUG-17
Susan Landon-Arnold	NE9974	20	Adj MICR-231/L-N800T	Hire Temp Appointment	6584.99	22-AUG-17
Jerome Letcher	NE9757	04	Adj-March Band/Low Brass Lssn	Hire Temp Appointment	3949.00	22-SEP-17
Justin Lovrien	NE9832	01	RS-2 Sec BIOL 151 BV HS	Hire Temp Appointment	1100.00	22-SEP-17
Ramona Lundberg	NE9832	09	RS-1 Sec BIO 151/153 -Deuel HS	Hire Temp Appointment	1099.98	22-SEP-17
Breanne Mack	NE9908	01	Adj PSYC 221 3 credit	Appointment	3231.00	22-AUG-17
Mustafa Maqbool	NE9974	11	Adj BADM-310-N801T	Hire Temp Appointment	3231.00	22-AUG-17
Mustafa Maqbool	NE9974	12	Adj BADM-310-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Dennis McDermott	NE9693	01	Judge Gypsy Day Band Competion	Hire Temp Appointment	100.00	22-SEP-17
Dennis McDermott	NE9757	19	Adj Inst MUEN180/380/MUS292	Hire Temp Appointment	2856.00	22-SEP-17

Edward Mickelson	NE9832	07	RS-2 Sec HIST 121 Riggs HS	Hire Temp Appointment	1100.00	22-SEP-17
Rodney Mittelstedt	NE9974	07	Adj HIST-152-NHU01	Hire Temp Appointment	3231.00	22-AUG-17
Rodney Mittelstedt	NE9974	08	Adj HIST-152-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Stephen Morgan	NE9832	12	RS-1 sec HIST 151 Mitchell HS	Hire Temp Appointment	550.00	22-SEP-17
James Musil	NE9832	02	RS-1 Sec CHEM 106/L Huron HS	Hire Temp Appointment	549.99	22-SEP-17
Gaye Nachreiner	NE9974	14	Adj PSYC-101-N800T	Hire Temp Appointment	3231.00	22-AUG-17
Travis Netzer	NE9757	00	Adj MUP	Hire Temp Appointment	8780.00	22-AUG-17
Travis Netzer	NE9974	00	Adj MUS-715-N800T	Hire Temp Appointment	2634.00	22-AUG-17
Travis Netzer	NE9974	01	Adj MUS-100-N801T	Hire Temp Appointment	3951.00	22-AUG-17
Hillar Neumann	NE9974	20	Adj ECON-201-N801T	Hire Temp Appointment	3951.00	22-AUG-17
Hillar Neumann	NE9974	21	Adj ECON-202-N801T	Hire Temp Appointment	3951.00	22-AUG-17
Hillar Neumann	NE9974	22	Adj ECON -302-N800T	Hire Temp Appointment	3951.00	22-AUG-17
Hillar Neumann	NE9974	23	Adj ECON-304-N800T	Hire Temp Appointment	3951.00	22-AUG-17
Kristina O'Brien	NE9832	12	RS-3 Sec ENGL 101-Wtn HS	Hire Temp Appointment	1650.00	22-SEP-17
Julie Olson	NE9832	05	RS-2 sec BIO 151-Mitchell HS	Hire Temp Appointment	1100.00	22-SEP-17
Matthew Osborne	NE9461	02	Adj ECE 412	Appointment	3231.00	22-AUG-17
Janeen Outka	NE9974	02	Adj EPSY-741-NHU01	Hire Temp Appointment	3951.00	22-AUG-17
Janeen Outka	NE9974	03	Adj EPSY-741-N700T	Hire Temp Appointment	3951.00	22-AUG-17
Sara Pillatzki Warzaha	NE9974	00	Adj THEA 100N800T	Appointment	3951.00	22-AUG-17
Christian Pirlet	NE9832	03	RS-1 sec HIST 151 Abn Central	Hire Temp Appointment	550.00	22-SEP-17
Jayson Poppinga	NE9832	05	RS-2 sec BIO 151 SF O'Gorman	Hire Temp Appointment	1100.00	22-SEP-17
Kraig Presler	NE9832	06	RS 4 Sec MATH 102 BV HS	Hire Temp Appointment	2199.96	22-SEP-17
Daniel Rieck	NE9757	01	MarchingBand/Drumline Instruct	Hire Temp Appointment	1428.00	22-SEP-17
Jennifer Ring	NE9655	02	AdjInst THEA282Jazz/381Tap	Hire Temp Appointment	2896.00	22-SEP-17
Jeremy Risty	NE9832	10	RS-3 Sec HIST151 BV HS	Hire Temp Appointment	1650.00	22-SEP-17
Jay Schwartz	NE9832	00	RS-2 SecMATH102Pierre Riggs HS	Hire Temp Appointment	1100.00	22-SEP-17
Michael Smith	NE9974	27	Adj ARTH-100-N800T	Hire Temp Appointment	3951.00	22-AUG-17
Michael Smith	NE9974	28	Adj ARTH-100-N801T	Hire Temp Appointment	3635.88	22-AUG-17
Brandon Tetrault	NE9867	03	Adj PE354 PE354L	Appointment	3231.00	22-AUG-17
David Tucker	NE9974	00	Adj ACCT-210-N801T	Hire Temp Appointment	3951.00	22-AUG-17
Phillip Wagner	NE9974	18	Adj SPCM-101-N802T	Hire Temp Appointment	3951.00	22-AUG-17
Phillip Wagner	NE9974	19	Adj SPCM-101-N803T	Hire Temp Appointment	3951.00	22-AUG-17
Phillip Wagner	NE9974	20	Adj SPCM-101-N804T	Hire Temp Appointment	3951.00	22-AUG-17
Tetiana White	NE9481	01	Adjunct Speech	Hire Temp Appointment	6462.01	22-AUG-17
Tetiana White	NE9852	04	Adj SPAN 101	Hire Temp Appointment	4308.00	22-AUG-17
Tetiana White	NE9974	00	Adj SPCM-101-N801T	Hire Temp Appointment	3231.00	22-AUG-17

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Bradley Christenson	NE9665	09	Co-Dir Mens Summer2017 BB Camp	TV013	21-OCT-17
Jon Helmer	NE9867	00	Adj PE 360(2cred)PE480(3cred)	TV013	06-OCT-17
Allan Jacobson	NE9474	07	Accompany NSU Choral Wrkshp	TV013	21-OCT-17
Dennis McDermott	NE9693	01	Judge Gypsy Day Band Competition	TV013	21-OCT-17
Sara Pillatzki Warzaha	NE9974	00	Adj THEA 100N800T	TV013	21-SEP-17
Daniel Rieck	NE9757	01	MarchingBand/Drumline Instruct	TV013	21-OCT-17

ECLS 45 Volunteers				
Banner ID	Name	Department	Institution	
A00121278	Shelby Anderson	Intercolleg Athletics	NSU	
A00170884	Katelynn Dilts	Intercolleg Athletics	NSU	
A00204946	Cameron Eisenhauer	Intercolleg Athletics	NSU	
A00221605	Brad Fuller	Intercolleg Athletics	NSU	
A00190630	Tyler Hair	Intercolleg Athletics	NSU	
A00181132	Tanner Olson	Intercolleg Athletics	NSU	
A00170061	Elizabeth Raecke	Intercolleg Athletics	NSU	
A00151773	Jason Rohrbach	Intercolleg Athletics	NSU	

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/07/2017 08:29:24

Date Range : 22-AUG-17 thru 21-OCT-17
For :SDSMT

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Waandy Burgos-Martinez	ME9307	00	Facility Worker	Appointment	22380.37	11-SEP-17
Robert Connot	ME9886	00	Library Technician	Appointment	24647.53	12-SEP-17
Darrell Deckert	ME9289	00	Facility Worker	Appointment	25521.11	19-SEP-17
Tom Laskowski	ME9809	00	Computer Support Analyst	Appointment	47839.08	07-SEP-17
David Molash	ME9206	00	Dark Matter Lab Technician	Appointment	37772.07	18-SEP-17
Arana Peters	ME9191	00	Secretary	Appointment	10335.40	30-AUG-17
Jacqueline Rausch	ME9874	00	Web Dev (Sr Programmer/Analyst	Appointment	47013.60	25-SEP-17
Debra Renken	ME9501	00	Cntrctng Offcr II (Accountant)	Appointment	46799.10	02-OCT-17
Andrew Turner	ME9460	00	Computer Support Team Leader	Appointment	47839.08	05-SEP-17

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Lila Baskerville	ME9914	00	Sr Secretary	Reclassification	10842.42	11567.84	725.42	
Richard Fox	ME9302	00	Facility Worker	Permanent Change in FTE	26165.90	16484.83	-9681.07	
Brittany Hunter	ME9305	00	Mail Carrier (Mail Processor)	End of Probation Adjust	20723.04	21752.64	1029.60	
Leslee Moore	ME9491	00	Senior Secretary	Permanent Additional Duties	33653.75	35359.32	1705.57	
Susan Schwartz	ME9758	00	Asst to Dean Stdnts/VSDS (PA1)	End of Probation Adjust	35359.32	37127.29	1767.97	
Andrew Simco	ME9219	00	SD Mines Rckr Shp DT Coord	End of Probation Adjust	22181.49	23289.01	1107.52	

Career Service Benefit Eligible (CSA1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Jacqueline Rausch	ME9874	00	Web Dev (Sr Programmer/Analyst	TV000	20-OCT-17
Debra Renken	ME9501	00	Cntrctng Offcr II (Accountant)	TV000	10-OCT-17
Debra Renken	ME9965	00	Agency Integration Specialist	SA017	01-OCT-17
Rodney Weller	ME9289	00	Facility Worker-Days	TV000	06-SEP-17
Andrew Turner	SE8736	00	Computer Support Specialist	SA018	04-SEP-17
Cathy Durkin	ME9258	00	Test Proctor	TV013	21-OCT-17

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	22620.00	22-AUG-17
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-AUG-17
John Smith	ME9258	00	Test Proctor (Sr Secretary)	Hire Temp Appointment	500.00	22-SEP-17

Career Service Non-Benefit Eligible (CSA2)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Leanna Bender	ME9608	00	Bkstr Rgstrtn Wrkr (Sales C)	TV013	21-OCT-17
Marie Romano	ME9258	00	Test Proctor	TV013	21-OCT-17
Sara Row	ME9172	00	Materials Lab Technician	TV013	30-AUG-17
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-SEP-17
John Smith	ME9258	00	Test Proctor (Sr Secretary)	TV013	21-OCT-17
Matthew Wilcox	ME9173	00	Materials Lab Technician	TV013	22-AUG-17

Non-Faculty Benefit Eligible (NFE1) (NFE1) Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Cabot-Ann Christofferson	ME9549	00	Instructor	Overload for Teaching	5000.00	22-AUG-17
Charles Kliche	ME9192	00	Instructor of SD MSHA Training	Hire Temp Appointment	22500.00	22-SEP-17
Ashli Maddox	ME9420	00	Admissions Counselor	Appointment	35000.00	22-AUG-17
Kelsey O'Neill	ME9256	00	Human Resources Mgr-HR Opertns	Appointment	53148.00	11-SEP-17
Tyrone Phillips	ME9546	00	Lecturer	Hire Temp Appointment	6000.00	22-AUG-17
Navanietha Krish Rathinam	ME9615	00	Research Scientist I	Appointment	55000.00	02-OCT-17
Brandon Scott	ME9578	00	Post-Doctoral Researcher	Appointment	48000.00	22-AUG-17
Ryan Treptow	ME9891	00	Head Women's Golf Coach	Appointment	6239.70	22-AUG-17

Non-Faculty Benefit Eligible (NFE1) (NFE1) Terminated						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date	
Saurabh Dhiman	ME9251	00	Research Scientist III	SA011	22-SEP-17	
Jorge Gonzalez Estrella	ME9252	00	CBE Postdoctoral Res	TV000	21-SEP-17	
Danielle Mason	ME9972	00	Strategic Comm Coordinator	TV000	25-AUG-17	
Wei Nan	ME9249	00	CBE Post-Doc Researcher	TV000	29-SEP-17	
Rajesh Sahadevan	ME9250	00	Post-Doc	TL001	21-OCT-17	

Student Employment and NFE Non-Benefit Eligible (NFE2) Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Joshua Adeniran	MG9990	00	GTA/CBE/Leberknight	Hire Temp Appointment	958.00	22-AUG-17
Joshua Adeniran	MG9990	01	GTA/CBE/Pinkelman	Hire Temp Appointment	3000.00	22-AUG-17
Ajibola Adewole	MG9964	00	GRA/CBE/Salem	Hire Temp Appointment	9250.00	22-AUG-17
Kayode Ajayi	MG9976	00	MEM GRA Tukkaraja	Hire Temp Appointment	7698.00	22-AUG-17
Rotimi Akinnuoye	MG9976	01	MEM GRA Brickey	Hire Temp Appointment	17320.05	22-AUG-17
Morotolaoluwa Alabi	MG9993	00	AMP GRA	Hire Temp Appointment	17320.05	22-AUG-17
Ayobami Alao	MG9987	00	GTA/CEE/Shearer	Hire Temp Appointment	3849.00	22-AUG-17
Ayobami Alao	MS9986	00	Museum Student Worker	Hire Temp Appointment	1620.00	22-AUG-17
Othman Ali	MS9962	00	ECE Hourly/Tian	Hire Temp Appointment	7699.20	22-AUG-17
Tavis Allam	MW9976	00	Student Programmer	Hire Temp Appointment	1782.00	11-SEP-17
Aimee Allcock	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Mahsa Amiri	MG9993	00	AMP GRA	Hire Temp Appointment	17320.05	22-AUG-17
Grace Andersen	MS9977	00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Brett Anderson	MW9977	00	Facilities student worker	Hire Temp Appointment	2880.00	10-OCT-17
Wyatt Anderson	MS9974	02	ITS Tech Fellow	Hire Temp Appointment	6480.00	22-AUG-17
Seth Arthur	MS9928	01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-17
Amir Bajramovic	MG9987	00	GTA/CEE/Lingwall	Hire Temp Appointment	3849.00	22-AUG-17
Amir Bajramovic	MS9986	00	Museum Student Worker	Hire Temp Appointment	1152.00	11-SEP-17
Elijah Balavitch	MW9972	00	FWS APEX Gallery	Hire Temp Appointment	2268.00	29-AUG-17
Hanna Bankers	MW9966	00	ECE Workstudy	Hire Temp Appointment	3240.00	22-AUG-17
Michael Baranowski	MG9983	00	GTA/GGE/Anderson	Hire Temp Appointment	3849.00	22-AUG-17
Haleh Barmaki	MG9981	00	IE dept, TA position, A Piper	Hire Temp Appointment	3849.00	22-AUG-17
Haleh Barmaki	MS9986	00	Museum Student Worker	Hire Temp Appointment	2592.00	22-AUG-17
Broc Barthel	MS9928	01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Jordan Baumeister	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Jordan Baumeister	MS9992	00	SSC/TLC Tutor	Hire Temp Appointment	1000.00	22-AUG-17
McKenzie Becker	MS9918	00	Football Student Worker	Hire Temp Appointment	160.00	04-OCT-17
Molly Becker	MS9914	00	Intramural Referee	Hire Temp Appointment	3240.00	28-AUG-17
Molly Becker	MS9924	00	Graduate Intern	Hire Temp Appointment	2400.00	29-AUG-17
Liam Bell	MS9976	01	ITS Student Worker	Hire Temp Appointment	4320.00	22-AUG-17
Jakob Berg	MS9944	00	UG Telecounselor/ADM/Smith	Hire Temp Appointment	945.00	05-SEP-17
Christina Bergevin	MS9927	00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Christina Bergevin	MS9992	00	SSC/TLC Tutor	Hire Temp Appointment	1200.00	22-AUG-17
Zachary Berghorst	MS9986	00	Museum Student Employee	Hire Temp Appointment	3600.00	01-SEP-17
George Bernard	MS9953	00	MET UG Hourly Worker	Hire Temp Appointment	1656.00	28-AUG-17
Rahul Bhargava	MG9976	00	GRA MEM Tukkaraja	Hire Temp Appointment	7698.00	22-AUG-17

Eden Bhatta	MG9995	00	BioSNTR SDRIC GRA	Hire	Temp	Appointment	18000.00	22-AUG-17
Venkata Bhattiprolu	MG9999	00	MES/GRA/Crawford	Hire	Temp	Appointment	7800.00	22-AUG-17
Brooke Bialas	MS9950	00	ME/Hourly/Degen	Hire	Temp	Appointment	1600.00	06-SEP-17
Mohit Bibra	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	8867.00	22-AUG-17
Mohit Bibra	MG9990	00	GTA/CBE/Sani	Hire	Temp	Appointment	1800.00	22-AUG-17
Tanner Blank	MS9976	00	ITS Tech Fellow	Hire	Temp	Appointment	6720.00	22-AUG-17
Kirk Blumenthal	MS9974	00	ITS Tech Fellow Lan Crew	Hire	Temp	Appointment	2880.00	22-AUG-17
Allison Bodvig	MS9936	01	SI Trig - Math 120 / MCS Riley	Hire	Temp	Appointment	1500.00	22-AUG-17
Daniel Boe	MS9950	00	ME/Hourly/Knudson	Hire	Temp	Appointment	800.00	06-SEP-17
Scyller Borglum	MG9983	00	GTA/GEOL/Soeder	Hire	Temp	Appointment	9600.00	22-AUG-17
Brady Bos	MS9966	00	Regular student - Hourly	Hire	Temp	Appointment	8100.00	22-AUG-17
Jacob Boschee	MG9956	00	Physics GTA Petukhov	Hire	Temp	Appointment	5333.32	22-AUG-17
Jacob Boschee	MG9957	00	Physics GRA Petukhov	Hire	Temp	Appointment	5333.36	22-AUG-17
Aaron Bost	MS9950	00	ME/Hourly/Muci	Hire	Temp	Appointment	3000.00	06-OCT-17
Cooper Bowen	MG9987	00	GTA/CEE/Capehart	Hire	Temp	Appointment	3849.00	22-AUG-17
Hallie Bower	MS9959	00	STUDENT LABOR/GEOE/Sawyer	Hire	Temp	Appointment	3840.00	22-SEP-17
Michael Bowles	MG9957	00	Physics GRA Schnee	Hire	Temp	Appointment	10889.32	22-AUG-17
Joseph Brett	MS9988	00	Nano Research Assistant	Hire	Temp	Appointment	4633.20	22-AUG-17
Michael Brock	MG9966	00	ECE Workstudy	Hire	Temp	Appointment	3240.00	22-AUG-17
Sophie Brogdon	MS9926	03	Yoga Instructor-Faculty/staff	Hire	Temp	Appointment	1000.00	14-SEP-17
Andrew Brown	MS9940	00	CABS UG Research - Smirnova	Hire	Temp	Appointment	1800.00	22-AUG-17
Noah Brubaker	MS9959	00	STUDENT LOABOR/GGE/Li	Hire	Temp	Appointment	3033.10	22-SEP-17
Laura Brunmaier	MS9988	00	BioSNTR Undergrad	Hire	Temp	Appointment	4633.20	22-AUG-17
Natalie Buckley	MG9987	00	GTA/CEE/Waterman	Hire	Temp	Appointment	3849.00	22-AUG-17
Reeha Jasmine Budatala	MG9980	00	GRA/MES/Crawford	Hire	Temp	Appointment	8660.07	22-AUG-17
Reeha Jasmine Budatala	MS9990	00	Jasthi Grad Hourly	Hire	Temp	Appointment	5774.40	22-SEP-17
Remington Bullis	MS9962	01	Hourly TA-Mechatronics	Hire	Temp	Appointment	375.00	06-OCT-17
Kimberlynn Cameron	MG9984	00	GRA/GEOL/Sawyer	Hire	Temp	Appointment	7698.00	22-AUG-17
Aaron Campbell	MS9917	00	Student Senate President	Hire	Temp	Appointment	3000.06	22-AUG-17
Marcus Cannon	MG9987	00	GTA/CEE/Haffner	Hire	Temp	Appointment	3849.00	22-AUG-17
Zhendao Cao	MG9984	00	GRA/GEOL/Li	Hire	Temp	Appointment	8660.07	22-AUG-17
Zhendao Cao	MS9959	00	STUDENT LABOR/GGE/Lisenbee	Hire	Temp	Appointment	866.60	22-AUG-17
Jessie Capotrio	MS9986	00	Museum Student Employee	Hire	Temp	Appointment	1620.00	15-SEP-17
Scott Carda	MS9936	00	CSC 314L-Lab Leader/MCS/Riley	Hire	Temp	Appointment	5280.00	22-AUG-17
William Carpenter	MS9953	00	MET/UG Hourly/Cross	Hire	Temp	Appointment	6499.50	22-AUG-17
William Carpenter	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Alana Carrier	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Peter Carvalho	MS9928	01	Residential Peer Mentor	Hire	Temp	Appointment	2800.00	22-AUG-17
James Carver	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Mindy Castle	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Josef Ceritelli	MS9936	00	UG Math 102 LL / MCS / Riley	Hire	Temp	Appointment	736.00	22-AUG-17
Josef Ceritelli	MS9974	00	ITS Tech Fellow (UR)	Hire	Temp	Appointment	6048.00	05-SEP-17
Anurag Chakraborty	MG9977	00	ME/GTA/Ash	Hire	Temp	Appointment	3849.00	22-AUG-17
Hari Chapagain	MG9956	00	Physics GTA Oszwaldowski	Hire	Temp	Appointment	4777.80	22-AUG-17
Hari Chapagain	MG9957	00	Physics GRA Oszwaldowski	Hire	Temp	Appointment	4777.80	22-AUG-17
Clinton Chapman	MG9964	00	GRA/CBE/Groven	Hire	Temp	Appointment	8333.00	22-AUG-17
Nathaniel Chapman	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	1404.48	30-AUG-17
Nathaniel Chapman	MS9970	01	CBE Student Hourly	Hire	Temp	Appointment	1197.00	22-SEP-17
Krishna Govinda Rajan Chilkoor	MG9988	00	GRA/CEE/Gadhamshetty/Fl7	Hire	Temp	Appointment	9333.00	22-AUG-17
Seungyun Choi	MS9900	00	Campus Safety - Student	Hire	Temp	Appointment	3114.00	22-AUG-17
Akshay Chowdu	MG9976	00	GRA MEM Brickey	Hire	Temp	Appointment	20000.07	22-AUG-17
Jorge Cisneros Hernandez	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Jorge Cisneros Hernandez	MS9957	00	FWS Office-IT / MCS Riley	Hire	Temp	Appointment	1710.00	22-AUG-17
Blake Claus	MS9992	05	SSC/TLC	Hire	Temp	Appointment	1760.00	22-AUG-17
Samuel Coffin	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Shaina Colombe	MS9936	00	REU RA / MCS Garlick	Hire	Temp	Appointment	2700.00	22-AUG-17
John Colton	MS9950	00	Surovek/Undergrad Researcher	Hire	Temp	Appointment	1920.00	06-OCT-17
Dustin Cook	MS9957	00	FWS OfficeAssistant/MCS-Riley	Hire	Temp	Appointment	1710.00	25-AUG-17
Walter Coombe	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Cody Cooper	MS9917	00	Orientation Tri-Chair	Hire	Temp	Appointment	500.00	22-AUG-17
Juan Correal	MS9959	00	STUDENT LABOR/GGE/Lisenbee	Hire	Temp	Appointment	866.60	22-AUG-17
John Costello IV	MG9988	00	GRA/CEE/Kenner	Hire	Temp	Appointment	12000.00	22-AUG-17
Brittany Coupe	MS9927	37	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Hannah Covey	MS9965	00	HRLY/CEE/Lingwall/Grant	Hire	Temp	Appointment	2339.82	22-AUG-17
Hannah Covey	MS9965	01	HRLY/CEE/RESPEC GRANT/Kenner	Hire	Temp	Appointment	1680.00	22-SEP-17
Zachery Crandall	MG9969	00	GTA CSC LL / MCS Riley	Hire	Temp	Appointment	9600.00	22-AUG-17
Zachery Crandall	MG9969	01	GTA Math Proctor/MCS/Riley	Hire	Temp	Appointment	8000.00	22-AUG-17
Zachery Crandall	MS9992	04	SSC/TLC Tutor	Hire	Temp	Appointment	880.00	22-AUG-17

Samuel Crawford	MW9948	00	EHS Work-Study	Hire	Temp	Appointment	2499.66	05-SEP-17
Robert Crow	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	30-AUG-17
Reid Cummins	MS9980	00	Surbeck Event Manager	Hire	Temp	Appointment	1998.00	22-AUG-17
Peter Daly	MS9959	00	STUDENT WORKER/GEOL/Anderson	Hire	Temp	Appointment	1906.52	22-AUG-17
Kerrick Dando	MS9988	00	NANO GRA HOURLY	Hire	Temp	Appointment	5709.82	22-AUG-17
Martin Dangelmayr	ME9211	00	Research Scientist I	Hire	Temp	Appointment	13222.00	19-SEP-17
Mathew Daniel	MG9985	00	GTA/ECE/Rajan	Hire	Temp	Appointment	3849.00	22-AUG-17
Battsengel Dashdorj	MG9988	00	GRA/AES/Kenner	Hire	Temp	Appointment	10000.08	22-AUG-17
Aditi David	MG9964	01	GRA/CBE/Sani	Hire	Temp	Appointment	8333.00	22-AUG-17
Jake Davidson	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	29-AUG-17
Justin Davis	MS9913	00	CAPE/UG/SALEM	Hire	Temp	Appointment	8640.00	22-AUG-17
Michael Day	MS9959	00	BHDMA conference assistant	Hire	Temp	Appointment	320.00	02-OCT-17
Rahel Dean-Pelikan	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Caleb Dillinger	MG9966	00	AML Grad	Hire	Temp	Appointment	5774.00	22-AUG-17
Yichun Ding	MG9994	01	BME GRA - Zhu	Hire	Temp	Appointment	18000.00	22-AUG-17
Steven Dixler	MG9977	00	ME/TA/Muci	Hire	Temp	Appointment	3849.00	22-AUG-17
Steven Dixler	MS9950	00	ME/Hourly/Muci	Hire	Temp	Appointment	2406.00	22-AUG-17
Daniel Dolan	ME9546	00	Senior Lecturer	Hire	Temp	Appointment	7000.00	22-AUG-17
Matthew Dondelinger	MG9972	01	CABS GRA - Smirnova	Hire	Temp	Appointment	8800.00	22-AUG-17
Hope Dosch	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Hope Dosch	MW9997	00	FWS-Music	Hire	Temp	Appointment	2500.02	05-SEP-17
Sierra Doyle	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Ayden Drabek	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	5408.00	22-AUG-17
Sky Dragoo	MS9947	00	MEMUG Stdnt Lab Asst McCormick	Hire	Temp	Appointment	1600.00	22-AUG-17
Kimberly Drennon	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	3849.00	22-AUG-17
Julie Driebergen	MG9983	00	GTA/PALE/Anderson	Hire	Temp	Appointment	8660.00	22-AUG-17
Julie Driebergen	MS9986	00	Museum Student Worker	Hire	Temp	Appointment	3600.00	22-AUG-17
Hannah Dudak	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2240.00	22-AUG-17
Colter Dunagan	MG9992	00	GRA for Majorana Grant	Hire	Temp	Appointment	10000.00	22-AUG-17
Colter Dunagan	MG9992	01	GRA/Christofferson	Hire	Temp	Appointment	4330.50	22-SEP-17
Hannah Duncan	MS9920	00	HR Student Employee	Hire	Temp	Appointment	2565.00	23-AUG-17
Emily Dvorak	MG9957	00	Physics GRA Bai	Hire	Temp	Appointment	10000.00	22-AUG-17
Hilary Eaton	MS9924	00	Counseling/ADA Grad Intern	Hire	Temp	Appointment	4400.00	22-AUG-17
Hilary Eaton	MS9992	03	Test Proctor	Hire	Temp	Appointment	1560.00	22-AUG-17
Rishikesh Ederada	MG9991	00	GRA/CBE/Shende	Hire	Temp	Appointment	7698.00	22-AUG-17
Tyler Edwards	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	04-SEP-17
Abbigail Elger	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Tochukwu Emeakaroha	MG9995	00	NANO GRA	Hire	Temp	Appointment	21848.00	22-AUG-17
Lauren Estridge-Zwanzig	MG9994	01	BME GRA - Piper	Hire	Temp	Appointment	14000.00	22-AUG-17
Jessica Evans	MG9994	01	BME GRA - Sinden	Hire	Temp	Appointment	18000.00	22-AUG-17
Jessica Fabin	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Jessica Fabin	MS9959	00	STUDENT WORKER/GGE/Anderson	Hire	Temp	Appointment	1760.00	22-AUG-17
Jeremy Feist	MG9987	00	GTA/CEE/Shearer	Hire	Temp	Appointment	3849.00	22-AUG-17
Timothy Felker	MS9965	00	HRLY/CEE/Lingwall/Grant	Hire	Temp	Appointment	4500.00	22-AUG-17
Rachel Fenenga	MS9902	36	Facilities student worker	Hire	Temp	Appointment	3240.00	22-AUG-17
Andrew Ferguson	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	30-AUG-17
Travis Fincher	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Jon Fisher	MS9988	00	NANO GRA HOURLY	Hire	Temp	Appointment	9707.04	22-AUG-17
Brock Folkers	MS9956	00	IE dept, stdt hrly, A Piper	Hire	Temp	Appointment	1056.00	22-SEP-17
Jared Fox	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Elizabeth Friesen	MS9965	00	HRLY/CEE/Arneson-Meyer	Hire	Temp	Appointment	1152.00	22-AUG-17
Emory Fryberger	MW9947	00	FWS - Career Learning Center	Hire	Temp	Appointment	2500.20	22-AUG-17
Caleb Furse	MS9936	00	SI Calc II / MCS Riley	Hire	Temp	Appointment	3000.06	22-AUG-17
Daniel Fusi	ME9664	00	Athlctc Equip Mgr/Asst FB Cch	Hire	Temp	Appointment	15599.70	28-AUG-17
Logan Gayton	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	3849.00	22-AUG-17
Jack Genovesi	MG9956	00	Physics GTA Bai	Hire	Temp	Appointment	5333.36	22-AUG-17
Jack Genovesi	MG9957	00	Physics GRA Bai	Hire	Temp	Appointment	5333.32	22-AUG-17
Austin Gill	MS9936	00	UG SI Math 125 / Math / Riley	Hire	Temp	Appointment	3000.06	22-AUG-17
Kayla Gill	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Katherine Giorgio	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Sharla Glover	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	4800.00	22-AUG-17
Chase Goddard	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Anthony Gordon	MW9989	00	FWS Museum Employee	Hire	Temp	Appointment	1620.00	11-SEP-17
Tanvi Govil	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	18747.00	22-AUG-17
Naomi Green	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Lucas Griebel	MW9974	00	FWS Bookstore Student	Hire	Temp	Appointment	3240.00	12-SEP-17
Geoffrey Griepentrog	MW9962	00	ME/Work-Study/Lalley-Fekrmandi	Hire	Temp	Appointment	1944.00	06-SEP-17
Ezra Grothe	MS9917	00	Chief Financial Officer	Hire	Temp	Appointment	1500.00	22-AUG-17

Yun Seok Gwon	MG9977	00	ME/TA/Fekrmandi	Hire	Temp	Appointment	3849.00	22-AUG-17
Yun Seok Gwon	MS9950	00	ME/Hourly/Hoover	Hire	Temp	Appointment	1924.80	06-SEP-17
Barbara Hadrava	MG9991	00	GRA/CBE/Groven	Hire	Temp	Appointment	8333.00	22-AUG-17
Anahita Haghighizadeh	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-AUG-17
Taylor Haire	MW9988	35	Federal Work Study	Hire	Temp	Appointment	3240.00	05-SEP-17
James Haiston	MG9956	00	Physics GTA Reichenbacher	Hire	Temp	Appointment	10666.68	22-AUG-17
Marcus Hall	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Michaela Halvorson	MG9972	00	CABS GRA - Kunza	Hire	Temp	Appointment	4000.00	22-AUG-17
Mark Hanhardt	MG9957	01	Physics GRA Strieder	Hire	Temp	Appointment	4309.00	22-AUG-17
Cheyenne Harper	MW9991	00	Financial Aid Student Worker	Hire	Temp	Appointment	2592.00	22-AUG-17
Shannon Harrel	MG9983	00	GTA/PALE/Anderson	Hire	Temp	Appointment	8660.07	22-AUG-17
Shannon Harrel	MS9986	00	Museum Student Worker	Hire	Temp	Appointment	3600.00	24-AUG-17
Matthew Harrell	MS9959	00	STUDENT LABOR/GEOL/Anderson	Hire	Temp	Appointment	2880.00	22-AUG-17
Matthew Harrell	MS9959	01	STUDENT LABOR/GEOL/Anderson	Hire	Temp	Appointment	2880.00	01-OCT-17
Colby Harris	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
MD Sazadul Hasan	MG9988	00	GRA/CEE/Geza	Hire	Temp	Appointment	7699.77	22-AUG-17
MD Raqibull Hasan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	3849.00	22-AUG-17
Asif Hassan	MG9986	00	GRA/ECE/Zhao	Hire	Temp	Appointment	3849.00	22-AUG-17
Tania Hawes	MS9933	00	RAS Student Employee	Hire	Temp	Appointment	3114.00	12-SEP-17
Anna Haydock	MW9998	00	FWS Career Planning	Hire	Temp	Appointment	2880.00	22-AUG-17
Matthew Hedgespeth	MW9951	00	FWS Student Alumni Association	Hire	Temp	Appointment	3240.00	24-AUG-17
Kaleb Hedman	MS9965	00	UG/HRLY/CEE/Kenner	Hire	Temp	Appointment	840.00	22-SEP-17
Kaleb Hedman	MW9967	00	FWS/HRLY/CEE/Haffner	Hire	Temp	Appointment	2625.21	22-AUG-17
Spencer Heidbrink	MS9965	00	HRLY/CEE/Haffner	Hire	Temp	Appointment	1152.00	22-AUG-17
Saige Herbert	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Rachel Hermanson	MS9928	01	Assistant Area Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-17
Victor Hernandez Chinos	MS9956	00	IE UG, Studt hourly - Dr Piper	Hire	Temp	Appointment	880.00	22-AUG-17
Victor Hernandez Chinos	MS9976	01	ITS Student Worker	Hire	Temp	Appointment	6480.00	22-AUG-17
Charles Heyer	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
John Hillard	MS9921	00	AML UG Hourly	Hire	Temp	Appointment	4320.00	22-AUG-17
Kathryn Hines	MS9936	00	UG Math102 LL / MCS Riley	Hire	Temp	Appointment	736.00	22-AUG-17
Kathryn Hines	MS9992	02	SSC/TLC Tutor	Hire	Temp	Appointment	1200.00	22-AUG-17
Benjamin Hinricher	MG9940	00	CABS Storeroom Employee - UG	Hire	Temp	Appointment	1384.00	22-AUG-17
Tasha Hodges	MG9988	00	GRA/CEE/Lingwall/9-month	Hire	Temp	Appointment	17320.05	22-AUG-17
Christa Hollister	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Carl Holloman	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	6720.00	22-AUG-17
Austin Holmes	MW9963	00	MET FWS Hourly	Hire	Temp	Appointment	3509.73	22-AUG-17
Jordan Hoops	MG9964	00	GRA/CBE/Brenza	Hire	Temp	Appointment	18750.00	22-AUG-17
Josiah Horner	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Joseph Houck	MG9964	00	GRA/CBE/Shende	Hire	Temp	Appointment	8333.00	22-AUG-17
Robert Huber	MG9983	00	GTA/GOE/Anderson	Hire	Temp	Appointment	3849.00	22-AUG-17
Mollie Hunt	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Mollie Hunt	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Peter Hunter	MS9928	02	Assistant Area Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-17
Samuel Huntington	MS9900	00	Campus Safety student	Hire	Temp	Appointment	7380.00	22-AUG-17
Nicholaus Hutchinson	MS9921	00	AML UG Hourly	Hire	Temp	Appointment	8100.00	22-AUG-17
Colleen Hyer	MS9940	00	CABS - Grader - Marshall	Hire	Temp	Appointment	1297.50	30-AUG-17
Samuel Irwin	MW9945	00	FWS-OffCmps Am Reads/DscvryGB	Hire	Temp	Appointment	3420.00	12-SEP-17
Donald Iversen	MG9987	00	GTA/CEE/Lingwall	Hire	Temp	Appointment	3849.00	22-AUG-17
Jayvon Jackson	MS9918	01	Athletics Student Workder	Hire	Temp	Appointment	2000.00	01-SEP-17
Jayvon Jackson	MS9976	00	ITS Lan Crew	Hire	Temp	Appointment	7020.00	22-AUG-17
Samuel Jacobs	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Ashley Jasunas	MS9918	00	Volleyball	Hire	Temp	Appointment	800.00	01-SEP-17
Brianna Jaward	MG9994	00	BME GRA - Brenza	Hire	Temp	Appointment	18000.00	22-AUG-17
Amber Jerke	MG9964	01	GRA/CBE/Brenza	Hire	Temp	Appointment	24000.00	22-AUG-17
Ankit Jha	MG9976	00	MEM GRA Tukkaraja	Hire	Temp	Appointment	7698.00	22-AUG-17
Tait Johannsen	MG9990	00	GTA/CBE/Menkhaus	Hire	Temp	Appointment	2633.00	22-AUG-17
Tait Johannsen	MG9991	00	GRA/CBE/Menkhaus	Hire	Temp	Appointment	3200.00	22-AUG-17
Kaycee Johnson	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Kayleigh Johnson	MG9984	00	GRA/PALE/Anderson	Hire	Temp	Appointment	23000.00	22-AUG-17
Marit Johnson	MG9994	01	BME GRA - Piper	Hire	Temp	Appointment	18000.00	22-AUG-17
Colin Jones	MS9940	00	CABS/Biol 311L lab asst/Kunza	Hire	Temp	Appointment	719.68	22-AUG-17
Nayda Jones	MW9971	00	OMA Student Assistant	Hire	Temp	Appointment	2700.00	22-AUG-17
Meerab Joseph	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Thomas Kadlecek	MG9957	00	Physics GRA - Strieder	Hire	Temp	Appointment	10222.20	22-AUG-17
Eswar ArunKumar Kalaga	MG9964	01	GRA/CBE/Brenza	Hire	Temp	Appointment	18750.00	22-AUG-17
Lin Kang	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-AUG-17
Victoria Karnes	MW9997	00	FWS-Music	Hire	Temp	Appointment	2500.02	05-SEP-17

Rebekkah Kary	MS9900 00	Campus Safety student	Hire Temp Appointment	7380.00	22-AUG-17
Austin Kaul	MS9936 01	UG Grader Math 373 / MCS Riley	Hire Temp Appointment	920.00	24-AUG-17
Austin Kaul	MS9950 00	ME/Hourly/Romkes	Hire Temp Appointment	800.00	06-SEP-17
Austin Kaul	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Divine Kavunga	MS9900 36	Student Campus Safety Officer	Hire Temp Appointment	3114.00	22-AUG-17
Charles Kliche	ME9192 00	Instructor of SD MSHA Training	Hire Temp Appointment	22500.00	22-SEP-17
Balarama Krishna Reddy Keesari	MG9990 00	GTA/CBE/Dixon	Hire Temp Appointment	2394.00	22-AUG-17
Balarama Krishna Reddy Keesari	MG9991 00	GRA/CBE/Dixon	Hire Temp Appointment	1455.00	22-AUG-17
Rose Kelzenberg	MW9974 00	FWS BOOKSTORE STUDENT	Hire Temp Appointment	3240.00	23-AUG-17
Mackenzie Kenney	MG9988 00	GRA/CEE/Geza	Hire Temp Appointment	8660.00	22-AUG-17
Mackenzie Kenney	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Mitchell Kern	MG9974 00	GRA/AES/Capehart/grant	Hire Temp Appointment	8000.00	22-AUG-17
Roy Kesterson	MS9953 01	UG/MET/Kellar	Hire Temp Appointment	3000.00	22-AUG-17
Charles Kieffer	MG9987 00	GTA/CEE/Lingwall	Hire Temp Appointment	3849.00	22-AUG-17
Averyonna Kimery	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Justin King	MG9977 00	ME/TA/Romkes	Hire Temp Appointment	3849.00	22-AUG-17
Nicolas Kirkvold	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Matthew Kirkvold	MS9965 00	HRLY/CEE/KENNER/Project	Hire Temp Appointment	1440.00	22-SEP-17
Karissa Kjenstad	MS9918 00	Volleyball - Student Worker	Hire Temp Appointment	800.00	01-SEP-17
Tyler Kleinsasser	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Andrew Klingaman	MS9956 00	IE UG, Studt hourly - A Piper	Hire Temp Appointment	1056.00	22-SEP-17
Andrew Klingaman	MW9966 00	ECE Workstudy	Hire Temp Appointment	3240.00	22-AUG-17
Joshua Knock	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	3849.00	22-AUG-17
Christina Koeck	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Christina Koeck	MS9956 00	IE UG Stdt hrly grdr, P Jensen	Hire Temp Appointment	1760.00	22-AUG-17
Daniel Koelfgen	MS9947 00	MEM TA McCormick	Hire Temp Appointment	1600.00	22-AUG-17
Broc Kokesh	MG9984 00	GRA/PALE/Anderson	Hire Temp Appointment	23000.00	22-AUG-17
Venkata Aneesh Kona	MG9975 00	TA MEM	Hire Temp Appointment	3849.00	22-AUG-17
Venkata Aneesh Kona	MS9900 00	Student Campus Safety	Hire Temp Appointment	1557.00	08-SEP-17
Divya Kota	MG9995 00	NANO GRA	Hire Temp Appointment	21848.00	22-AUG-17
Lance Kotter	MG9991 00	GRA/CBE/Groven	Hire Temp Appointment	8333.00	22-AUG-17
Scott Kottkamp	MG9983 00	GTA/PALE/Anderson	Hire Temp Appointment	3849.00	22-AUG-17
Harry Kramer	MS9936 00	RA - Rebenitsch / MCS Riley	Hire Temp Appointment	3680.00	30-AUG-17
Tyler Kubasta	MS9917 00	Orientation Tri-Chair	Hire Temp Appointment	500.00	22-AUG-17
Abigail Labahn	MS9947 00	MEM Hourly Roberts	Hire Temp Appointment	3840.00	22-AUG-17
Kyle Lady	MS9977 00	Math Supplemental Instructor	Hire Temp Appointment	3000.06	22-AUG-17
Bhubnesh Lama	MG9956 00	Physics GTA Oswaldowski	Hire Temp Appointment	9066.68	22-AUG-17
Jordan Landen	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Elizabeth Larsen	MS9965 00	HRLY/CEE/Arneson-Meyer	Hire Temp Appointment	1152.00	22-AUG-17
Madison Larsen	MS9956 00	IE UG, Studt hourly - Dr Piper	Hire Temp Appointment	3840.00	22-AUG-17
Adrianna Larson	MW9950 00	FWS-WAVI-Off Campus	Hire Temp Appointment	2222.40	04-OCT-17
Anna Larson	MS9944 00	UG/Telecounselor/ADM/Smith	Hire Temp Appointment	1890.00	05-SEP-17
Skylar Larson	MS9918 01	Athletics - Volleyball Worker	Hire Temp Appointment	800.00	08-SEP-17
Tom Laskowski	MS9976 01	ITS Tech Fellow	Hire Temp Appointment	8640.00	22-AUG-17
Devin Last	MS9974 00	HR Tech Fellow	Hire Temp Appointment	4320.00	14-SEP-17
Devin Last	MW9969 00	FWS-HR Student Worker	Hire Temp Appointment	2700.00	28-AUG-17
Joseph Laubach	MG9994 00	BME GRA - Sani	Hire Temp Appointment	18000.00	22-AUG-17
Brian Lauters	MS9959 00	STUDENT LABOR/GGE/Anderson	Hire Temp Appointment	1760.00	22-AUG-17
Sunghae Lee	MS9928 01	Residential Peer Mentor	Hire Temp Appointment	2800.00	22-AUG-17
Sunghae Lee	MS9936 01	SI Trig Math 120 / MCS Riley	Hire Temp Appointment	3000.06	22-AUG-17
Clint Leeper	MG9974 00	GRA/AES/Capehart/grant	Hire Temp Appointment	8000.00	22-AUG-17
Hans Leonhardt	MW9949 00	FWS-Off Campus-Police Dept	Hire Temp Appointment	2500.20	30-AUG-17
Hannah Leppert	MS9940 00	CABS Storeroom Employee - UG	Hire Temp Appointment	1384.00	22-AUG-17
Hannah Leppert	MS9977 01	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Hannah Leppert	MS9977 02	Chemistry Supplemental Instruc	Hire Temp Appointment	2000.07	22-AUG-17
Kristin Lerdal	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Tyler Liebsch	MG9956 00	Physics GTA Sobolev	Hire Temp Appointment	9822.68	22-AUG-17
Jordan Liske	MS9974 00	ITS Tech Fellow	Hire Temp Appointment	6480.00	22-AUG-17
Mingrui Liu	MG9998 00	GTA/MES/Kellar/West	Hire Temp Appointment	17320.00	22-AUG-17
Alexis Long	MG9988 00	GRA/CEE/Benning/Grant	Hire Temp Appointment	17320.00	22-AUG-17
Alexis Long	MS9914 01	Intramural Referee	Hire Temp Appointment	1440.00	28-AUG-17
Alexis Long	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Brooke Long	MG9984 00	GRA/GGE/Anderson	Hire Temp Appointment	26000.00	22-AUG-17
Benjamin Love	MS9965 00	HRLY/CEE/Shearer	Hire Temp Appointment	2240.00	18-SEP-17
Rachel Lovelace	MS9928 01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-17
Kelly Lubbers	MW9989 01	FWS PRL Employee	Hire Temp Appointment	2250.00	22-AUG-17
Nathan Lynum	MG9974 00	GRA/AES/French/Capehart	Hire Temp Appointment	8000.00	22-AUG-17
Xiaojing Ma	MS9988 00	NANO GRA HOURLY	Hire Temp Appointment	6711.72	22-AUG-17

Ryan Macy	MG9993	00	AMP GRA	Hire	Temp	Appointment	17320.00	22-AUG-17
Bharathkiran Maddipudi	MG9990	00	GTA/CBE/Hadley	Hire	Temp	Appointment	3830.00	22-AUG-17
Bharathkiran Maddipudi	MG9991	00	GRA/CBE/Hadley	Hire	Temp	Appointment	4503.00	22-AUG-17
Dale Malinzak	MG9984	00	GRA/GEOL/Sawyer	Hire	Temp	Appointment	17320.00	22-AUG-17
MD Manjur-A-Elahi	MG9988	00	GRA/CEE/Shearer/Grant	Hire	Temp	Appointment	7944.00	22-AUG-17
Michael Mansfield	MS9928	01	Assistant Area Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-17
Naomi Manzer	MS9986	00	Museum Associate	Hire	Temp	Appointment	4320.00	22-AUG-17
Ethan Marcoux	MS9947	00	MEM Hourly Brickey	Hire	Temp	Appointment	1200.00	22-AUG-17
Ethan Marcoux	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Marc Mascarenhas	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Marc Mascarenhas	MS9992	03	SSC/TLC Tutor	Hire	Temp	Appointment	1760.00	22-AUG-17
Jordan Mason	MS9965	00	UG/HRLY/CEE/Kenner/Research	Hire	Temp	Appointment	1890.00	22-SEP-17
Cora Masterlark	MS9940	01	CABS Storeroom Employee - UG	Hire	Temp	Appointment	1384.00	22-AUG-17
Grant Matthews	MS9940	01	CABS/Chem 332L grader/Heglund	Hire	Temp	Appointment	268.15	28-AUG-17
Grant Matthews	MS9940	02	CABS/Grader - Chem 332/Heglund	Hire	Temp	Appointment	259.50	28-AUG-17
Mikaela Matzen	MW9993	00	Baker - FacStaffLounge - Johns	Hire	Temp	Appointment	2907.00	28-AUG-17
Chanclor McAllister	MS9965	00	HRLY/UG/CEE/Kenner	Hire	Temp	Appointment	1440.00	22-SEP-17
Drew McDonald	MW9948	02	EHS Work-Study	Hire	Temp	Appointment	2500.00	02-OCT-17
Marcus McKinney	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Jared McMaster	MS9980	00	Surbeck Center Event Manager	Hire	Temp	Appointment	2160.00	18-OCT-17
Colton Medler	MG9983	00	GTA/GEOL/Anderson	Hire	Temp	Appointment	8660.00	22-AUG-17
Lance Meinhardt	MS9965	00	HRLY/UG/CEE/Robinson	Hire	Temp	Appointment	1152.00	22-AUG-17
Estefany Mendivil Rodriguez	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	28-AUG-17
Kurtis Mentele	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Jacey Merkle	MS9940	00	CABS - Grader - K. Gilcrease	Hire	Temp	Appointment	648.75	28-AUG-17
Jacey Merkle	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Dakota Merrival	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	6480.00	22-AUG-17
Robert Mertens	MS9986	00	Museum Student Employee	Hire	Temp	Appointment	3600.00	06-SEP-17
Erela Meyer	MW9967	00	HRLY/CEE/Haffner	Hire	Temp	Appointment	1620.00	22-AUG-17
Jevin Meyerink	MG9994	01	BME GRA - Crawford	Hire	Temp	Appointment	18000.00	22-AUG-17
Jerrold Miller	MW9947	35	FWS - Career Learning Center	Hire	Temp	Appointment	2500.20	23-AUG-17
Nicole Miller	MS9944	00	Hourly/Adm/Telecounselor	Hire	Temp	Appointment	3645.00	28-AUG-17
Cory Mohill-Smith	MS9950	00	ME/Lalley/Hourly	Hire	Temp	Appointment	594.00	06-OCT-17
Brenna Mollet	MS9927	00	WISE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Michael Montalbano	MG9957	00	Physics GRA French	Hire	Temp	Appointment	9777.60	22-AUG-17
Melissa Montoya Mairena	MS9977	02	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
John Moore	MG9990	00	GTA/CBE/Gilcrease	Hire	Temp	Appointment	1197.00	22-AUG-17
John Moore	MG9991	00	GRA/CBE/Gilcrease	Hire	Temp	Appointment	6501.00	22-AUG-17
Anthony Morast	MS9936	00	GRA MathPilot Data / MCS Riley	Hire	Temp	Appointment	7200.00	22-AUG-17
Eric Morrison	MG9957	00	Physics GRA Schnee	Hire	Temp	Appointment	10933.32	22-AUG-17
Shannon Morse	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	4800.00	22-AUG-17
Neyala Motlagh	MG9994	01	BME GRA - Piper	Hire	Temp	Appointment	14000.00	22-AUG-17
Trevor Mount	MS9959	00	STUDENT WORKER/GEOL/Anderson	Hire	Temp	Appointment	1906.52	22-AUG-17
Taylor Muncie	MW9962	00	ME/FWS/Lalley	Hire	Temp	Appointment	2916.00	06-SEP-17
Jonathon Murray	MS9918	00	Football Student Worker	Hire	Temp	Appointment	600.00	07-SEP-17
Kelsey Murray	MG9994	01	BME GRA - Kunza	Hire	Temp	Appointment	8000.00	22-AUG-17
Elexious Musick	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	6480.00	22-AUG-17
Daniel Nagel	MS9953	00	MET UG Hourly	Hire	Temp	Appointment	3168.00	22-AUG-17
Soham Naik	MS9901	00	International Peer Mentor	Hire	Temp	Appointment	1000.00	22-AUG-17
Soham Naik	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Anirban Naskar	MG9979	00	MES/GTA/Jasthi	Hire	Temp	Appointment	3849.00	22-AUG-17
Anirban Naskar	MS9990	36	Jasthi AMP Hourly	Hire	Temp	Appointment	3849.60	22-AUG-17
Tanner Nelson	MS9950	00	ME/Hourly/Lalley	Hire	Temp	Appointment	864.00	06-SEP-17
Derek Neubert	MS9970	01	CBE Student Hourly	Hire	Temp	Appointment	7699.20	22-AUG-17
Miles Neville	MS9913	00	CAPE/UG/CNAM	Hire	Temp	Appointment	8640.00	22-AUG-17
Joseph Newkirk	MG9978	00	ME/GRA/Degen	Hire	Temp	Appointment	10799.77	22-AUG-17
Emily Newton	MS9927	00	WISE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Waleign Nikshi	MS9990	00	AMP Hrly Grad	Hire	Temp	Appointment	7699.20	28-AUG-17
Megan Norr	MG9984	00	GRA/PALE/Anderson	Hire	Temp	Appointment	23000.00	22-AUG-17
Mariah Novak	MS9927	00	WISE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Angel Nunez	MS9985	00	Student Programmer	Hire	Temp	Appointment	1732.50	22-AUG-17
Ni Putu Dewi Nurmalasari	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-AUG-17
Hunter O'Connor	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Jacob Oberpriller	MS9917	00	Student Senate Vice President	Hire	Temp	Appointment	1500.00	22-AUG-17
Marie Ojeda	MG9975	00	GTA MEM McCormick	Hire	Temp	Appointment	3849.00	22-AUG-17
Mojolaoluwa Ojoawo	MS9962	00	ECE/Hourly/Tian	Hire	Temp	Appointment	7699.20	22-AUG-17
Oladimeji Oladepo	MG9993	00	AMP GRA	Hire	Temp	Appointment	17320.00	22-AUG-17
Alan Olderness	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17

Oliver Olele	MS9900	36	Student Campus Safety	Hire	Temp	Appointment	1557.00	08-SEP-17
Christopher Oram	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Alyssa Ottman	MS9918	00	Volleyball student worker	Hire	Temp	Appointment	600.00	23-SEP-17
Mark Owens	MS9921	00	AML UG Hourly	Hire	Temp	Appointment	8100.00	22-AUG-17
Mark Owens	MS9953	02	MET UG Kellar/Duke	Hire	Temp	Appointment	3600.00	01-SEP-17
Wasiu Oyetunji	MG9964	00	GRA/CBE/Hadley	Hire	Temp	Appointment	5141.00	22-AUG-17
Wasiu Oyetunji	MG9964	01	GRA/CBE/Hadley	Hire	Temp	Appointment	1496.00	22-SEP-17
Wasiu Oyetunji	MG9990	00	GTA/CBE/Benjamin	Hire	Temp	Appointment	1995.00	22-AUG-17
Wasiu Oyetunji	MG9990	01	GTA/CBE/Hadley	Hire	Temp	Appointment	1197.00	22-AUG-17
Jacob Pallas	MS9992	00	SSC/TLC Tutor	Hire	Temp	Appointment	1600.00	22-AUG-17
Yong Pan	MG9976	00	GRA MEM Tukkaraja	Hire	Temp	Appointment	1924.52	22-AUG-17
Virali Parekh	MG9994	01	BME GRA - Sinden	Hire	Temp	Appointment	22500.00	22-AUG-17
Emily Parks	MS9936	00	UG LL Math 102L / MCS Riley	Hire	Temp	Appointment	920.00	22-AUG-17
Emily Parks	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Victoria Parks	MS9927	00	WISE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Xavier Pasala	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-AUG-17
Manasi Paste	MS9959	00	STUDENT LABOR/GGE/LI	Hire	Temp	Appointment	3033.10	22-SEP-17
Manasi Paste	MS9986	00	Museum Student Worker	Hire	Temp	Appointment	2592.00	22-AUG-17
Kunj Patel	MS9900	00	Student Labor Campus Safety	Hire	Temp	Appointment	2768.00	10-OCT-17
DeVaughn Pearson	MS9959	00	STUDENT LABOR/GEOE/Sawyer	Hire	Temp	Appointment	5120.00	22-AUG-17
Amanda Penning	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Jacob Petersen	MG9999	00	GRA/MES/Kellar	Hire	Temp	Appointment	22475.25	22-AUG-17
Ryan Peyton	MW9990	00	FWS-EMES/ Duke	Hire	Temp	Appointment	3240.00	25-AUG-17
Jason Phillips	MG9988	00	GRA/CEE/Benning	Hire	Temp	Appointment	7698.00	22-AUG-17
Matthew Phillips	MS9913	00	CAPE/UG/CNAM	Hire	Temp	Appointment	8640.00	22-AUG-17
Nikhil Pokharel	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-AUG-17
Navaneetha Pollachi Veluswamy	MG9960	00	GRAD/CNAM/SALEM	Hire	Temp	Appointment	9520.00	22-AUG-17
Danika Pollreisiz	MS9917	00	Student Senate Secretary	Hire	Temp	Appointment	1000.08	22-AUG-17
Danika Pollreisiz	MS9927	00	WISE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Gabriela Ponce Molina	MS9992	00	SSC/TLC Tutor	Hire	Temp	Appointment	1200.00	22-AUG-17
Taylor Popham	MW9967	00	FWS/HRLY/CEE/Cooper	Hire	Temp	Appointment	2970.00	22-AUG-17
Gabriel Poteet	MW9965	00	FWS Digital Mapping	Hire	Temp	Appointment	3240.00	22-AUG-17
Kristin Pratscher	MS9959	00	STUDENT WORKER/GGE/Anderson	Hire	Temp	Appointment	1760.00	22-AUG-17
Kristin Pratscher	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Vicki Prautzsch	ME9195	00	Research Assistant	Hire	Temp	Appointment	6240.24	29-AUG-17
Adam Price	MW9963	00	FWS/MET/West	Hire	Temp	Appointment	3509.73	22-AUG-17
Jesse Punsal	MG9988	00	GRA/CEE/Stone/Grant	Hire	Temp	Appointment	10000.00	22-AUG-17
Berit Quinn	MS9940	00	CABS - Grader - Coble	Hire	Temp	Appointment	2491.20	24-AUG-17
Jacob Radtke	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Nicholas Radzykewycz	MS9992	00	SSC/TLC Tutor	Hire	Temp	Appointment	800.00	31-AUG-17
Katelyn Raposa	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
John Rapp	MG9993	00	AML Grad	Hire	Temp	Appointment	17320.00	22-AUG-17
Ishara Ratnayake	MG9995	00	NANO GRA	Hire	Temp	Appointment	9710.00	22-AUG-17
Shailabh Rauniyar	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	8333.00	22-AUG-17
Abhishek Ray	MS9900	00	Campus Safety student	Hire	Temp	Appointment	3240.00	22-AUG-17
Darien Raymond	MW9971	00	OMA Tutor	Hire	Temp	Appointment	1440.00	25-AUG-17
Matthew Rens	MW9942	00	FWS - Wellness Center	Hire	Temp	Appointment	2592.00	29-AUG-17
Sterling Richard	MS9959	00	STUDENT/GEOL/Roggenthen	Hire	Temp	Appointment	450.00	22-AUG-17
Sterling Richard	MS9959	01	STUDENT/GEOL/Roggenthen	Hire	Temp	Appointment	1500.00	02-OCT-17
Nicole Ridgwell	MG9984	01	GRA/GGE/Anderson	Hire	Temp	Appointment	26000.00	22-AUG-17
Nicholas Ritchie	MS9956	00	IE UG Std hrly lab, D Jensen	Hire	Temp	Appointment	1800.00	22-SEP-17
Nicholas Ritchie	MS9970	00	CBE Student Hourly	Hire	Temp	Appointment	2240.00	22-AUG-17
Jorge Robles Arancibia	MG9975	00	GTA MEM Tukkaraja	Hire	Temp	Appointment	3849.00	22-AUG-17
Alexander Rogaski	MG9983	00	GTA/GEOL/Anderson	Hire	Temp	Appointment	8660.00	22-AUG-17
Heather Rogers	MS9914	00	Intramural Referee	Hire	Temp	Appointment	1440.00	28-AUG-17
Heather Rogers	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
William Roggenthen	ME9498	00	Res Sci IV	Appointment			81904.16	22-SEP-17
Christopher Romanjenko	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Philip Romano	MG9971	00	CABS GTA - Smirnova	Hire	Temp	Appointment	5000.00	22-AUG-17
Philip Romano	MS9992	02	SSC/TLC Tutor	Hire	Temp	Appointment	1760.00	22-AUG-17
Tyler Ronken	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Katharine Ross	MS9986	00	Museum Student Employee	Hire	Temp	Appointment	2592.00	30-AUG-17
Farid Rousta	MG9977	00	ME/TA/Lessani	Hire	Temp	Appointment	7698.00	22-AUG-17
Mason Rud	MW9966	00	ECE Workstudy	Hire	Temp	Appointment	3240.00	22-AUG-17
Micah Runner	MS9928	01	Resident Assistant	Hire	Temp	Appointment	3900.06	22-AUG-17
Dakotah Rusley	MS9962	00	ECE Grader	Hire	Temp	Appointment	720.00	22-AUG-17
Dakotah Rusley	MS9976	01	ITS Tech Fellow Ian Crew	Hire	Temp	Appointment	7560.00	22-AUG-17
Tyler Ryther	MG9995	00	NANO GRA	Hire	Temp	Appointment	21848.00	22-AUG-17

Fabian Sanchez	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Joree Sandin	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Joree Sandin	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Genevieve Sandoval	MS9959 00	STUDENT LABOR/GEOE/Sawyer	Hire Temp Appointment	5120.00	22-AUG-17
Sambhu Sapkota	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	4849.00	22-AUG-17
Ram Saraswat	MG9995 00	NANO GRA	Hire Temp Appointment	21848.00	22-AUG-17
Cole Sawyer	MS9940 00	CABS/Biol 331L lab asst/Gilley	Hire Temp Appointment	1557.00	22-AUG-17
Simon Schaefer	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Alexander Schimbeno	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Paige Schnetter	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Nathan Scholl	MG9977 00	ME/TA/Larochelle	Hire Temp Appointment	3849.00	22-AUG-17
Nathan Scholl	MS9950 00	ME/Hourly/Muci	Hire Temp Appointment	2406.00	22-AUG-17
Theodore Schoper	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Nicole Schrader	MS9918 00	Volleyball Student Worker	Hire Temp Appointment	800.00	29-SEP-17
Robert Schrock	MW9942 01	FWS Wellness Center	Hire Temp Appointment	2592.00	29-AUG-17
Avery Schroer	MW9992 00	AMP Office WS	Hire Temp Appointment	3240.00	22-AUG-17
Jeremy Schumacher	MS9974 02	ITS Tech Fellow Lan Crew	Hire Temp Appointment	7560.00	22-AUG-17
Timothy Scott	MW9966 00	ECE Workstudy	Hire Temp Appointment	3240.00	22-AUG-17
Enis Sefa	MS9940 00	CABS UG Research - Smirnova	Hire Temp Appointment	1800.00	22-AUG-17
Enis Sefa	MW9942 00	FWS - Wellness Center	Hire Temp Appointment	2592.00	29-AUG-17
Enis Sefa	MW9960 00	FWS - Equipment Room	Hire Temp Appointment	2304.00	14-SEP-17
Randi Seiwald	MS9947 00	MEM UG Hourly McCormik	Hire Temp Appointment	1600.00	22-AUG-17
Randi Seiwald	MS9986 00	Museum Student Worker	Hire Temp Appointment	2592.00	24-AUG-17
Chamaka Senarath	MS9992 05	SSC/TLC Tutor	Hire Temp Appointment	1760.00	22-AUG-17
Brandon Sharkey	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Madan Sharma Timalisina	MG9956 00	Physics GTA Reichenbacher	Hire Temp Appointment	2533.33	22-AUG-17
Madan Sharma Timalisina	MG9957 00	Physics GRA Reichenbacher	Hire Temp Appointment	7599.99	22-AUG-17
Patrick Shaw	MG9988 00	GRA/CEE/Kenner	Hire Temp Appointment	18423.00	22-AUG-17
Mitchell Shelton	MS9977 00	Chemistry Supplemental Instruc	Hire Temp Appointment	2000.07	22-AUG-17
Anthony Sherman	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Ishaan Shetye	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Jungmin Shin	MS9900 00	Campus Safety student	Hire Temp Appointment	3114.00	22-AUG-17
Ali Shojaei Zadeh	MG9988 00	GRA/CEE/Geza	Hire Temp Appointment	17320.05	22-AUG-17
Shashwati Shradha	MS9901 00	International Peer Mentor	Hire Temp Appointment	1000.00	22-AUG-17
Shashwati Shradha	MS9936 00	UG CSC 170 LL / MCS Riley	Hire Temp Appointment	1680.00	22-AUG-17
Namita Shrestha	MG9988 00	GRA/CEE/Gadhamshetty	Hire Temp Appointment	8333.00	22-AUG-17
Prashansa Shrestha	MG9988 00	GRA/CEE/Stone/Grant	Hire Temp Appointment	8888.88	22-AUG-17
Ramila Shrestha	MG9986 02	GRA ECE Anagnostou	Hire Temp Appointment	5773.50	22-AUG-17
Westley Siebdrath	MS9918 00	Football Student Worker	Hire Temp Appointment	160.00	04-OCT-17
Gavin Silveira	MS9992 05	SSC/TLC Tutor	Hire Temp Appointment	1760.00	22-AUG-17
Pratik Sinai Kunkolienker	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Pratik Sinai Kunkolienker	MS9992 00	SSC/TLC Tutor	Hire Temp Appointment	1200.00	28-AUG-17
Amandeep Singh	MS9900 00	Campus Safety student	Hire Temp Appointment	3114.00	22-AUG-17
Shelby Sires-Lemke	MS9927 00	WiSE Mentor	Hire Temp Appointment	500.00	22-AUG-17
Donald Skillings	MG9991 00	GRA/CBE/Gilcrease	Hire Temp Appointment	7698.00	22-AUG-17
Casey Skillingstad	MS9965 00	HRLY/CEE/Arneson-Meyer	Hire Temp Appointment	1152.00	22-AUG-17
Nathan Smaglik	MG9995 00	NANO GRA	Hire Temp Appointment	9710.00	22-AUG-17
Christopher Smith	MG9969 00	GTA CSC LL & Proctor/MCS Riley	Hire Temp Appointment	19600.00	22-AUG-17
Woodlin Smith	MS9932 01	Physics Hourly - Schnee	Hire Temp Appointment	4158.00	22-AUG-17
Seth Snyder	MW9966 00	ECE Workstudy	Hire Temp Appointment	3240.00	22-AUG-17
Samuel Sorger	MG9987 00	GTA/CEE/Robinson	Hire Temp Appointment	3849.00	22-AUG-17
Leila Sorkhi	MG9998 00	GTA/MES/Crawford	Hire Temp Appointment	3849.00	22-AUG-17
Leila Sorkhi	MG9999 00	GRA/MES/Crawford	Hire Temp Appointment	8660.07	22-AUG-17
Matthew Spandl	MW9985 00	FWS Library Assistant	Hire Temp Appointment	3420.00	28-AUG-17
Bradley Spurlock	MS9928 01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-17
Saiprasad Sreekumar Ajitha	MG9976 00	MEM GRA Tukkaraja	Hire Temp Appointment	3849.00	22-AUG-17
Morgan Stadlman	MW9993 00	FWS / FacLounge Clnr / Johnson	Hire Temp Appointment	3240.00	29-SEP-17
William Staib	MS9929 02	Rocker Square Facilities	Hire Temp Appointment	3330.00	22-AUG-17
William Stapert	MS9928 01	Resident Assistant	Hire Temp Appointment	3900.06	22-AUG-17
Shane Star	MS9965 00	HRLY/CEE/Gadhamshetty	Hire Temp Appointment	3072.00	22-AUG-17
Jacob Steffen	MS9950 00	ME/Lalley/Hourly	Hire Temp Appointment	594.00	06-OCT-17
Emily Stickney	MG9972 00	CABS GRA - Kunza	Hire Temp Appointment	8000.00	22-AUG-17
Jason Stock	MG9957 01	Physics GRA Reichenbacher	Hire Temp Appointment	10444.32	22-AUG-17
Hannah Stork	MS9977 00	Peer Mentor	Hire Temp Appointment	500.00	22-AUG-17
Bobbi Strange	MS9928 01	Resident Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Bobbi Strange	MW9980 00	FWS Student Worker President	Hire Temp Appointment	1944.00	30-AUG-17
Joseph Street	MG9956 00	Physics GTA Schnee	Hire Temp Appointment	2677.80	22-AUG-17
Joseph Street	MG9957 00	Physics GRA Schnee	Hire Temp Appointment	8033.40	22-AUG-17

Ryan Stremick	MS9944	00	UG Telecounselor/ADM/Smith	Hire	Temp	Appointment	1680.00	06-SEP-17
Joel Swanson	MS9940	00	CABS UG Research - Smirnova	Hire	Temp	Appointment	1800.00	22-AUG-17
Maxwell Sykora	MS9956	00	IE UG Stdtd hrly grdr, P Jensen	Hire	Temp	Appointment	1760.00	18-SEP-17
Suvarna Talluri	MG9964	00	GRA/CBE/Salem	Hire	Temp	Appointment	10612.00	22-AUG-17
Wyatt Tatge	MS9965	00	HRLY/UG/CEE/Kenner	Hire	Temp	Appointment	1680.00	22-SEP-17
Wyatt Tatge	MW9949	00	FWS - Police Dept Off Campus	Hire	Temp	Appointment	2500.20	25-AUG-17
Christina Taylor	MW9957	00	FWS UG CSC 170LL / MCS Riley	Hire	Temp	Appointment	3456.00	22-AUG-17
Danielle Taylor	MS9917	00	Orientation Tri-Chair	Hire	Temp	Appointment	500.00	22-AUG-17
Danielle Taylor	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Jessica Teeslink	MG9985	00	GTA/ECE/Rajan	Hire	Temp	Appointment	3849.00	22-AUG-17
Jessica Teeslink	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Zachary Tenhave	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	28-AUG-17
Tiati Thelen	MS9944	00	UG Telecounselor/ADM/Smith	Hire	Temp	Appointment	840.00	07-SEP-17
Tiati Thelen	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Joshua Thomas	MW9960	01	FWS - Equipment Room	Hire	Temp	Appointment	2592.00	29-AUG-17
Forest Thompson	MG9999	00	GRA/MES/Crawford	Hire	Temp	Appointment	17320.00	22-AUG-17
Jessica Thompson	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Michael Thompson	MS9932	01	Physics Hourly - Schnee	Hire	Temp	Appointment	3234.00	22-AUG-17
Douglas Tiedt	MG9957	00	Physics GRA Bai	Hire	Temp	Appointment	10933.20	22-AUG-17
Ambrose Tingan	MG9990	00	GTA/CBE/Leberknight	Hire	Temp	Appointment	2250.00	22-AUG-17
Ambrose Tingan	MG9990	01	GTA/CBE/Brenza	Hire	Temp	Appointment	1600.00	22-AUG-17
Ambrose Tingan	MS9918	01	Sports Information	Hire	Temp	Appointment	3024.00	24-AUG-17
Jessica Tisdale	MS9965	00	HRLY/CEE/Arneson-Meyer	Hire	Temp	Appointment	1152.00	22-AUG-17
Dylan Tobacco	MS9926	00	Wellness Center Student Employ	Hire	Temp	Appointment	720.00	08-SEP-17
Michael Tomac	MG9964	00	GRA/CBE/Dixon	Hire	Temp	Appointment	10667.00	22-AUG-17
James Tomich	MS9921	00	AML Grad Hourly	Hire	Temp	Appointment	34650.00	22-AUG-17
Leif Torgersen	MS9936	00	UG - CSC Lab TA / MCS / Riley	Hire	Temp	Appointment	3119.76	22-AUG-17
Frank Torvik	MS9959	00	STUDENT/GEOL/Roggenthen	Hire	Temp	Appointment	2400.00	22-AUG-17
Danielle Tourtillott	MS9965	00	HRLY/CEE/Kenner/PEEC Grant	Hire	Temp	Appointment	5546.88	22-AUG-17
Danielle Tourtillott	MW9967	00	FWS/HRLY/CEE/Haffner	Hire	Temp	Appointment	1800.00	22-AUG-17
Brandon Trainer	MW9977	00	Student Facility Worker	Hire	Temp	Appointment	2304.00	02-OCT-17
Nav Tran	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Cassidy Trapp	MS9977	03	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Abhilash Kumar Tripathi	MG9964	00	GRA/CBE/Sani	Hire	Temp	Appointment	8333.00	22-AUG-17
Lynzie Trively	MS9940	00	CABS UG Research - Kunza	Hire	Temp	Appointment	600.00	26-SEP-17
Daniel Tronstad	MS9936	00	REU RA / MCS Garlick	Hire	Temp	Appointment	2700.00	22-AUG-17
Eirik Valseeth	MG9969	00	MCS Test Proctor / Riley	Hire	Temp	Appointment	8000.00	22-AUG-17
Eirik Valseeth	MG9977	00	ME/TA/Romkes	Hire	Temp	Appointment	3849.00	22-AUG-17
Michael Vander Wal	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Vaughn Vargas	MS9965	00	HRLY/CEE/Benning	Hire	Temp	Appointment	3680.00	22-AUG-17
Raul Vasquez	MG9988	00	GRA/CEE/Geza	Hire	Temp	Appointment	8660.00	22-AUG-17
Walter Vaughan	MS9962	00	ECE UG Grader	Hire	Temp	Appointment	1920.00	22-AUG-17
Lyle Vaz	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Lyle Vaz	MS9992	05	SSC/TLC Tutor	Hire	Temp	Appointment	1760.00	22-AUG-17
Bhuvan Vemuri	MG9988	00	GRA/CEE/Gadhamshetty	Hire	Temp	Appointment	4849.00	22-AUG-17
Hunter Vincent	MS9977	03	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Sarah Vincent	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3330.00	28-AUG-17
Mathew Volkmer	MS9953	01	MET UG Kellar/Duke	Hire	Temp	Appointment	3600.00	01-SEP-17
Mathew Volkmer	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Adrian Vopnford	MS9927	00	WiSE Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Adrian Vopnford	MS9974	01	ITS Tech Fellow	Hire	Temp	Appointment	7200.00	22-AUG-17
Adrian Vopnford	MW9989	00	FWS Museum Employee	Hire	Temp	Appointment	2025.00	22-AUG-17
Jonathan Vottero	MS9974	00	ITS Tech Fellow	Hire	Temp	Appointment	6480.00	22-AUG-17
Jonathan Vottero	MS9977	00	Peer Mentor	Hire	Temp	Appointment	500.00	22-AUG-17
Ryan Waggener	MS9908	00	Grad Ed student employee	Hire	Temp	Appointment	2700.00	22-AUG-17
Ryan Waggener	MS9977	00	Math Supplemental Instructor	Hire	Temp	Appointment	3000.06	22-AUG-17
Jia Wang	MG9960	00	GRA/CBE/Salem	Hire	Temp	Appointment	8333.00	22-AUG-17
Mark Wathen	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Hannah Wegehaupt	MS9928	01	Resident Assistant	Hire	Temp	Appointment	4200.00	22-AUG-17
Jessica Weinkauff	MS9965	00	HRLY/CEE/Geza	Hire	Temp	Appointment	1152.00	22-AUG-17
Alexander Westerbuhr	MS9928	01	Facilities Coordinator	Hire	Temp	Appointment	5000.00	22-AUG-17
Michelle While	MG9956	00	Physics GTA Corwin	Hire	Temp	Appointment	4666.68	22-AUG-17
Michelle While	MG9957	00	Physics GRA Corwin	Hire	Temp	Appointment	4666.68	22-AUG-17
Matthew White	MW9985	00	FWS Library Assistant	Hire	Temp	Appointment	3240.00	28-AUG-17
Joseph Wilder	MG9987	00	GTA/CEE/Waterman	Hire	Temp	Appointment	6660.00	22-AUG-17
Joseph Wilder	MG9988	00	GRA/CEE/Waterman	Hire	Temp	Appointment	2000.00	22-AUG-17
Joseph Wilder	MG9988	01	GRA/CEE/Kenner	Hire	Temp	Appointment	2000.00	22-SEP-17
Grace Wilson	MS9923	00	Proctor-ADA Testing	Hire	Temp	Appointment	900.00	07-SEP-17

Samantha Wolfe	MW9989	00	FWS Museum Employee	Hire Temp Appointment	2592.00	22-AUG-17
Anthony Wright	MW9960	01	FWS - Equipment Room	Hire Temp Appointment	2304.00	29-AUG-17
Tao Xu	MG9995	00	BioSNTR SDRIC GRA	Hire Temp Appointment	18000.00	22-AUG-17
Mark Yeske	MS9965	00	HRLY/CEE/Kenner	Hire Temp Appointment	5040.00	22-AUG-17
Umit Yildiz	MS9916	00	STUDENT HOURLY/GEOL/Uzunlar	Hire Temp Appointment	17323.20	22-AUG-17
Michael Yoon	MW9985	35	FWS Library Assistant	Hire Temp Appointment	3240.00	10-SEP-17
Sarah Zabawa	MG9988	00	GRA/AES/Capehart	Hire Temp Appointment	8000.00	22-AUG-17
Fan Zheng	MS9940	00	CABS - Lab GTA - Zhu	Hire Temp Appointment	4999.67	22-AUG-17
Fan Zheng	MS9988	00	NANO GRA HOURLY	Hire Temp Appointment	4710.00	22-AUG-17
Nan Zheng	MG9995	00	NANO GRA	Hire Temp Appointment	4855.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Zhendan Cao	MS9959	00	STUDENT LABOR/GGE/Lisenbee	TV012	21-OCT-17
Dustin Cook	MW9957	00	FWS OfficeAssistant/MCS-Riley	TV012	21-OCT-17
Cody Cooper	MS9917	00	Orientation Tri-Chair	TV012	21-SEP-17
Zane Cooper	MS9981	00	BOOKSTORE STUDENT EMPLOYEE	TV012	01-SEP-17
Juan Correal	MS9959	00	STUDENT LABOR/GGE/Lisenbee	TV012	21-OCT-17
Michael Day	MS9959	00	BHDMA conference assistant	TV012	21-OCT-17
Steven Dixler	MS9950	00	ME/Hourly/Muci	TV012	30-SEP-17
Colter Dunagan	MG9992	00	GRA for Majorana Grant	TV012	21-SEP-17
Tyler Edwards	MW9985	00	FWS Library Assistant	TV012	02-OCT-17
Matthew Harrell	MS9959	00	STUDENT LABOR/GEOL/Anderson	TV012	30-SEP-17
Christina Koeck	MS9956	00	IE UG Stdt hrly grdr, P Jensen	TV012	21-SEP-17
Tyler Kubasta	MS9917	00	Orientation Tri-Chair	TV012	21-SEP-17
Tom Laskowski	MS9976	01	ITS Tech Fellow	TV012	06-SEP-17
Jie Liu	ME9389	00	Research Scientist I	TV013	15-SEP-17
Wasiu Oyetunji	MG9990	00	GTA/CBE/Benjamin	TV012	21-SEP-17
Sterling Richard	MS9959	00	STUDENT/GEOL/Roggenthen	TV012	30-SEP-17
Nathan Scholl	MS9950	00	ME/Hourly/Muci	TV012	30-SEP-17
Enis Sefa	MW9942	00	FWS - Wellness Center	TV012	13-SEP-17
Jungmin Shin	MS9900	00	Campus Safety student	TV012	21-OCT-17
Amandeep Singh	MS9900	00	Campus Safety student	TV012	21-OCT-17
Danielle Taylor	MS9917	00	Orientation Tri-Chair	TV012	21-SEP-17

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Lois Arneson-Meyer	ME9987	01	Assistant Professor	Overload for Teaching	5186.32	22-AUG-17
Mark Bowron	ME9518	00	Instructor	Appointment	66000.00	22-AUG-17
Matthew Bumbach	ME9907	00	Asst Prof/Director of Choirs	Appointment	58500.00	22-AUG-17
Hadi Fekrmandi	ME9828	00	Assistant Professor	Appointment	83000.00	22-AUG-17
Erica Haugtvedt	ME9969	00	Assistant Professor	Appointment	59000.00	22-AUG-17
Ardell Knudson	ME9961	00	Instructor	Appointment	61000.00	22-AUG-17
Laura Kremmel	ME9778	00	Assistant Professor	Appointment	59000.00	22-AUG-17
Saurav Kumar Dubey	ME9212	00	Assistant Professor	Appointment	75000.00	22-AUG-17
Richard Schnee	ME9941	00	Department Head	Appointment	69674.00	22-SEP-17
David Waterman	ME9510	00	Assistant Professor	Appointment	80000.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Andre Petukhov	ME9774	00	Professor	Change Faculty Rank	78234.50	117351.72	39117.22	

Name Adj.	POSN	SUFF	Job Desc	Faculty Benefit Eligible (FAC1)	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
				Temporary Salary Adjustments(ST)					
Robert Corey	ME9942	01	Associate Dept Head/Prof		Temporary Additional Duties	7493.60	7493.60	15923.90	
Marc Robinson	ME9832	01	Assoc Dept Hd/Addtl Duties		Temporary Additional Duties	8633.52	8633.52	10552.06	

Name	POSN	SUFF	Job Desc	Faculty Benefit Eligible (FAC1)	Change Reason Desc	Eff. Date
				Terminated		
Andre Petukhov	ME9941	00	Department Head		TV000	21-SEP-17
Richard Schnee	ME9344	00	Associate Professor		SA011	22-SEP-17

Name	POSN	SUFF	Job Desc	Faculty Non-Benefit Eligible (FAC2)	Change Reason Desc	Ann. Sal.	Effective Date
				Appointments(AA)			
Mark Anderson	ME9541	00	Instructor		Hire Temp Appointment	4500.00	22-AUG-17
Michael Batchelder	ME9542	00	Senior Lecturer		Hire Temp Appointment	9000.00	22-AUG-17
Steven Becker	ME9541	00	Instructor		Hire Temp Appointment	7000.00	22-AUG-17
Richard Chancellor	ME9547	00	Instructor		Hire Temp Appointment	7500.00	22-AUG-17
Kelly Corwin	ME9551	00	Instructor		Hire Temp Appointment	8500.00	22-AUG-17
Theodore Donovan	ME9546	00	Lecturer		Hire Temp Appointment	6000.00	22-AUG-17
Aaron Grinager	ME9544	00	Instructor		Hire Temp Appointment	4500.00	22-AUG-17
Erin Handberg	ME9551	00	Lecturer		Hire Temp Appointment	6000.00	22-AUG-17
Kathleen Hanley	ME9541	00	Instructor		Hire Temp Appointment	10500.00	22-AUG-17
Carlie Herrick	ME9624	00	Instructor		Hire Temp Appointment	12000.00	22-AUG-17
Justin Kepler	ME9541	00	Instructor		Hire Temp Appointment	3750.00	22-AUG-17
Sharon Kirkpatrick-Sanchez	ME9620	00	Instructor		Hire Temp Appointment	12000.00	22-AUG-17
Lowell Kolb	ME9542	00	Instructor		Hire Temp Appointment	9000.00	22-AUG-17
Jennifer Leberknight	ME9634	00	Lecturer		Hire Temp Appointment	18000.00	22-AUG-17
Mark Lippincott	ME9541	00	Instructor		Hire Temp Appointment	7500.00	22-AUG-17
Antonette Logar	ME9551	00	Senior Lecturer		Hire Temp Appointment	5084.00	22-AUG-17
Val Manes	ME9623	00	Instructor		Hire Temp Appointment	12750.00	22-AUG-17
Natalie Neumann	ME9624	00	Instructor		Hire Temp Appointment	16000.00	22-AUG-17
Curtis Price	ME9543	00	Instructor		Hire Temp Appointment	9917.00	22-AUG-17
Tammy Schnittgrund	ME9550	00	Instructor		Hire Temp Appointment	3000.00	22-AUG-17
Shannon Thornburg	ME9632	00	Lecturer		Hire Temp Appointment	16000.00	22-AUG-17
Kelly Weischedel	ME9624	00	Instructor		Hire Temp Appointment	12000.00	22-AUG-17
Karen Westergaard	ME9624	00	Instructor		Hire Temp Appointment	16000.00	22-AUG-17
Yan Zhang	ME9549	00	Lecturer		Hire Temp Appointment	3667.00	22-AUG-17

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

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/07/2017 08:30:30

Date Range : 22-AUG-17 thru 21-OCT-17
For :SDSU

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Brooke Behrend	SE8949	00	Accountant	Appointment	35213.72	25-AUG-17
Craig Biggar	SE8371	00	Custodial Services Supv I	Appointment	28433.05	06-SEP-17
Michele Buum	SE8703	01	Accounting Assistant	Appointment	32946.57	07-SEP-17
Hayli De Jong	SE8776	00	Senior Secretary	Appointment	29577.03	02-OCT-17
Amanda Dixon	SE8709	07	Program Assistant II	Supplemental Appointment	225.00	22-SEP-17
Robin Doerr	SE8666	00	Secretary	Appointment	11648.05	10-OCT-17
Samuel Eich	SE7747	00	Facility Worker	Appointment	25167.52	26-SEP-17
Kendra Eichten	SE8704	00	Secretary	Appointment	26249.10	10-OCT-17
Wendy Geidel	SE4498	01	Temp Event Parking	Hire Temp Appointment	355.00	22-AUG-17
Shelly Hoffman	SE7345	00	Custodial Services Supervisor	Appointment	30117.82	05-SEP-17
Peggy Hofwalt	SE8399	00	Facility Worker	Appointment	25167.52	20-OCT-17
Michele Klingbile	SE8317	00	Facility Worker	Appointment	25167.52	02-OCT-17
LeRoy Koepke	SE8381	00	Facility Worker	Appointment	27767.47	26-SEP-17
Heidi Kronaizl	SE4983	00	Temp Seasonal I Athletics	Hire Temp Appointment	600.00	22-AUG-17
Adam Lehnertz	SE6312	00	Univ Law Enforcement Officer	Appointment	43679.16	04-SEP-17
Mindy Luze	SE8667	00	Senior Secretary	Appointment	31074.60	22-SEP-17
Layne Manson	SE8677	00	Senior Secretary	Appointment	31199.40	31-AUG-17
Jessica Maynard	SE8640	00	Program Assistant I	Appointment	32759.37	06-OCT-17
Tina McFadden	SE6311	00	Senior Secretary	Appointment	29577.03	22-AUG-17
Wanda Muckey	SE8705	00	Secretary	Appointment	26332.29	10-OCT-17
Christopher Mueller	SE6735	00	Facility Worker	Appointment	25791.50	05-SEP-17
Alice Nordbye	SE6886	00	Facility Worker	Appointment	27767.47	28-AUG-17
Tracy Nordstrom	SE4498	01	Temp Event Parking	Hire Temp Appointment	490.00	22-AUG-17
Nicholas Ruskin	SE8445	00	Building Maint Specialist	Appointment	53038.98	25-SEP-17
Kayla Ryan	SE8405	00	Facility Worker	Appointment	25167.52	29-AUG-17
Kenneth Schipper	SE6734	00	Facility Worker	Appointment	28183.46	02-OCT-17
Payton Schultz	SE8301	00	Road Maintenance Worker	Appointment	32239.38	11-SEP-17
Danielle Schulz	SE4498	02	Temp Event Parking	Hire Temp Appointment	565.00	22-AUG-17
Cassandra Stangeland	SE6771	00	Secretary	Appointment	25770.70	29-AUG-17
Dawn Van Ballegooyen	SE8708	00	Secretary	Appointment	28911.44	25-SEP-17
Jeffrey VanGerpen	SE4512	01	Temp Law Enforcement Officer	Hire Temp Appointment	416.01	22-AUG-17

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Michael Jensen	SE8343	00	Senior Building Maint Worker	Reclassification	34444.14	36170.50	1726.36	
Meredith McCuen	SE6390	00	Road Maintenance Worker	Change Salary Rate/Pay Grade	29577.03	32239.38	2662.35	

Career Service Benefit Eligible (CSA1)

Temporary Salary Adjustments(ST)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
James Christopherson	SE8446	00	Building Maint Specialist	Temporary Additional Duties	52539.79	2626.99	55166.78	

Career Service Benefit Eligible (CSA1)

Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Brooke Behrend	SE8141	00	Accounting Assistant	SA011	24-AUG-17
Craig Biggar	SE6734	00	Facility Worker	SA011	05-SEP-17

Michele Buum	SE8873	00	Program Assistant I	SA012	06-SEP-17
Benjamin Carlson	SE6388	00	Senior Ag Research Tech	TV008	06-OCT-17
Amy Eng	SE8706	00	Secretary	TV001	22-SEP-17
Darbee Fryer	SE8905	00	Nutrition/4-H Assistant	TL001	29-SEP-17
Russell Guerue	SE8319	00	Facility Worker	TV001	11-SEP-17
Shelly Hoffman	SE8384	00	Facility Worker	SA011	04-SEP-17
Peggy Hofwalt	SE8318	00	Facility Worker	SA017	19-OCT-17
Anthony Johnson	SE8533	00	Building Maintenance Specialis	TV001	29-AUG-17
Adam Lehnertz	SE6354	00	Univ Law Enforcement Officer	SA017	03-SEP-17
Tina McFadden	SE8629	00	Secretary	SA011	21-SEP-17
Hannah Pfenning	SE8560	00	Nutrition Assistant	TI002	21-SEP-17
Brendan Platt	SE7642	00	Facility Worker	TV001	06-OCT-17
Kayla Ryan	SE8405	00	Facility Worker	TV001	12-SEP-17
Kenneth Schipper	SE7255	00	Facility Worker	SA017	01-OCT-17
Shana Stevens	SE8662	00	Secretary	TV006	11-OCT-17
Larry Swanson	SE8930	00	Senior Computer Support Spec	TI000	17-OCT-17
Dawn Van Ballegooyen	SE8756	00	Secretary	SA017	24-SEP-17
Cody Wegner	SE7342	01	Facility Worker	TV001	12-SEP-17
Jeffrey Winter	SE8317	00	Facility Worker	TV001	08-SEP-17
Virginia Coudron	SE8932	00	Information Specialist	TR001	20-OCT-17
Amanda Dixon	SE8709	07	Program Assistant II	TV013	21-OCT-17
Rebecca Pack	SE8775	00	Senior Secretary	TR001	05-SEP-17
LaVonne Riechers	SE8708	00	Secretary	TR001	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Christopher Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	220.00	22-AUG-17
Christopher Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	220.00	22-SEP-17
Jessica Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	160.00	22-AUG-17
Jessica Anderson	SE4498	01	Temp Event Parking	Hire Temp Appointment	210.00	22-SEP-17
Micha Armitage	SE4451	00	Temp Seasonal I	Hire Temp Appointment	37439.28	31-AUG-17
Beverly Austin	SE4449	00	Temp Lab Assist	Hire Temp Appointment	20799.60	23-AUG-17
Alexander Baker	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	192.60	22-AUG-17
Alexander Baker	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	99.00	22-SEP-17
Jonathan Bakken	SE4446	00	Temp String Project Lead	Hire Temp Appointment	66558.72	22-AUG-17
Thomas Bertram	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	243.00	22-AUG-17
Thomas Bertram	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	225.00	22-SEP-17
Jennifer Breum	SE4983	00	Temp Ticket Taker	Hire Temp Appointment	112.50	22-SEP-17
Kendyl Brooks	SE4449	00	Temp Lab Aide	Hire Temp Appointment	20799.60	06-SEP-17
Joseph Bryant	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	98.10	22-AUG-17
Joseph Bryant	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-SEP-17
Charles Bush	SE4512	02	Temp Law Enforcement Officer	Hire Temp Appointment	41204.01	22-AUG-17
John Campbell	SE4478	00	Temp Special Events Tech	Hire Temp Appointment	24959.52	29-SEP-17
Nathaly Carpinelli	AE4506	00	Temp Intern	Hire Temp Appointment	18012.45	28-AUG-17
Christina Casados	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	171.90	22-AUG-17
Christina Casados	SE4983	01	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-SEP-17
Sean Demontigny	SE4510	02	Temp Cashier	Hire Temp Appointment	21839.58	22-SEP-17
Kellsie Dieser	SE4447	00	Temp Seasonal I	Hire Temp Appointment	18719.64	31-AUG-17
Joel Eiseland	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	108.00	22-AUG-17
Joel Eiseland	SE4983	00	Temp Seasonal Game Attend.	Hire Temp Appointment	225.00	22-SEP-17
Laura Engelmann	SE4446	00	Temp String Project Leader	Hire Temp Appointment	66558.72	22-AUG-17
Talia Everding	AE4504	00	Temp Lab Tech	Hire Temp Appointment	30159.42	12-OCT-17
David Falco	SE4504	02	Temp Seasonal I	Hire Temp Appointment	18199.65	31-AUG-17
Amre Gaskins	SE4450	00	Temp Lab Assist	Hire Temp Appointment	21631.58	22-AUG-17
Tyler Hartman	SE4478	00	Temp Special Events Assist	Hire Temp Appointment	21839.58	02-SEP-17
Daniel Higginbotham	SE4451	00	Temp Seasonal I	Hire Temp Appointment	17991.65	31-AUG-17
Matthew Holland	SE4584	02	Temp Seasonal I	Hire Temp Appointment	31199.40	01-SEP-17
Tomoko Ichinomiya	SE4445	00	Temp Horticulture Lab Assist	Hire Temp Appointment	24959.52	22-AUG-17
Kristen Intermill	SE4498	01	Temp Event Parking	Hire Temp Appointment	260.00	22-SEP-17
Sara Jaragoske	SE4517	03	Temp Communications Specialist	Hire Temp Appointment	28162.66	01-SEP-17
Kevin Jerez Bogota	AE4658	01	Temp Ag Research Tech	Hire Temp Appointment	22879.56	11-SEP-17
Courtney Johnson	EE4938	00	Temp Sheep Superintendent	Hire Temp Appointment	21319.59	22-AUG-17
Adam Jungwirth	AE4514	00	Temp Field & Lab Assist	Hire Temp Appointment	20799.60	22-SEP-17
Aaron Karl	SE4469	01	Temp Seasonal Temp	Hire Temp Appointment	23399.55	22-AUG-17
Nicholas Kaup	AE4505	00	Temp AES Farm Department	Hire Temp Appointment	22879.56	22-SEP-17

Jungsook Kim	AE4539 02	Temp Lab Aide	Hire Temp Appointment	22879.56	22-SEP-17
Dale Knode	EE4938 01	Temp Rabbit Superintendent	Hire Temp Appointment	21839.58	25-AUG-17
Madeline Kovach	SS7968 01	student hrly Web Content	Hire Temp Appointment	5280.00	22-AUG-17
Brianna Lee	AE4644 02	Temp Farm Crew	Hire Temp Appointment	21319.59	22-AUG-17
Brianna Lee	AE4644 03	Temp Farm Crew Holiday	Hire Temp Appointment	23399.55	22-AUG-17
Christopher Lee	AE4532 00	Temp Field & Lab Assist	Hire Temp Appointment	22879.56	22-AUG-17
Matthew Luebbert	SE4512 00	Temp Law Enforcement Officer	Hire Temp Appointment	41204.01	11-SEP-17
Thumbiko Mkandawire	AE4512 02	Temp Field & Lab Assist	Hire Temp Appointment	31199.40	22-SEP-17
Gayle Mohr	EE4881 00	Temp 4-H Assistant	Hire Temp Appointment	36399.30	22-SEP-17
Jeannette Niles	SE4753 02	Temp Secretary	Hire Temp Appointment	31199.40	03-OCT-17
Sangwoo Park	AE4658 00	Temp Seasonal Ag Research Tech	Hire Temp Appointment	17991.65	01-SEP-17
Chad Parmley	SE4983 00	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-AUG-17
Chad Parmley	SE4983 00	Temp Seasonal Game Attend.	Hire Temp Appointment	225.00	22-SEP-17
Dale Petrik	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	207.00	22-AUG-17
Dale Petrik	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	225.00	22-SEP-17
Sandra Rusten	SE4982 10	Temp Bookstore	Hire Temp Appointment	24959.52	16-OCT-17
Cindy Schnabel	EE4883 02	Temp Horticulture Assist	Hire Temp Appointment	25479.51	22-SEP-17
Tatum Sheridan	SE4444 00	Temp Bookstore	Hire Temp Appointment	18719.64	12-SEP-17
Valarie Smith	SE4516 00	Temp Program Assistant	Hire Temp Appointment	31199.40	11-OCT-17
Jodi Stanga	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	120.00	22-AUG-17
Jodi Stanga	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	250.00	22-SEP-17
Grant Sternhagen	SE4453 01	Temp Lab Assist	Hire Temp Appointment	18719.64	22-AUG-17
Jai Walter	EE4938 01	Temp Poultry Superintendent	Hire Temp Appointment	21839.58	25-AUG-17
Debra White	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	80.10	22-AUG-17
Debra White	SE4983 01	Temp Seasonal Game Attend.	Hire Temp Appointment	216.00	22-SEP-17
Theodora Wrightson	SE4498 00	Temp Event Parking	Hire Temp Appointment	355.00	22-SEP-17
Nicole Bono	SE4565 02	Temp Senior Claims Clerk	Hire Temp Appointment	24959.52	22-SEP-17
Nicole Bono	SE6294 00	Senior Claims Clerk	Hire Temp Appointment	11232.00	10-OCT-17

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

Name Adj.	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New
Kelsen Young	AE4671	00	Temp Fisheries Research Tech	Sal Adj-Unusual Circumstance	24959.52	28079.46	3119.94	

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Christopher Anderson	SE4498	01	Temp Event Parking	TV013	21-SEP-17
Christopher Anderson	SE4498	01	Temp Event Parking	TV013	21-OCT-17
Jessica Anderson	SE4498	01	Temp Event Parking	TV013	21-SEP-17
Jessica Anderson	SE4498	01	Temp Event Parking	TV013	21-OCT-17
Alexander Baker	SE4983	01	Temp Seasonal Game Attend.	TV013	21-SEP-17
Alexander Baker	SE4983	01	Temp Seasonal Game Attend.	TV013	21-OCT-17
Eva Bareis	EE4885	01	Temp Garden Coordinator	TV013	30-SEP-17
Thomas Bertram	SE4983	00	Temp Seasonal Game Attend.	TV013	21-SEP-17
Thomas Bertram	SE4983	00	Temp Seasonal Game Attend.	TV013	21-OCT-17
Maria Braga-Henebry	SE4577	01	Temp Research Assist	TV013	21-SEP-17
Jennifer Breum	SE4983	00	Temp Ticket Taker	TV013	21-OCT-17
Joseph Bryant	SE4983	01	Temp Seasonal Game Attend.	TV013	21-SEP-17
Joseph Bryant	SE4983	01	Temp Seasonal Game Attend.	TV013	21-OCT-17
Christina Casados	SE4983	01	Temp Seasonal Game Attend.	TV013	21-SEP-17
Christina Casados	SE4983	01	Temp Seasonal Game Attend.	TV013	21-OCT-17
Kristie Ching	SE4560	02	Temp Group Fitness-Certified	TV013	22-AUG-17
James Clark	SE4555	00	Temp Technician	TV013	13-OCT-17
Scott Cortus	AE4511	00	Temp Info Tech Specialist	TV013	21-OCT-17
Addison DeHaven	SE4889	05	Temp Seasonal I	TV013	21-SEP-17
Sean Demontigny	SE4510	01	Temp Cashier	TV013	21-SEP-17
Samantha Doud	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Norene Doyle	SE4697	00	Temp Secretary	TV013	21-OCT-17
Joel Eiseland	SE4983	00	Temp Seasonal Game Attend.	TV013	21-SEP-17
Joel Eiseland	SE4983	00	Temp Seasonal Game Attend.	TV013	21-OCT-17
Charles Ellis	AE4651	02	Temp Ag Research Tech	TV013	21-OCT-17

Jennifer Freeman	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Jacquelyn Gehrt	AE4527	00	Temp Sage Grouse Tech	TV013	15-SEP-17
Dylan Gravenhof	SE4492	00	Temp Fisheries Research Tech	TV013	22-SEP-17
Scott Gulbranson	SE4457	00	Temp Facility Attendant	TV013	25-AUG-17
Ronda Hawk	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Charles Henris	EE4883	01	Temp Horticulture Assist	TV013	21-SEP-17
Matthew Holland	SE4456	00	Temp Seasonal I	TV013	31-AUG-17
Kristen Intermill	SE4498	01	Temp Event Parking	TV013	21-SEP-17
Kristen Intermill	SE4498	01	Temp Event Parking	TV013	21-OCT-17
Sara Jaragoske	SE4517	02	Temp Communications Specialist	TV013	31-AUG-17
Courtney Johnson	EE4938	00	Temp Sheep Superintendent	TV013	08-SEP-17
Lacey Julson	AE4517	01	Temp Program Aassistant	TV013	01-SEP-17
Susannah Kane	SE4653	02	Temp Research Assist	TV013	21-SEP-17
Jungsook Kim	AE4539	01	Temp Lab Aide	TV013	21-SEP-17
Jungsook Kim	AE4539	02	Temp Lab Aide	TV013	21-OCT-17
Dale Knode	EE4938	01	Temp Rabbit Superintendent	TV013	08-SEP-17
Ann Larson	EE4883	00	Temp Horticulture Assist	TV013	15-SEP-17
Andrew Litz	SE4560	01	Temp Group Fitness Non-Cert	TV013	22-AUG-17
Danica Mickelson	EE4938	01	Temp PAC Camp Director	TV013	05-SEP-17
Thumbiko Mkandawire	AE4509	00	Temp Field & Lab Assistant	TV013	21-OCT-17
Thumbiko Mkandawire	AE4512	01	Temp Field & Lab Assist	TV013	21-SEP-17
Logan Moeller	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Ann Monnens	SE4459	00	Temp Secretary	TV013	20-OCT-17
Roni Moore	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Melanie Norris	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Mary Jo Parker	EE4882	02	Temp Garden Coordinator	TV013	30-SEP-17
Chad Parmley	SE4983	00	Temp Seasonal Game Attend.	TV013	21-SEP-17
Chad Parmley	SE4983	00	Temp Seasonal Game Attend.	TV013	21-OCT-17
Noelle Pawlowski	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Dale Petrik	SE4983	01	Temp Seasonal Game Attend.	TV013	21-SEP-17
Dale Petrik	SE4983	01	Temp Seasonal Game Attend.	TV013	21-OCT-17
Jianli Qi	SE4479	01	Temp Research Assist	TV013	31-AUG-17
Penny Robinson	SE4560	01	Temp Group Fitness Non-Cert	TV013	22-AUG-17
Sandra Rusten	SE4982	09	Temp Bookstore	TV013	21-SEP-17
Sandra Rusten	SE4982	10	Temp Bookstore	TV013	20-OCT-17
Cindy Schnabel	EE4883	01	Temp Horticulture Assist	TV013	21-SEP-17
Cindy Schnabel	EE4883	02	Temp Horticulture Assist	TV013	29-SEP-17
Glenn Schumacher	SE4532	01	Temp Gardener	TV013	21-OCT-17
Alyssa Serfling	EE4938	01	Temp PAC Camp Director	TV013	05-SEP-17
Chelsea Sink	AE4527	00	Temp Sage Grouse Tech	TV013	15-SEP-17
Aubrey Skye	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Cody Sleiter	EE4938	02	Temp 4-H Intern	TV013	15-SEP-17
Jodi Stanga	SE4983	01	Temp Seasonal Game Attend.	TV013	21-SEP-17
Jodi Stanga	SE4983	01	Temp Seasonal Game Attend.	TV013	21-OCT-17
Kaylene Stirling	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Carmelita Sully	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Mary Tuntland	SE4560	01	Temp Group Fitness Non-Cert	TV013	22-AUG-17
Jai Walter	EE4938	01	Temp Poultry Superintendent	TV013	08-SEP-17
Tami Weisbeck	EE4885	01	Temp Garden Coordinator	TV013	30-SEP-17
Debra White	SE4983	01	Temp Seasonal Game Attend.	TV013	21-SEP-17
Debra White	SE4983	01	Temp Seasonal Game Attend.	TV013	21-OCT-17
Amber Weitalla	EE4887	01	Temp Garden Coordinator	TV013	30-SEP-17
Karin Woltjer	EE4883	00	Temp Horticulture Assist	TV013	21-SEP-17
Theodora Wrightson	SE4498	00	Temp Event Parking	TV013	21-OCT-17
Nicole Bono	SE4565	01	Temp Senior Claims Clerk	TV013	21-SEP-17
Nicole Bono	SE4565	02	Temp Senior Claims Clerk	TV013	06-OCT-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Christopher Bono	SE9814	06	Head Coach-Wrestling	Supplemental Appointment	33500.00	22-AUG-17
Christopher Bono	SE9814	07	Head Coach-Wrestling	Supplemental Appointment	350.00	22-SEP-17
Sara Brainard	SE6323	00	Associate Controller	Appointment	64000.00	05-SEP-17

Elyse Brouillette	SE9799	00	Assistant Coach-Diving	Appointment	33500.00	01-SEP-17
Cody Caldwell	SE7012	00	Assistant Coach-Wrestling	Appointment	44000.00	18-SEP-17
Caylee Costello	SE6321	01	Assistant Coach-Women's Soccer	Supplemental Appointment	6900.00	22-SEP-17
Gregory Derynck	SE9958	00	Program Director-Eng Ext	Appointment	67500.00	06-OCT-17
Chanda Engel	EE9851	00	Extension Field Specialist II	Appointment	67000.00	16-OCT-17
Amber Erickson	EE9887	00	4H Youth Dvlp Field Oper Coord	Appointment	42000.00	22-SEP-17
Suzanne Fierstine	SE8870	00	Budget & Administrative Coord	Appointment	52000.00	02-OCT-17
Justin Goetz	SE6432	00	Staff Attorney	Appointment	75000.00	28-AUG-17
Brian Grunzke	SE7025	19	Assistant Coach-Baseball	Supplemental Appointment	1350.00	22-AUG-17
Brian Grunzke	SE7025	20	Assistant Coach-Baseball	Supplemental Appointment	1252.00	22-SEP-17
Andrew Janssen	SE9797	01	Assistant Coach-Soccer	Supplemental Appointment	5700.00	22-SEP-17
Lauren Kinter	SE6944	00	Director-English as Second Lng	Appointment	70000.00	22-AUG-17
Megan Kludt	EE9719	00	Extension 4H Advisor	Appointment	36453.00	28-AUG-17
Nicole Lounsbery	SE6870	06	Assistant Dean	Supplemental Appointment	4630.00	22-AUG-17
Tamara Lunday	SE9026	00	Director-Student Health & Coun	Appointment	70000.00	22-SEP-17
Wyeth Lynch	SE6553	00	Digital Initiatives Coordinato	Appointment	40000.00	24-AUG-17
Mitchell Mormann	SE6527	03	Assistant Coach-Baseball	Supplemental Appointment	1350.00	22-AUG-17
Mitchell Mormann	SE6527	04	Assistant Coach-Baseball	Supplemental Appointment	1252.00	22-SEP-17
Adam Parsons	SE6888	04	Asst Coach-Strength & Conditio	Supplemental Appointment	625.00	22-AUG-17
Nicole Peschong	SE8663	00	Academic Advisor	Appointment	43000.00	10-OCT-17
Jonathan Reader	SE6752	03	Associate Coach-Wrestling	Supplemental Appointment	5000.00	22-AUG-17
Richard Reid	SE9971	15	Associate Dean/Professor	Supplemental Appointment	262.00	22-SEP-17
Marie Schmit	SE7759	00	Grant Program Specialist	Appointment	52000.00	22-AUG-17
Aaron Schopp	SE7012	02	Assistant Coach-Wrestling	Supplemental Appointment	1500.00	22-AUG-17
Brian Stemwedel	SE6930	02	Assistant Coordinator	Supplemental Appointment	200.00	22-SEP-17
Vijay Sundaram	AE8120	00	Research Associate I	Appointment	52500.00	22-SEP-17
Brock Thompson	SE9818	04	Head Coach-Women's Soccer	Supplemental Appointment	5700.00	22-SEP-17
Gilbert Ustad	SE6446	00	Director--EPSCoR	Appointment	111180.00	23-SEP-17
Kristi Villar	SE6534	01	Assistant Coach-Softball	Supplemental Appointment	2297.00	22-AUG-17
Matthew Vukovich	SE6328	00	Associate Dean of Research	Appointment	138500.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Linda Burdette	SE6725	00	Assistant Dean	Change Faculty Rank	77234.00	124204.00	46970.00	
Michael Lockrem	SE9934	00	Chief Public Relations Officer	Change Salary Rate/Pay Grade	96976.00	125000.00	28024.00	
Dana Rausch	SE8511	00	Research Associate II	Change in Appointment Type	45592.72	48733.46	3140.74	
Dana Rausch	SE8511	00	Research Associate II	Change in Overtime Eligibility	48733.46	48708.00	-25.46	
Zhiling Zhang	SE9251	00	Research Assistant	Change in Appointment Type	22415.36	24523.20	2107.84	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Gregory Derynck	SE9627	00	Safety & Health Consultant	SA011	05-OCT-17
Amber Erickson	EE9730	00	Extension 4H Advisor	SA011	21-SEP-17
Jani Kovach	SE6905	00	Title IX Investigator	TV001	29-SEP-17
Lynn Renee	EE9835	00	Extension Associate-Hort	TL000	21-SEP-17
Hilary Rossow	EE9884	00	4H Animal Projects Coordinator	TV001	26-SEP-17
Sara Schneider	SE6912	00	Coord-Dvlp &Special Events	TV008	16-OCT-17
Aaron Schopp	SE7012	00	Assistant Coach-Wrestling	TV008	21-SEP-17
Chad Vossekuil	SE6726	00	Coordinator-Sports/Clubs/Camps	TV008	06-OCT-17
Christopher Bono	SE9814	06	Head Coach-Wrestling	TV013	21-SEP-17
Christopher Bono	SE9814	07	Head Coach-Wrestling	TV013	21-OCT-17
Caylee Costello	SE6321	01	Assistant Coach-Women's Soccer	TV013	21-OCT-17
Brian Grunzke	SE7025	19	Assistant Coach-Baseball	TV013	21-SEP-17
Brian Grunzke	SE7025	20	Assistant Coach-Baseball	TV013	21-OCT-17
Janae Jacobsen	SE7535	07	Nurse Practitioner	TV013	21-SEP-17
Andrew Janssen	SE9797	01	Assistant Coach-Soccer	TV013	21-OCT-17
Mitchell Mormann	SE6527	03	Assistant Coach-Baseball	TV013	21-SEP-17
Mitchell Mormann	SE6527	04	Assistant Coach-Baseball	TV013	21-OCT-17
Adam Parsons	SE6888	04	Asst Coach-Strength & Conditio	TV013	21-SEP-17
Jonathan Reader	SE6752	03	Associate Coach-Wrestling	TV013	21-SEP-17

Richard Reid	SE9971 14	Associate Dean/Professor	TV013	21-SEP-17
Richard Reid	SE9971 15	Associate Dean/Professor	TV013	21-OCT-17
James Rice	SE6299 00	Professor	TR000	21-SEP-17
James Rice	SE6446 00	Director--EPSCoR	TR000	21-SEP-17
Aaron Schopp	SE7012 02	Assistant Coach-Wrestling	TV013	21-SEP-17
Brian Stemmwedel	SE6930 02	Assistant Coordinator	TV013	21-OCT-17
Brock Thompson	SE9818 04	Head Coach-Women's Soccer	TV013	21-OCT-17
Kristi Villar	SE6534 01	Assistant Coach-Softball	TV013	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Megan Aadland	SW9485	00	WS Tutor	Hire Temp Appointment	4800.00	22-AUG-17
David Aaron	SE6380	02	Temporary Imaging Engineer II	Hire Temp Appointment	19337.31	01-OCT-17
Madison Aasen	SW9562	00	WS IM Official	Hire Temp Appointment	4152.00	08-OCT-17
Bashir Abd Al Kreem	SW9537	00	WS Admis. Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Abdelbaset Abdalla	SG7909	02	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-17
Karim Abdelazim Soliman	SG7860	00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Gbolahan Abioye	SS7691	01	student hrly Custodial	Hire Temp Appointment	4800.00	22-AUG-17
Kaitlyn Abrahamson	SG7922	01	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17
Mohamed Aburweis	SG7909	05	Grad Teach Assist-Instructor	Hire Temp Appointment	19899.72	22-AUG-17
Rajan Acharya	SG9875	00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Felix Acheampong	SG7799	01	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Karly Ackermann	SG9869	01	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-17
Philip Adalikwu	SG7912	02	Grad Teach Assist-Instructor	Hire Temp Appointment	8820.00	22-AUG-17
Rose Adamski	SS7922	01	student hrly Lab Assist	Hire Temp Appointment	5760.00	31-AUG-17
Rose Adamski	SW9557	01	WS Lab Assist	Hire Temp Appointment	5760.00	31-AUG-17
Rakesh Roshan Ade	SG9868	01	Graduate Research Assistant	Hire Temp Appointment	3467.00	22-SEP-17
Sefa Adekpui	SG7922	04	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17
Ezaldeen Adhamash	SG7912	02	Grad Teach Assist-Instructor	Hire Temp Appointment	6300.00	22-AUG-17
Amit Adhikari	SG9864	01	Grad Teach Assist-Instructor	Hire Temp Appointment	10665.00	22-AUG-17
Anjana Adhikari	AS9204	03	student hrly Lab Assist	Hire Temp Appointment	7200.00	22-SEP-17
Sandeep Adhikari	SS7867	01	student hrly Custodial	Hire Temp Appointment	5040.00	24-AUG-17
Samuel Adjei	SG7965	00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Robyn Adler	SE6708	06	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-SEP-17
Mercy Adoma Fosu	SG7965	00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Abimbola Agbaje	SS7691	02	student hrly Custodial	Hire Temp Appointment	5160.00	22-AUG-17
Madison Agey	SS7845	02	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Pius Agyemang	SG7965	02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Pius Agyemang	SG7965	03	Grad Teach Assist-Instructor	Supplemental Appointment	500.00	22-AUG-17
Heather Ahlgrim	SS7782	01	student hrly Lab Assist	Hire Temp Appointment	6720.00	22-AUG-17
A K M Ahsan Ahmed	SG7799	02	Grad Teach Assist-Instructor	Hire Temp Appointment	8047.00	22-AUG-17
Seuly Akter	SG7965	00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Ali Al Inizi	SS7661	00	student hrly Research Assist	Hire Temp Appointment	4800.00	17-OCT-17
Nicole Albert	SE6793	02	Temporary Clinical Assistant	Hire Temp Appointment	4123.88	22-AUG-17
Samantha Alfke	SS7613	00	student hrly Figure Drawing	Hire Temp Appointment	7200.00	22-SEP-17
Talal Alharbi	SS7787	04	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Talal Alharbi	SS7787	05	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Savanah Allard	AG8009	01	Graduate Research Assistant	Hire Temp Appointment	12453.00	22-AUG-17
Troy Alley	SE6761	01	Temporary Clinical Assistant	Hire Temp Appointment	3460.00	22-SEP-17
Mahmood Alnasser	SS7864	00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Rakan Alotaibi	SS8375	00	student hrly IM Official	Hire Temp Appointment	4152.00	05-OCT-17
Ashraf Amadou	SS7735	00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-17
Jenessa Amdahl	SS9793	02	student hrly Phonejack	Hire Temp Appointment	4459.20	23-AUG-17
Jenessa Amdahl	SW9612	02	WS Advising Center Assist	Hire Temp Appointment	4152.00	22-AUG-17
Lauretta Amon Otopah	SG7916	01	Grad Teach Assist-Instructor	Hire Temp Appointment	2900.00	22-AUG-17
Jonah Amponsah	SG7909	03	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Megan Amundson	SS7845	00	student hrly IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Emily Andersen	AS9156	00	student hrly Farm Worker	Hire Temp Appointment	4320.00	22-AUG-17
Ethan Andersen	SG7742	03	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-17
Alex Anderson	SS7845	00	student hrly IM Official	Hire Temp Appointment	4152.00	05-SEP-17
Alex Anderson	SS7845	01	student hrly IM Supervisor	Hire Temp Appointment	4152.00	05-SEP-17
Cassie Anderson	SG7990	03	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-17
Kathryn Anderson	SS8328	02	student hrly Research Assist	Hire Temp Appointment	5160.00	22-AUG-17
Katie Anderson	SW9537	00	WS Admis. Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Molly Anderson	SW9493	00	WS Assistant Teacher	Hire Temp Appointment	4152.00	22-AUG-17

Natalie Anderson	SE6761 01	Temporary Clinical Assistant	Hire Temp Appointment	4660.00	22-AUG-17
Pauline Anderson	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	30-AUG-17
Samantha Anderson	SS8474 02	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	22-AUG-17
Samantha Anderson	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	12-OCT-17
Chelsea Anderson Patton	SS7735 01	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-17
John Angulu	SS7669 00	student hrly Architecture Asst	Hire Temp Appointment	5280.00	22-AUG-17
John Apraku	SG7799 02	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
John Apraku	SG7799 03	Grad Teach Assist-Instr-9 mth	Supplemental Appointment	750.00	22-AUG-17
Emma Arends	SS7705 00	student hrly Theatre Assist	Hire Temp Appointment	4152.00	22-AUG-17
Nicholas Arens	SG6029 00	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Stephanie Arndt	SS7756 00	student hrly Member Services	Hire Temp Appointment	4152.00	04-SEP-17
Zoe Arnold	SG8036 00	Graduate Admin Assistant	Hire Temp Appointment	16265.79	22-AUG-17
Francis Arpan	SG7909 00	Grad Teach Assist-Instructor	Supplemental Appointment	1000.00	22-SEP-17
Francis Arpan	SG7990 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-17
Sampson Asare	SG7799 01	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Sierra Ash	AG9749 00	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Brianna Ashauer	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	02-OCT-17
Maria Aune	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	29-AUG-17
Josephine Ausdemore	SS7614 00	student hrly Tutor	Hire Temp Appointment	4392.00	22-AUG-17
Madeline Ausdemore	SG7759 01	Graduate Research Assistant	Hire Temp Appointment	26532.96	22-AUG-17
Cassandra Auxt	AS9151 00	student hrly Tech	Hire Temp Appointment	4800.00	22-AUG-17
Cassandra Auxt	AW9738 01	WS Tech	Hire Temp Appointment	4800.00	30-AUG-17
Matthew Avenson	SS8749 02	student hrly PAC Worker	Hire Temp Appointment	4440.00	22-AUG-17
Prameela Awale	SG7726 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Queensly Ayegba	SS7911 00	student hrly Lab Assist	Hire Temp Appointment	4200.00	05-SEP-17
Reid Ayers	SS7913 00	student hrly Parking Services	Hire Temp Appointment	4800.00	21-SEP-17
Mohamed Ayoub	SS8749 00	student hrly PAC Worker	Hire Temp Appointment	4320.00	14-SEP-17
Kimberly Azevedo	SS7879 00	student hrly Personal Training	Hire Temp Appointment	4152.00	18-OCT-17
Holli Baan Hofman	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	4300.00	22-AUG-17
Mohammad Badawi	SG8960 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Eric Bae	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Elizabeth Bailey	SG7798 05	Graduate Research Assistant	Hire Temp Appointment	4673.16	22-AUG-17
Elizabeth Bailey	SG7799 01	Grad Teach Assist-Instructor	Hire Temp Appointment	2336.60	22-AUG-17
Surendra Bajagain	SS7687 01	student hrly Landscape Assist	Hire Temp Appointment	4920.00	22-AUG-17
Bennet Baker	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4512.00	22-AUG-17
Surendra Bam	AG7999 03	Graduate Research Assistant	Hire Temp Appointment	16604.00	22-AUG-17
Ashley Bamsey	SS8686 00	student hrly Hobo Shoppe Attd.	Hire Temp Appointment	4152.00	29-SEP-17
Abiral Baniya	SG8012 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Katie Banks	SS7721 01	student hrly Writing Tutor	Hire Temp Appointment	4560.00	31-AUG-17
Taleel Bannister	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Conner Barbagallo	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Conner Barbagallo	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	22-AUG-17
Dawn Barbeau	SE4605 00	Temp Test Proctor	Hire Temp Appointment	20799.60	18-SEP-17
Dawn Barbeau	SS7911 00	student hrly Test Proctor	Hire Temp Appointment	4800.00	21-SEP-17
Naif Bardan	SS7836 02	student hrly Library Assist	Hire Temp Appointment	4344.00	22-AUG-17
Reid Barker	AW9724 00	WS Biological Aide	Hire Temp Appointment	4800.00	29-AUG-17
Isaiah Barlow	SW9513 01	WS Laundry	Hire Temp Appointment	4152.00	27-AUG-17
Ashley Barnard	SS7841 00	student hrly Data Collection	Hire Temp Appointment	7200.00	22-AUG-17
Anna Barr	AW9731 00	WS Research Assist	Hire Temp Appointment	4800.00	22-AUG-17
Jeffery Bartel	AG7002 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-AUG-17
Olivia Bartel	AW9747 00	WS Farm Feeder	Hire Temp Appointment	5760.00	11-SEP-17
Olivia Bartel	AW9747 01	WS Farm Feeder Holiday	Hire Temp Appointment	6240.00	11-SEP-17
Olivia Bartel	SS7787 04	student hrly Farm Feeder	Hire Temp Appointment	5760.00	22-AUG-17
Olivia Bartel	SS7787 05	student hrly Feeder Holiday	Hire Temp Appointment	6240.00	22-AUG-17
Alex Barthel	SS8749 00	student hrly PAC worker	Hire Temp Appointment	4320.00	05-OCT-17
Paige Barthel	SW9531 00	WS Museum Aide	Hire Temp Appointment	4152.00	28-AUG-17
Sara Bartlett	SE6708 10	Temporary Clinical Assistant	Hire Temp Appointment	4869.00	22-SEP-17
Lindsie Bartley	SG7990 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16222.00	22-AUG-17
Jessa Bartsch	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Shraddha Basu	SG7965 03	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Shraddha Basu	SG7965 04	Grad Teach Assist-Instructor	Supplemental Appointment	500.00	22-AUG-17
Brody Bates	SW9542 00	WS Dispatcher	Hire Temp Appointment	4320.00	22-AUG-17
Peter Bates	SS7917 01	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Thomas Bates	SS7895 00	student hrly Graphic Design	Hire Temp Appointment	4440.00	05-SEP-17
Amanda Bauman	SS8375 01	student hrly Facility Attend.	Hire Temp Appointment	4152.00	22-AUG-17
Aaron Beaner	SS7787 02	student hrly Farm Feeder	Hire Temp Appointment	5760.00	22-AUG-17
Aaron Beaner	SS7787 03	student hrly Feeder Holiday	Hire Temp Appointment	6240.00	22-AUG-17
Jonalyn Beastrom	AS9208 00	student hrly Sheep Unit Farm	Hire Temp Appointment	4152.00	18-SEP-17

Bailey Beauchamp	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Brianna Becher	AS9148 00	student hrly Fisheries Tech	Hire Temp Appointment	4800.00	05-SEP-17
Brianna Becher	AS9221 01	student hrly Fisheries Tech	Hire Temp Appointment	5040.00	22-SEP-17
Maggie Becher	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Maggie Becher	AW9736 00	WS Plant Worker	Hire Temp Appointment	4272.00	27-AUG-17
Deryn Beck	SG8028 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Caitlyn Becker	SS8665 00	student hrly Office Worker	Hire Temp Appointment	4152.00	05-SEP-17
Hannah Becker	SS7865 00	student hrly FRUVED Assist	Hire Temp Appointment	4800.00	05-SEP-17
Heidi Becker	AS9150 00	student hrly Lab Assist	Hire Temp Appointment	5040.00	02-OCT-17
Cassie Beckett	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4320.00	12-SEP-17
Katlyn Beebout	AS9147 03	student hrly Field Tech	Hire Temp Appointment	5280.00	22-AUG-17
Kurt Beidler	AS9174 00	student hrly Research Assist	Hire Temp Appointment	5280.00	22-SEP-17
Kaitlynn Beighley	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	25-AUG-17
Marcelo Belisario Soares De So	SS7836 00	student hrly Library Assist	Hire Temp Appointment	4152.00	22-AUG-17
Brianna Bendinelli	SW9697 01	WS EHS	Hire Temp Appointment	4200.00	22-AUG-17
Shelby Benson	SS8375 00	student hrly Marketing Special	Hire Temp Appointment	4248.00	22-SEP-17
Breanne Benstead	SS7613 00	student hrly Graphic Designer	Hire Temp Appointment	4800.00	22-AUG-17
Andrew Berg	AW9743 00	WS Sheep Unit	Hire Temp Appointment	4152.00	22-AUG-17
Sterling Berg	SS8749 05	student hrly PAC Worker	Hire Temp Appointment	4440.00	22-AUG-17
Kelli Berger	SS7787 02	student hrly Farm Crew	Hire Temp Appointment	4920.00	22-AUG-17
Kelli Berger	SS7787 03	student hrly Farm Crew Holiday	Hire Temp Appointment	5400.00	22-AUG-17
Tiffany Bergeson	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	4660.00	22-AUG-17
Cali Bergmann	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	02-OCT-17
Marissa Bergseng	AS9184 01	student hrly Animal Tech	Hire Temp Appointment	4272.00	22-AUG-17
Collin Bergstrom	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	01-SEP-17
Julie Bergstrom	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	3600.00	22-AUG-17
Katelyn Berndt	SS7775 00	stdnt hrly Social Media Coord.	Hire Temp Appointment	4200.00	29-AUG-17
Kylie Berndt	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	29-AUG-17
Kylie Berndt	SW9720 00	WS Barn Worker	Hire Temp Appointment	4200.00	30-AUG-17
Cade Berry	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	11-SEP-17
Sydney Berry	SS7775 00	stdnt hrly Social Media Coord.	Hire Temp Appointment	4200.00	17-OCT-17
Sydney Berry	SW9520 00	WS BluePrint Office Assist	Hire Temp Appointment	5112.00	22-AUG-17
Micaela Besser	SS8765 00	Student Hourly Nursing Driver	Hire Temp Appointment	4152.00	22-AUG-17
Konner Beste	SS7747 01	student hrly Student Manager	Hire Temp Appointment	4152.00	01-SEP-17
Wyatt Beyer	SS9793 02	student hrly PhoneJack	Hire Temp Appointment	4416.00	23-AUG-17
Subrata Bhadra	SG7797 01	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-AUG-17
Subrata Bhadra	SG7797 02	Graduate Research Assistant	Supplemental Appointment	500.00	22-AUG-17
Somshuvra Bhattacharya	SG9849 06	Grad Teach Assist-Instructor	Hire Temp Appointment	21532.00	22-AUG-17
Shaurav Bhattarai	SG7718 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Basanta Bhusal	SS7917 05	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Sangay Bhutia	SS7867 00	student hrly Custodial	Hire Temp Appointment	4800.00	29-AUG-17
Sangay Bhutia	SS7922 00	student hrly Wastewater Plant	Hire Temp Appointment	5760.00	12-SEP-17
Vibhansh Bidua	SS8023 00	student hrly Custodian	Hire Temp Appointment	4800.00	22-SEP-17
Mckenzie Bierman	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4152.00	06-SEP-17
Joshua Bierschbach	SS7792 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Paige Binger	SS7812 01	student hrly Meat Lab	Hire Temp Appointment	4272.00	22-AUG-17
Jacob Blair	AS9186 00	student hrly Lab & Field Asst.	Hire Temp Appointment	4800.00	22-AUG-17
Caleb Blaisdell	SS7787 00	student hrly Farm Feeder	Hire Temp Appointment	5760.00	22-AUG-17
Caleb Blaisdell	SS7787 01	student hrly Feeder Holiday	Hire Temp Appointment	6240.00	22-AUG-17
Charis Blatt	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	25-AUG-17
Ashley Bloemendaal	SW9493 00	WS Teacher Assist	Hire Temp Appointment	4152.00	22-AUG-17
Dylan Blomme	SS7668 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	01-OCT-17
Jenni Blue	SS7922 00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Jenni Blue	SW9557 00	WS Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Tayt Boeckholt	SS7614 00	student hrly Tutor	Hire Temp Appointment	4344.00	22-AUG-17
Tayt Boeckholt	SW9488 00	WS Tutor	Hire Temp Appointment	4344.00	20-SEP-17
Alexander Boerema	SS7669 00	student hrly Shop Worker	Hire Temp Appointment	5280.00	22-AUG-17
Jessica Boesch	SS7811 00	student hrly Trading Lab Asst.	Hire Temp Appointment	5280.00	22-AUG-17
Brian Boese	SS7848 01	student hrly Research Assist	Hire Temp Appointment	5760.00	22-AUG-17
Andrea Boglic	SG7864 01	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Jamie Bohaboj	SS7849 01	student hrly Maintenance Work	Hire Temp Appointment	5280.00	16-OCT-17
Emily Bohle	SS7873 01	student hrly Basketball Assist	Hire Temp Appointment	4152.00	22-AUG-17
Emily Bohle	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	29-AUG-17
Olena Boiko	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17
Hannah Bolduan	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Matthew Bowen	SG7750 02	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-17
Austin Bower	AS9505 04	student hrly Farm Crew	Hire Temp Appointment	5280.00	22-AUG-17
Jared Bowers	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4464.00	22-AUG-17

Michael Braga-Henebry	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-17
Naomi Brandt	SS7917 01	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Grant Brass	SS7788 02	student hrly Farm Worker	Hire Temp Appointment	4272.00	22-AUG-17
Kurt Braun	AS9196 00	student hrly Lab & Field Asst.	Hire Temp Appointment	4320.00	22-SEP-17
Katelyn Breberg	SS7988 00	student hrly Office Assist	Hire Temp Appointment	4152.00	22-SEP-17
Alan Breck	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	28-AUG-17
Curtis Brodd	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	28-AUG-17
Hannah Brokmeier	SS7735 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-17
Carla Bromenschenkel	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4392.00	22-AUG-17
Morgan Brower	SS7836 01	student hrly Library Assist	Hire Temp Appointment	4152.00	22-AUG-17
Carrie Brown	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	3539.84	22-AUG-17
Nicholas Brown	SG7909 03	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-17
Alexander Brozel	SS8749 00	student hrly PAC Worker	Hire Temp Appointment	4320.00	26-SEP-17
Kristi Bruening	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	22-AUG-17
Holden Buchert	SW9509 00	WS Scene Shop Assist	Hire Temp Appointment	4152.00	22-AUG-17
Elizabeth Buckhaus	AS9216 01	student hrly Farm Worker	Hire Temp Appointment	4248.00	22-AUG-17
Anthony Buechler	AS9198 01	student hrly Field & Lab Asst.	Hire Temp Appointment	5040.00	22-SEP-17
Matthew Bunn	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	08-SEP-17
Matthew Bunn	SW9477 00	WS Safe Ride Monitor	Hire Temp Appointment	4800.00	09-SEP-17
Merritt Burch	AG9745 04	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-17
Megan Burgard	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	4247.80	22-AUG-17
Aleah Burggraff	SW9480 00	WS Office Assist	Hire Temp Appointment	4800.00	13-SEP-17
Shanya Burt	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Shayla Burton	SS8765 01	student hrly Student Driver	Hire Temp Appointment	4152.00	23-AUG-17
Brady Bury	AG9728 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	22-AUG-17
Brianna Buseman	SS7670 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-AUG-17
Laura Butterbrodt	AS9171 01	student hrly Office Helper	Hire Temp Appointment	4320.00	22-AUG-17
Alaire Buysse	AS9176 00	student hrly Research Assist	Hire Temp Appointment	4152.00	13-SEP-17
Jack Buysse	AS9217 02	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-AUG-17
Elizabeth Bye	SG7729 00	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-17
Salvador Caballero	SG7766 03	Graduate Research Assistant	Hire Temp Appointment	7397.00	22-AUG-17
Salvador Caballero	SG9831 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.36	22-AUG-17
Andera Cable	SS8486 00	student hrly Event Management	Hire Temp Appointment	4152.00	28-AUG-17
William Cahyadi	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Landon Carda	SS8724 00	student hrly Transportation	Hire Temp Appointment	4440.00	30-AUG-17
Brady Carlberg	SW9530 01	WS Tutor	Hire Temp Appointment	4368.00	22-AUG-17
Braden Carmody	SG7109 00	Graduate Research Assistant	Hire Temp Appointment	13736.00	22-AUG-17
Matthew Carpenter	SG7898 00	Graduate Admin Assistant	Hire Temp Appointment	9172.44	22-AUG-17
Danielle Carroll	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-17
Jacob Carsten	SS7851 00	student hrly Research Assist	Hire Temp Appointment	4320.00	22-AUG-17
Jacob Carsten	SW9510 00	WS Secretary	Hire Temp Appointment	4320.00	22-AUG-17
Spencer Carstens	AS9151 01	student hrly Technician	Hire Temp Appointment	4800.00	11-OCT-17
Cooper Carter	AS9130 00	student hrly Lab & Field Asst.	Hire Temp Appointment	4440.00	05-SEP-17
Alejandro Casella	AG9688 00	Graduate Research Assistant	Hire Temp Appointment	25750.00	22-AUG-17
Marissa Caskey	SS7671 01	student hrly FRN Support	Hire Temp Appointment	4848.00	22-AUG-17
Emily Cass	SS8749 00	student hrly PAC Assist	Hire Temp Appointment	4320.00	26-SEP-17
Alexis Catlin	SW9499 00	WS Habitat Store	Hire Temp Appointment	4320.00	19-SEP-17
Vinay Ceela	AS9204 00	student hrly Field & Lab Asst.	Hire Temp Appointment	5760.00	06-OCT-17
Radhika Chakravarty	SG7912 01	Grad Teach Assist-Instructor	Hire Temp Appointment	5580.00	22-AUG-17
Basanta Chalise	SG7912 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8820.00	22-AUG-17
Ghana Shyam Challa	AS9126 00	student hrly Lab Tech	Hire Temp Appointment	6000.00	22-AUG-17
Ghana Shyam Challa	AS9183 00	student hrly Research Assist	Hire Temp Appointment	4152.00	05-SEP-17
Santosh Chapagain	SG8012 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Jerome Charles	SG7004 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Ke Chen	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Andrew Cheney	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Brent Chester	SS8093 00	student hrly BluePrint Design	Hire Temp Appointment	5232.00	24-AUG-17
Jennifer Chikelu	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Mikayla Childs-Akers	SG7004 00	Graduate Teaching Assistant	Hire Temp Appointment	12678.00	22-AUG-17
Lauren Chirnside	SS7761 01	student hrly Lab Assist	Hire Temp Appointment	4152.00	22-AUG-17
Jacey Chorlton	SS8474 01	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	01-SEP-17
Weston Christensen	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Allison Christenson	SW9569 00	WS Office Assist	Hire Temp Appointment	4800.00	31-AUG-17
Jena Christianson	SG7750 02	Grad Teach Assist-Instructor	Hire Temp Appointment	4912.00	22-AUG-17
Ryan Christie	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-AUG-17
Kalianna Church	SW9499 00	WS Gallery Assist	Hire Temp Appointment	4152.00	17-OCT-17
Collin Citrowске	SS8749 03	student hrly PAC Worker	Hire Temp Appointment	4440.00	22-AUG-17
Crystal Clark	SS7911 02	student hrly Lab Assist	Hire Temp Appointment	4320.00	22-AUG-17

Tyler Clayton	AW9721 00	WS Sheep Unit Farm Worker	Hire Temp Appointment	4152.00	12-OCT-17
Cord Cnossen	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Kori Coldsmith	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	5040.00	22-AUG-17
Kori Coldsmith	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5520.00	22-AUG-17
Michael Coleman	AS9144 00	student hrly Swine Unit	Hire Temp Appointment	4320.00	06-SEP-17
Thomas Conrad	SS8486 00	student hrly Grounds Crew	Hire Temp Appointment	4152.00	30-AUG-17
Thomas Cook	SG9832 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Kole Cooper	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	17-OCT-17
Alaina Corgard	SW9612 00	WS Advising Center Assist	Hire Temp Appointment	4152.00	25-SEP-17
Maria Corio	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	11-SEP-17
Nicole Court Menendez	SG7741 01	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Caroline Covert	SW9503 01	WS Museum Aid	Hire Temp Appointment	4800.00	22-AUG-17
Mikayla Crocker	SS7911 01	student hrly Tutor	Hire Temp Appointment	4200.00	22-AUG-17
Nicholas Cronin	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Nichole Cross	SG9747 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-AUG-17
Kimberly Cruz	SS8023 00	student hrly Custodian	Hire Temp Appointment	4800.00	22-SEP-17
Rakesh Dachineni	SG9849 03	Grad Teach Assist-Instructor	Hire Temp Appointment	23532.00	22-AUG-17
Puskar Dahal	SG7588 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Jena Dahl	SS8486 00	student hrly Event Management	Hire Temp Appointment	4152.00	24-AUG-17
Peng Dai	SG7824 02	Graduate Research Assistant	Hire Temp Appointment	15096.00	22-AUG-17
Darcy Dalton	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	06-SEP-17
Sydney Daniels	AS9195 04	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-SEP-17
Suresh Daravath	SS8037 01	student hrly Facility Worker	Hire Temp Appointment	4800.00	22-SEP-17
Sarah Darnall	SG9833 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Avijit Das	SG7912 04	Grad Teach Assist-Instructor	Hire Temp Appointment	6300.00	22-AUG-17
Avijit Das	SG9650 01	Graduate Research Assistant	Hire Temp Appointment	6732.00	22-AUG-17
Bikram Das	SG7723 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Kakali Das	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Ffion Davies	SG7741 01	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Justin Davis	SS7669 00	student hrly Shop Assist	Hire Temp Appointment	5040.00	22-AUG-17
Andre Lucas De Luna Santos	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Cole DeBoer	SG7849 00	student hrly Maintenance Work	Hire Temp Appointment	4800.00	22-AUG-17
Haley DeJong	SS7825 00	student hrly Office Assist	Hire Temp Appointment	4800.00	22-AUG-17
Haley DeJong	SW9540 01	WS Office Assist	Hire Temp Appointment	4800.00	22-SEP-17
Bethany Deboer	AS9144 00	student hrly Farm Worker	Hire Temp Appointment	4320.00	15-SEP-17
Melissa Decook	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	25-SEP-17
Jacob Deines	SS7782 00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Kenneth Dejongsa	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	25-AUG-17
Michaela Della	AG8010 00	Graduate Research Assistant	Hire Temp Appointment	13858.00	22-AUG-17
Michaela Della	SG7626 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2492.00	22-AUG-17
Benjamin Demuth	SW9542 00	WS Dispatcher	Hire Temp Appointment	4320.00	25-SEP-17
Bailey Dent	SS8375 00	student hrly IM Official	Hire Temp Appointment	4152.00	05-OCT-17
Kate Dentlinger	AS9208 00	student hrly Farm Worker Sheep	Hire Temp Appointment	4152.00	02-OCT-17
Kate Dentlinger	AW9721 00	WS Sheep Unit Farm Worker	Hire Temp Appointment	4152.00	30-SEP-17
Jamie Derickson	SW9505 00	WS Choral Assist	Hire Temp Appointment	4152.00	22-AUG-17
Joel Derickson	SS7848 02	student hrly Research Assist	Hire Temp Appointment	5280.00	22-AUG-17
Alexis Derrickson	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	14-SEP-17
Heather Deter	SG9837 00	Graduate Teaching Assistant	Hire Temp Appointment	15951.00	22-AUG-17
Kennedy Deuschle	SW9519 00	WS Horse Unit	Hire Temp Appointment	4224.00	08-SEP-17
Taylor Deutsch	SW9481 00	WS Strings Project	Hire Temp Appointment	7680.00	22-AUG-17
Allen Deutz	AG9798 02	Graduate Research Assistant	Hire Temp Appointment	16133.00	22-AUG-17
Jonah Devries	SS7751 01	student hrly SI Leader	Hire Temp Appointment	4512.00	22-AUG-17
Jonah Devries	SS7824 01	student hrly Admis. Ambassador	Hire Temp Appointment	4392.00	22-AUG-17
Sonjoy Dey	SS7810 01	student hrly DTS Tech	Hire Temp Appointment	4320.00	22-AUG-17
Samitinjaya Dhakal	SG8016 00	Graduate Research Assistant	Hire Temp Appointment	12363.00	22-AUG-17
Kyla Diaz	SS7749 00	student hrly Tutor	Hire Temp Appointment	4800.00	22-AUG-17
Lorena Diaz-Martinez	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Danielle Dickerson	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Sydney Dierks	SS7747 00	student hrly Athletics Assist	Hire Temp Appointment	4152.00	01-SEP-17
Abigail Donkor	SG7965 00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Dustin Doose	SW9499 00	WS Construction Assist	Hire Temp Appointment	4320.00	22-AUG-17
Brianna Doran	SS7720 01	student hrly Event Parking	Hire Temp Appointment	220.00	22-AUG-17
Brianna Doran	SS7720 01	student hrly Event Parking	Hire Temp Appointment	230.00	22-SEP-17
Rachelle Doudna	SS7684 01	student hrly Project Assist	Hire Temp Appointment	5280.00	22-AUG-17
Laura Drackley	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Carol Drayer	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Miranda Dreesen	AS9196 00	student hrly Lab Assist	Hire Temp Appointment	4320.00	04-OCT-17
Kailie Drescher	AS9157 00	student hrly Research Assist	Hire Temp Appointment	6480.00	22-AUG-17

Abby Duflath	SS7836	02	student hrly Library Assist	Hire	Temp	Appointment	4272.00	22-AUG-17
Dylan Dulas	SS7848	00	student hrly Research Assist	Hire	Temp	Appointment	4800.00	27-SEP-17
Myranda Dum mire	SG8015	00	Graduate Research Assistant	Hire	Temp	Appointment	5494.00	22-AUG-17
Bradley Dunton	SS7897	00	student hrly Bookstore	Hire	Temp	Appointment	4320.00	28-AUG-17
Callie Duque	SS7754	00	student hrly Research Assist	Hire	Temp	Appointment	7200.00	26-SEP-17
Luis Duque	SG8568	01	Graduate Research Assistant	Hire	Temp	Appointment	1150.00	22-AUG-17
Luis Duque	SG9836	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2889.36	22-AUG-17
Venkat Durvasulu	SG9015	02	Graduate Research Assistant	Hire	Temp	Appointment	19681.00	25-AUG-17
Kapil Duwadi	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8668.00	22-AUG-17
Danielle Dvorak	SW9499	00	WS Financial Aid Assist	Hire	Temp	Appointment	4272.00	29-AUG-17
Amos Kwabena Dwamena	SG7965	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	7009.76	22-AUG-17
Paul Dybedahl	SG7902	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12678.00	22-AUG-17
Joseph Dzisam	SG7797	03	Graduate Research Assistant	Hire	Temp	Appointment	15772.00	22-AUG-17
Iman Ebadi Paskiabi	SG6045	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	5552.00	22-AUG-17
Iman Ebadi Paskiabi	SG9747	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2776.00	22-AUG-17
Goodness Ebenezer	SS7911	00	student hrly Lab Assist	Hire	Temp	Appointment	4200.00	05-SEP-17
Sean Edeki	SG7915	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	7628.00	22-AUG-17
Maggie Edleman	SW9897	00	WS Office Assist	Hire	Temp	Appointment	4152.00	24-AUG-17
Joyce Eduful	SG7998	02	Graduate Research Assistant	Hire	Temp	Appointment	7242.84	22-AUG-17
Anna Effinger	SW9533	00	WS Marching Band Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Aaron Eggert	SW9491	00	WS Office Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Collin Eichhorn	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4152.00	29-AUG-17
Collin Eichhorn	SW9562	00	WS IM Official	Hire	Temp	Appointment	4152.00	04-SEP-17
Rachel Eickhoff	SS9793	00	student hrly Admin Support	Hire	Temp	Appointment	4320.00	12-SEP-17
Maddie Eklund	SS8686	00	student hrly Hobo Shoppe Attd.	Hire	Temp	Appointment	4152.00	29-SEP-17
Tanner Ellefson	SW9503	00	WS Museum Aid	Hire	Temp	Appointment	4800.00	23-AUG-17
Erin Ellinger	SG7729	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12363.00	22-AUG-17
Kimberly Ellingson	SW9499	01	WS 4-H Office Secretary	Hire	Temp	Appointment	4996.80	28-AUG-17
Logan Ellingson	SS7788	01	student hrly Farm Worker	Hire	Temp	Appointment	4392.00	22-AUG-17
Khalid Emsradi	SG8012	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8668.00	22-AUG-17
Andrew Engel	AS9213	00	student hrly Field & Lab Asst.	Hire	Temp	Appointment	5760.00	14-SEP-17
Molly Engeseth	SE6796	02	Temporary Clinical Assistant	Hire	Temp	Appointment	1660.00	22-AUG-17
Kyle Engesser	SW9503	00	WS Museum Aide	Hire	Temp	Appointment	4800.00	06-SEP-17
Kristin Erf	AS9206	01	student hrly Plant Worker	Hire	Temp	Appointment	4392.00	22-AUG-17
Michaela Erickson	SS7761	02	student hrly Lab Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Morgan Erickson	SS8486	00	student hrly Event Management	Hire	Temp	Appointment	4152.00	29-AUG-17
Debra Erk	SE6793	04	Temporary Clinical Assistant	Hire	Temp	Appointment	1769.92	22-AUG-17
Elizabeth Ann Esser	SS7831	01	student hrly Office Assist	Hire	Temp	Appointment	4560.00	22-AUG-17
Kallie Evans	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	06-SEP-17
Vilisa Even	SE6708	07	Temporary Clinical Assistant	Hire	Temp	Appointment	4869.00	22-SEP-17
Collin Fanton	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4152.00	13-SEP-17
Clay Farland	SS7845	01	student hrly IM Official	Hire	Temp	Appointment	4152.00	31-AUG-17
Nathan Farley	SS7799	01	student hrly Climbing Wall	Hire	Temp	Appointment	4152.00	22-AUG-17
Amanda Farr	SS7762	01	student hrly Lab Assist	Hire	Temp	Appointment	4392.00	22-AUG-17
Lucille Farrell	SS8474	00	student hrly Equestrian Barn	Hire	Temp	Appointment	4152.00	22-AUG-17
Kennedy Fast	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4152.00	06-SEP-17
April Fauth	AW9740	00	WS Horse Unit Farm Worker	Hire	Temp	Appointment	4224.00	22-SEP-17
Zachary Fehringer	SG7741	00	Graduate Admin Assistant	Hire	Temp	Appointment	6879.33	22-AUG-17
Sophie Felicia	SS7836	00	student hrly Library Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Sophie Felicia	SW9486	00	WS Library Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Ashton Fey	AS9158	01	student hrly Lab Tech	Hire	Temp	Appointment	5280.00	22-AUG-17
Alyssa Finke	SG7741	00	Graduate Admin Assistant	Hire	Temp	Appointment	6879.33	22-AUG-17
Alyssa Finke	SS7622	01	student hrly Athletic Trainer	Hire	Temp	Appointment	8640.00	09-SEP-17
Samantha Fino	AG8004	00	Graduate Research Assistant	Hire	Temp	Appointment	21329.00	28-AUG-17
Kathryn Fiore	SW9897	00	WS Senior Office Assist	Hire	Temp	Appointment	4320.00	25-AUG-17
Tyrell Fisk	SS8657	00	student hrly Office Assist	Hire	Temp	Appointment	4320.00	22-AUG-17
Matthew Fitzgerald	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4152.00	22-AUG-17
Karissa Flier	SE6708	01	Temporary Clinical Assistant	Hire	Temp	Appointment	4000.00	22-AUG-17
Toby Flint	SG7909	11	Grad Teach Assist-Instructor	Hire	Temp	Appointment	19900.00	22-AUG-17
Viola Foderler	SS7612	00	student hrly German Assist	Hire	Temp	Appointment	4320.00	22-SEP-17
Skyler Foley	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4152.00	07-SEP-17
Jill Folsland	AS9206	01	student hrly Plant Worker	Hire	Temp	Appointment	4392.00	22-AUG-17
Alex Fonder	SW9530	01	WS SI Leader	Hire	Temp	Appointment	4248.00	27-AUG-17
Seth Fopma	AG9105	00	Graduate Research Assistant	Hire	Temp	Appointment	18063.00	22-AUG-17
Khalil Ford	SS7664	00	student hrly Lab Assist	Hire	Temp	Appointment	5760.00	22-AUG-17
Josie Fortuna	SS7911	01	student hrly Tutor	Hire	Temp	Appointment	4200.00	22-AUG-17
Md Fourkan	SG7814	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15531.00	22-AUG-17
Ryan Fouts	SS7792	01	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-SEP-17

Matthew Fowler	SW9482 00	WS Jazz Assist	Hire Temp Appointment	4320.00	22-AUG-17
Blake Foxley	SG9747 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-AUG-17
Mica Foxley	SG7004 00	Graduate Teaching Assistant	Hire Temp Appointment	12678.00	22-AUG-17
Morgan Franzen	SS7834 01	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	22-AUG-17
Erika Franzen-Ackerman	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Erika Franzen-Ackerman	AW9736 00	WS Plant Worker	Hire Temp Appointment	4272.00	27-AUG-17
Erika Franzen-Ackerman	SS8768 01	student hrly Secretary Assist	Hire Temp Appointment	4320.00	22-AUG-17
Daniel Fraser	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	22-SEP-17
Caleb Freeman	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	12-SEP-17
Jamison French	SS7817 00	student hrly Admin Ambassador	Hire Temp Appointment	4152.00	16-SEP-17
Monica Frias Chavez	SS7612 00	student hrly Spanish Assist	Hire Temp Appointment	4320.00	22-SEP-17
Brandon Frick	SW9530 01	WS Tutor	Hire Temp Appointment	4512.00	25-AUG-17
Alyssa Friesner	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	29-SEP-17
Maggan Froseth	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Matthew Fry	SS7922 00	student hrly Wastewater Plant	Hire Temp Appointment	5760.00	22-AUG-17
Laura Frye	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4392.00	22-AUG-17
Laura Frye	SS7787 02	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Laura Frye	SS7787 03	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Megan Fueston	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Cami Fuglsby	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-17
Rachel Funk	SS7613 00	student hrly Figure Drawing	Hire Temp Appointment	7200.00	22-SEP-17
Krista Fuoss	AS9181 01	student hrly Research	Hire Temp Appointment	4320.00	10-OCT-17
Dinesh Fuyal	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Elizabeth Gadberry	SG7004 00	Graduate Teaching Assistant	Hire Temp Appointment	12678.00	22-AUG-17
Varun Kumar Gadipudi	SG7782 00	Graduate Research Assistant	Hire Temp Appointment	10402.00	22-AUG-17
Kaylee Gakin	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Nicole Gangelhoff	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	28-AUG-17
Nicole Gangelhoff	SS8375 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	14-SEP-17
Rongyuan Gao	SG7728 02	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-17
Alexander Garcia	SS7609 00	student hrly Box Office Assist	Hire Temp Appointment	4152.00	22-AUG-17
Hunter Gary	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Kylee Geppert	AS9208 00	student hrly Sheep Unit	Hire Temp Appointment	4152.00	22-AUG-17
Kylee Geppert	AW9743 01	WS Farm Worker Sheep Unit	Hire Temp Appointment	4152.00	27-AUG-17
Logan Gesinger	SS8328 04	student hrly Research Assist	Hire Temp Appointment	5400.00	22-AUG-17
Semehar Ghebrekidan	SG9828 00	Graduate Admin Assistant	Hire Temp Appointment	20383.20	22-AUG-17
Nabin Ghimire	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Raju Ghimire	SG7912 02	Grad Teach Assist-Instructor	Hire Temp Appointment	6300.00	22-AUG-17
Samantha Gildemeister	SG9860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Carter Gilk	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	29-AUG-17
Blake Gilkyson	SS7836 00	student hrly Library Assist	Hire Temp Appointment	4152.00	22-AUG-17
Taylor Gilmore	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4344.00	22-AUG-17
Coleton Ginger	SS8749 02	student hrly PAC	Hire Temp Appointment	4440.00	22-AUG-17
Suzanne Gluf	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	3660.00	22-AUG-17
Kathryn Goebel	AW9744 00	WS Office Assist	Hire Temp Appointment	4800.00	05-SEP-17
Abigail Goens	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	03-OCT-17
Seth Goepferich	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	05-SEP-17
Caleb Goergen	SS7849 00	student hrly Maintenance	Hire Temp Appointment	4800.00	10-OCT-17
Robert Goetz	AS9216 01	student hrly Farm Worker	Hire Temp Appointment	4248.00	22-AUG-17
Rinkinson Gohel	SS8548 00	student hrly State Tech	Hire Temp Appointment	5112.00	02-OCT-17
Rinkinson Gohel	SW9499 00	WS Gallery Assist	Hire Temp Appointment	4152.00	14-SEP-17
Nancy Gonzalez-Fiedler	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	6495.56	22-AUG-17
Tanner Goodall	SW9482 00	WS Jazz Assistant	Hire Temp Appointment	4320.00	12-SEP-17
Marcus Goodfellow	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	20-SEP-17
Chloe Goodhope	SS7805 02	student hrly Lab Assist	Hire Temp Appointment	5280.00	22-AUG-17
Charlie Goranowski	SS8765 00	student hrly Student Driver	Hire Temp Appointment	4152.00	28-AUG-17
Logan Goslee	SS7856 00	student hrly Engineering Tech	Hire Temp Appointment	5280.00	25-SEP-17
Mackenzie Gough	SS7887 00	student hrly Notetaker	Hire Temp Appointment	4800.00	22-AUG-17
Aaron Goulet	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	11-SEP-17
April Grabow	SE6708 00	Temporary Clinical Assistant	Hire Temp Appointment	3660.00	22-AUG-17
Ashlee Grady	SW9499 00	WS Cashier	Hire Temp Appointment	4320.00	10-OCT-17
Natalee Graesser	SW9489 00	WS Office Assist	Hire Temp Appointment	4152.00	24-AUG-17
Ian Grassel	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4920.00	03-SEP-17
Ian Grassel	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5400.00	03-SEP-17
Derek Gravholt	SG9860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Molly Gray	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Molly Gray	SS7863 00	student hrly CDE Assist	Hire Temp Appointment	4560.00	25-SEP-17
Austin Green	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	18-SEP-17
John Green	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17

Parker Grieme	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Raina Grimsley	SS8861 00	Student Hourly-Tech Fellow	Hire Temp Appointment	7272.00	11-SEP-17
Raina Grimsley	SW9499 00	WS Cashier	Hire Temp Appointment	4320.00	30-AUG-17
Reid Grode	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	06-SEP-17
Katelyn Groetsch	AS9184 01	student hrly Animal Tech	Hire Temp Appointment	4392.00	22-AUG-17
Hannah Groth	SS8606 00	student hrly Archives Assist	Hire Temp Appointment	4152.00	22-AUG-17
Hannah Groth	SW9483 00	WS Archives Assist	Hire Temp Appointment	4152.00	22-AUG-17
Shaopeng Gu	SS7809 00	stdnt hrly Computer Lab Asst.	Hire Temp Appointment	4800.00	22-AUG-17
Wei Gu	SG7998 02	Graduate Research Assistant	Hire Temp Appointment	8111.00	22-AUG-17
Erin Gubbels	AS9159 01	student hrly Teacher Assist	Hire Temp Appointment	4440.00	22-AUG-17
Gina Guidotti	SS7864 00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Kayla Gullickson	SS9793 00	student hrly Admin Support	Hire Temp Appointment	4320.00	12-SEP-17
Athukoralage Gunawardana	SG7794 00	Graduate Research Assistant	Hire Temp Appointment	16304.00	22-AUG-17
Anil Kumar Gundu	SS7867 00	student hrly Custodial	Hire Temp Appointment	4800.00	22-AUG-17
Anil Kumar Gundu	SS8023 01	student hrly Custodial	Hire Temp Appointment	4800.00	22-SEP-17
Ailin Guo	SG9849 01	Grad Teach Assist-Instructor	Hire Temp Appointment	17532.00	22-AUG-17
Haide Gutierrez	SW9509 00	WS Costume Assist	Hire Temp Appointment	4152.00	30-SEP-17
Kidus Guye	SG9884 00	Graduate Research Assistant	Hire Temp Appointment	5034.00	22-AUG-17
Obed Gyamfi	SG7797 01	Graduate Research Assistant	Hire Temp Appointment	21029.00	22-AUG-17
Peter Gyedu	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Ashtyn Haak	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	05-OCT-17
Alyssa Haaland	SS7746 00	student hrly Admis. Processing	Hire Temp Appointment	4152.00	11-SEP-17
Connor Haaland	SW9504 01	WS Faculty Assist	Hire Temp Appointment	4320.00	11-SEP-17
Benjamin Halbkat	SS7803 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	05-OCT-17
Lee Halbritter	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Lee Halbritter	SS7917 01	student hrly Kharel Research	Hire Temp Appointment	4800.00	31-AUG-17
Rachel Halbur	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	07-SEP-17
Jyotirmoy Halder	AG7015 02	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Billie Halsey	SW9572 01	WS Office Assist	Hire Temp Appointment	4152.00	22-AUG-17
Scott Halverson	AW9740 00	WS Farm Worker	Hire Temp Appointment	4152.00	22-SEP-17
Cole Halvorson	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Miran Hama Salh	SG9863 02	Grad Teach Assist-Instructor	Hire Temp Appointment	10665.00	22-AUG-17
Wyatt Hamer	SS8486 00	student hrly Grounds Crew	Hire Temp Appointment	4152.00	28-AUG-17
Makenna Hancock	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Shanee Hanning	SS7817 00	student hrly Admis. Assist	Hire Temp Appointment	4152.00	22-SEP-17
Lacey Hansen	SW9739 00	WS Union Manager	Hire Temp Appointment	5280.00	22-AUG-17
Lauryn Hansen	SW9554 00	WS Union Set-up Crew	Hire Temp Appointment	5112.00	22-AUG-17
Lillian Hansen	SW9499 00	WS Office & Store Assist	Hire Temp Appointment	4320.00	28-AUG-17
Brittany Hanson	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	13-SEP-17
Md Rashedul Haq	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Brittany Harazin	SS7788 01	student hrly Farm Worker	Hire Temp Appointment	4272.00	22-AUG-17
Rebecca Harberts	AS9144 00	student hrly Farm Worker	Hire Temp Appointment	4320.00	12-SEP-17
Rebecca Harberts	AW9727 00	WS Swine Tech	Hire Temp Appointment	4320.00	15-SEP-17
Marisa Hare	SW9480 00	WS Office Assist	Hire Temp Appointment	4800.00	18-SEP-17
Aaron Hargens	AS9217 02	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-AUG-17
Rachel Harmon	SW9520 00	WS BluePrint Office Assist	Hire Temp Appointment	5112.00	22-AUG-17
Adam Harms	SS8548 03	student hrly State Tech	Hire Temp Appointment	5160.00	22-AUG-17
Alexander Harms	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Krista Harringa	ES9800 02	student hrly 4-H Summer Intern	Hire Temp Appointment	4800.00	18-SEP-17
Nicholas Harrington	AS9147 03	stdnt hrly Groundskeeper Asst.	Hire Temp Appointment	5280.00	22-AUG-17
Alexander Harsh	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-17
Joshua Hartelt	SG7902 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Charlie Hartpence-Meredith	SE4605 00	Temp Test Proctor	Hire Temp Appointment	20799.60	18-SEP-17
Charlie Hartpence-Meredith	SS7911 00	student hrly Test Proctor	Hire Temp Appointment	4800.00	21-SEP-17
Md Nahid Hasan	SG8960 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Alyssa Hatcher	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	31-AUG-17
Alyssa Hatcher	SW9562 00	WS IM Official	Hire Temp Appointment	4152.00	02-OCT-17
Stephanie Hauger	SS7746 01	student hrly Admis. Processing	Hire Temp Appointment	4320.00	22-AUG-17
Laura Hauser	SS8375 01	student hrly Facility Attend.	Hire Temp Appointment	4152.00	22-AUG-17
Carter Hausmann	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
John Haynes	SW9516 00	WS Production Assist	Hire Temp Appointment	4320.00	20-SEP-17
Jenna Hayungs	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	07-SEP-17
Tingting He	SG8590 00	Graduate Research Assistant	Hire Temp Appointment	16222.00	22-AUG-17
Heidi Heeren	SE6353 01	Artistic Director	Hire Temp Appointment	8320.80	22-AUG-17
Emily Heiberger	AW9743 00	WS Sheep Unit Farm Worker	Hire Temp Appointment	4152.00	22-SEP-17
Jacob Heidenreich	SS7879 03	student hrly Lifeguard	Hire Temp Appointment	4320.00	19-SEP-17
Jade Heilman	SW9509 00	WS Scene Shop Assist	Hire Temp Appointment	4152.00	22-AUG-17
Allison Heine	ES9800 02	student hrly 4-H Youth Intern	Hire Temp Appointment	4800.00	18-SEP-17

Dalton Heintz	SS7747 01	student hrly Women BB Asst.	Hire Temp Appointment	4152.00	01-OCT-17
Austin Heiser	SS7812 01	student hrly Meat Lab Worker	Hire Temp Appointment	4272.00	22-AUG-17
Jordan Hejna	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Gavin Held	SS7857 01	student hrly Lab Assist/Grader	Hire Temp Appointment	5760.00	22-AUG-17
Eden Heliso	SG7824 04	Graduate Research Assistant	Hire Temp Appointment	15462.00	22-AUG-17
Dallas Hellmann	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	30-AUG-17
Dallas Hellmann	SW9697 01	WS EHS	Hire Temp Appointment	4200.00	24-AUG-17
Anna Hemenway	AS9194 01	student hrly Pilot Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Anna Hemenway	AS9206 01	student hrly Plant Worker	Hire Temp Appointment	4512.00	22-AUG-17
Kaylie Hemish	SS7698 00	student hrly Facilities Assist	Hire Temp Appointment	4800.00	13-SEP-17
Kayla Hemmingson	SS7726 01	student hrly Library Assist	Hire Temp Appointment	4344.00	22-AUG-17
Blake Henderson	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Bridget Henderson	SW9512 01	WS Office Assist	Hire Temp Appointment	4440.00	28-AUG-17
Katie Hendrickson	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Susan Hennen	SW9532 01	WS Office Assist	Hire Temp Appointment	5040.00	22-AUG-17
Rachel Henselin	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4440.00	23-AUG-17
Jessica Henter	SS8640 02	student hrly Volleyball Assist	Hire Temp Appointment	4800.00	23-AUG-17
Emily Hermesen	AS9147 00	student hrly Curator Assist	Hire Temp Appointment	5280.00	05-SEP-17
Isaac Hernandez Garcia	SW9572 01	WS Office Assist	Hire Temp Appointment	4152.00	22-AUG-17
Carlton Hesler	SG7750 00	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-17
Natalie Hespe	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	22-SEP-17
Bailee Hetland	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	16-OCT-17
Natalie Hilden	SW9499 00	WS Gallery Assist	Hire Temp Appointment	4152.00	06-SEP-17
Abbey Hillestad	EG9860 00	Graduate Admin Assistant	Hire Temp Appointment	16479.82	22-AUG-17
Danielle Himley	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Danielle Himley	SW9562 00	WS IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Yazen Hindieh	SG7766 02	Graduate Research Assistant	Hire Temp Appointment	7397.00	22-AUG-17
Yazen Hindieh	SG9831 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.36	22-AUG-17
Raela Hines	AS9184 01	student hrly Animal Tech	Hire Temp Appointment	4392.00	22-AUG-17
Halley Hinker	SS7741 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Jared Hintz	SS7636 00	student hrly Lab Tech	Hire Temp Appointment	4320.00	05-SEP-17
Lydia Hite	SS7670 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-AUG-17
Mariah Hodne	SS7836 02	student hrly Library Assist	Hire Temp Appointment	4272.00	22-AUG-17
Haley Hoefer	SW9530 00	WS SI Leader	Hire Temp Appointment	4152.00	22-AUG-17
Deanne Hoekstra	SE6761 02	Temporary Clinical Assistant	Hire Temp Appointment	6000.00	22-AUG-17
Trenton Hofer	SS7752 01	student hrly BB Official	Hire Temp Appointment	4800.00	29-SEP-17
Anastasia Hoffer	SW9891 00	WS Office Assist	Hire Temp Appointment	4152.00	29-AUG-17
April Hoffman	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Emma Hoffman	SS7756 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	13-SEP-17
Lexie Hoffman	SW9530 00	WS Tutor	Hire Temp Appointment	4512.00	22-AUG-17
Christian Hogan	SS7712 01	student hrly Research Assist	Hire Temp Appointment	4800.00	22-AUG-17
Nathan Holmes	SW9690 00	WS Tech Assist	Hire Temp Appointment	4248.00	03-OCT-17
Bret Holt	SS7669 00	student hrly Shop Assist	Hire Temp Appointment	5040.00	22-AUG-17
Sunny Holzer	SS7879 00	student hrly Personal Trainer	Hire Temp Appointment	4152.00	16-OCT-17
Calla Holzhauser	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	8400.00	22-SEP-17
Joshua Homann	SS7812 01	student hrly Meat Lab Worker	Hire Temp Appointment	4272.00	22-AUG-17
Amy Hommes	SS7770 00	student hrly Research Assist	Hire Temp Appointment	4800.00	25-SEP-17
Abigail Hopp	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	13-SEP-17
Abigail Hopp	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	13-SEP-17
Samantha Hoppe	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4272.00	22-AUG-17
Abbie Horner	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	03-OCT-17
Anna Howard	SG7916 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5800.00	22-AUG-17
Natalie Howard	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Jordanne Howe	AS9159 01	student hrly Teaching Assist	Hire Temp Appointment	4320.00	22-AUG-17
Evan Howell	AS9131 00	student hrly Lab Assist	Hire Temp Appointment	4752.00	22-AUG-17
Hunter Howell	SS8486 00	student hrly Event Management	Hire Temp Appointment	4152.00	28-AUG-17
Yue Huang	SG7112 01	Graduate Research Assistant	Hire Temp Appointment	21532.00	22-AUG-17
Colin Hubbard	SS8749 04	student hrly PAC Worker	Hire Temp Appointment	4320.00	22-AUG-17
Carter Huber	SG7917 00	student hrly Research	Hire Temp Appointment	4800.00	31-AUG-17
Matthew Hummel	AG9691 00	Graduate Research Assistant	Hire Temp Appointment	13861.00	22-AUG-17
Kaden Huntrods	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	9172.44	22-AUG-17
Ryan Hurt	SS8749 05	student hrly PAC Worker	Hire Temp Appointment	4560.00	22-AUG-17
Anna Husman	SE6708 11	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-SEP-17
Charles Huth	SG7909 02	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Kristen Hybertson	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	2654.88	22-AUG-17
Amanda Hyett	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Dylan Hyronimus	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	25-AUG-17
Shelly Iburg	SS7740 00	student hrly Grader	Hire Temp Appointment	5760.00	22-AUG-17

Quazi Irfan	SS7864	00	student hrly Class Assist	Hire	Temp	Appointment	5760.00	22-AUG-17
Joshua Irvin	SS7894	00	stdnt hrly Math Session Leader	Hire	Temp	Appointment	5760.00	22-AUG-17
Meagan Irvine Miller	SG7004	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12678.00	22-AUG-17
Ibis Iser	SG7965	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	21029.00	22-AUG-17
MD Rabiul Islam	SG9849	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	17532.00	22-AUG-17
MD Sahedul Islam	SG7912	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8820.00	22-AUG-17
MD Saiful Islam	SG9849	03	Grad Teach Assist-Instructor	Hire	Temp	Appointment	23532.00	22-AUG-17
Romha Issak	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	03-OCT-17
Samuel Ivanecky	SS7827	00	student hrly Research Assist	Hire	Temp	Appointment	5760.00	22-AUG-17
Mason Ivers	SW9527	00	WS Recital Assist	Hire	Temp	Appointment	4320.00	22-SEP-17
Tessa Ivers	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	18-SEP-17
Anna Iverson	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	13-SEP-17
Janae Jacobsen	SE7535	07	Nurse Practitioner	Hire	Temp	Appointment	775.93	22-AUG-17
John Jacobson	SS7720	00	Student Event Parking	Hire	Temp	Appointment	210.00	22-SEP-17
John Jacobson	SS7836	00	student hrly Library Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Theodore Jacoby	AS9206	00	student hrly Plant Worker	Hire	Temp	Appointment	4152.00	22-AUG-17
Balawanthrao Jadhav	SG7799	03	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8047.00	22-AUG-17
Prajakta Jadhav	SG9859	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-17
Supriya Jadhav	SS7700	00	student hrly Facility Worker	Hire	Temp	Appointment	4800.00	29-AUG-17
Supriya Jadhav	SS7720	00	student hrly Event Parking	Hire	Temp	Appointment	150.00	22-AUG-17
Supriya Jadhav	SS7720	00	student hrly Event Parking	Hire	Temp	Appointment	305.00	22-SEP-17
Supriya Jadhav	SS7742	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	25-AUG-17
Nusrat Jahan	AG9798	00	Graduate Research Assistant	Hire	Temp	Appointment	16133.00	22-AUG-17
Harsh Jani	SS8037	00	student hrly Facility Worker	Hire	Temp	Appointment	4152.00	25-SEP-17
Austin Janssen	AS9193	01	student hrly Research Tech	Hire	Temp	Appointment	4800.00	22-AUG-17
Jayden Janssen	AS9196	01	student hrly Lab & Field Asst.	Hire	Temp	Appointment	4560.00	22-AUG-17
Fatima Javid	SS7936	00	student hrly Office Assist	Hire	Temp	Appointment	4152.00	06-SEP-17
Fatima Javid	SW9531	01	WS Museum Assist	Hire	Temp	Appointment	4152.00	05-SEP-17
Indrajith Jayasooriya Mudiyan	SS7642	00	student hrly OIA Front Desk	Hire	Temp	Appointment	4800.00	22-AUG-17
Ngabo Jean De Dieu	SS8147	00	student hrly Lab Assist	Hire	Temp	Appointment	7200.00	28-AUG-17
Amanda Jensen	SG7761	00	Graduate Research Assistant	Hire	Temp	Appointment	8400.00	22-AUG-17
Amanda Jensen	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8400.00	22-AUG-17
Kellee Jensen	SW9537	00	WS Admis. Ambassador	Hire	Temp	Appointment	4272.00	22-AUG-17
Michelle Jerzak	SS7988	00	student hrly Office Assist	Hire	Temp	Appointment	4152.00	22-SEP-17
Matthew Jespersion	SS8606	01	student hrly Archives Assist	Hire	Temp	Appointment	4440.00	22-AUG-17
Sarah Jesse	SS7735	00	student hrly Tutor	Hire	Temp	Appointment	4320.00	22-AUG-17
Seongwan Jo	SS7640	01	student hrly Research	Hire	Temp	Appointment	5280.00	22-AUG-17
Seongwan Jo	SS7917	00	student hrly Learning Assist	Hire	Temp	Appointment	4800.00	31-AUG-17
Amanda John	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	12-SEP-17
Annika Johnson	SS7897	01	student hrly Bookstore	Hire	Temp	Appointment	4560.00	22-AUG-17
Benjamin Johnson	AS9172	03	student hrly Lab Assist	Hire	Temp	Appointment	5280.00	22-AUG-17
Brooke Johnson	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	28-AUG-17
Christine Johnson	SE6796	01	Temporary Clinical Assistant	Hire	Temp	Appointment	3360.00	22-AUG-17
Danny Johnson	SS8486	00	student hrly Event Management	Hire	Temp	Appointment	4152.00	28-AUG-17
Ellys Johnson	AS9124	00	student hrly Research Assist	Hire	Temp	Appointment	4152.00	05-OCT-17
Emily Johnson	SS7886	00	student hrly Office Assist	Hire	Temp	Appointment	4320.00	22-AUG-17
Emily Johnson	SW9563	00	WS Office Assist	Hire	Temp	Appointment	4320.00	29-AUG-17
Gramm Johnson	AW9736	01	WS Plant Worker	Hire	Temp	Appointment	4512.00	28-AUG-17
Jeremiah Johnson	SS7788	01	student hrly Farm Worker	Hire	Temp	Appointment	4272.00	22-AUG-17
Joseph Johnson	SS7856	00	student hrly Technician	Hire	Temp	Appointment	5280.00	18-SEP-17
Krista Johnson	SE6708	08	Temporary Clinical Assistant	Hire	Temp	Appointment	6000.00	22-AUG-17
Philip Johnson	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	300.00	22-AUG-17
Philip Johnson	SS7720	01	student hrly Event Parking	Hire	Temp	Appointment	355.00	22-SEP-17
Ross Johnson	AS9206	01	student hrly Plant Worker	Hire	Temp	Appointment	4272.00	22-AUG-17
Ross Johnson	AW9736	00	WS Plant Worker	Hire	Temp	Appointment	4272.00	27-AUG-17
Samuel Johnson	SS7713	00	student hrly Office Assistant	Hire	Temp	Appointment	5400.00	22-AUG-17
Taylor Johnson	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	18-OCT-17
Adam Johnston	SS7911	00	student hrly Tutor	Hire	Temp	Appointment	4200.00	22-AUG-17
Dannijo Johnston	SS7669	01	student hrly Shop Assist	Hire	Temp	Appointment	5040.00	22-AUG-17
Blaze Jones	SS7787	02	student hrly Farm Crew	Hire	Temp	Appointment	4920.00	22-SEP-17
Blaze Jones	SS7787	03	student hrly Farm Crew Holiday	Hire	Temp	Appointment	5400.00	22-SEP-17
Brody Jones	SS7816	00	student hrly Farm Worker	Hire	Temp	Appointment	4320.00	22-AUG-17
Kendyll Jones	AS9221	00	student hrly Teaching Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Maralee Jones	SE6761	00	Temporary Clinical Assistant	Hire	Temp	Appointment	2000.00	22-AUG-17
Briton Jordan	SE6793	00	Temporary Clinical Assistant	Hire	Temp	Appointment	3238.92	22-AUG-17
Robert Jordan	SS8486	01	student hrly Event Management	Hire	Temp	Appointment	4152.00	31-AUG-17
Josiah Jorenby	SS7627	01	student hrly Research Assist	Hire	Temp	Appointment	5760.00	22-SEP-17
Johnna Jorgensen	AS9131	00	student hrly Lab Assist	Hire	Temp	Appointment	4200.00	06-SEP-17

Kelley Jorgensen	SS8686	00	student hrly Hobo Shoppe Attd.	Hire	Temp	Appointment	4152.00	02-OCT-17
Tyler Joyal	SS8765	02	student hrly Driver	Hire	Temp	Appointment	4152.00	05-SEP-17
Jordan Juhnke	SS7886	00	student hrly Office Assist	Hire	Temp	Appointment	4320.00	22-AUG-17
Jordan Juhnke	SW9522	00	WS Office/Lab Assist	Hire	Temp	Appointment	4320.00	22-AUG-17
Ellyn Julius	SS8765	00	student hrly Driver	Hire	Temp	Appointment	4152.00	04-OCT-17
Kayla Justen	SS7820	01	student hrly Production Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Kayla Justen	SS9793	04	student hrly PhoneJack	Hire	Temp	Appointment	4920.00	23-AUG-17
Pratiksha K C	AG9889	01	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-AUG-17
Arjun Kafle	AG9749	04	Graduate Research Assistant	Hire	Temp	Appointment	21268.00	22-AUG-17
Ramu Kakumanu	SG7965	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	21029.00	22-AUG-17
Joseph Kalina	SS7741	01	student hrly Lab Assist	Hire	Temp	Appointment	5040.00	22-AUG-17
Ajit Kamajala	AS9188	01	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Sienna Kampsen	AS9177	01	student hrly Field & Lab Asst.	Hire	Temp	Appointment	4320.00	06-SEP-17
Sienna Kampsen	AS9177	02	student hrly Field & Lab Asst.	Hire	Temp	Appointment	4320.00	30-AUG-17
Jaiprakash Kanagaraj	SS8023	01	student hrly Custodian	Hire	Temp	Appointment	4800.00	05-OCT-17
Praveena Kanchupati	AS9195	00	student hrly Lab Assist	Hire	Temp	Appointment	5760.00	22-AUG-17
Praveena Kanchupati	SS7633	00	student hrly Office Assist	Hire	Temp	Appointment	4800.00	29-AUG-17
Herve Kashongwe	SG7922	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8634.00	22-AUG-17
Kristina Kastanek	SS7788	01	student hrly Farm Worker	Hire	Temp	Appointment	4392.00	22-AUG-17
Prabeen Kattel	SG7801	00	Graduate Research Assistant	Hire	Temp	Appointment	3852.00	22-AUG-17
Pratik Katwal	SG7748	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-17
Jannatul Kawsar	SG7814	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15531.00	22-AUG-17
Joseph Keane	SS8765	02	student hrly Driver	Hire	Temp	Appointment	4152.00	16-OCT-17
Tamara Keefner	SE6794	01	Temporary Clinical Assistant	Hire	Temp	Appointment	8548.68	22-AUG-17
Emily Keiser	SS8474	00	student hrly Equestrian Barn	Hire	Temp	Appointment	4200.00	02-SEP-17
Megan Kellen	SW9537	00	WS Admis. Ambassador	Hire	Temp	Appointment	4152.00	22-AUG-17
Sherese Kelliher	SE6796	05	Temporary Clinical Assistant	Hire	Temp	Appointment	4869.00	22-AUG-17
Holly Kelly	SS7770	00	student hrly Research Assist	Hire	Temp	Appointment	4800.00	22-SEP-17
Carolyn Kennedy	SS7803	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	05-OCT-17
Joshua Kennedy	SG7795	00	Graduate Research Assistant	Hire	Temp	Appointment	7455.56	22-AUG-17
Gunnar Kern	SS7922	00	student hrly Wastewater Plant	Hire	Temp	Appointment	5760.00	25-SEP-17
Jack Kerner	SS7735	00	student hrly Tutor	Hire	Temp	Appointment	4320.00	22-AUG-17
Siddharth Kesharwani	SG9849	03	Grad Teach Assist-Instructor	Hire	Temp	Appointment	21532.00	22-AUG-17
Sameer Keshavan	SG7912	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8820.00	22-AUG-17
Tate Ketelhut	SS7894	00	student hrly Session Leader	Hire	Temp	Appointment	5760.00	22-AUG-17
Dayton Keyman	SS8543	00	student hrly Sales Clerk	Hire	Temp	Appointment	4800.00	22-AUG-17
Md Riaz Ahmed Khan	SG7909	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-17
Muhammad Abdul Khan	SS8037	02	student hrly Facility Worker	Hire	Temp	Appointment	4800.00	22-AUG-17
Bikash Khanal	SG7573	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	2889.36	22-AUG-17
Pratiksha Khanal	SG9856	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-17
Romancha Khatri	AS9196	00	student hrly Lab & Field Asst.	Hire	Temp	Appointment	4320.00	22-AUG-17
Brian Kidd	SS7740	01	student hrly Research Assist	Hire	Temp	Appointment	5520.00	22-AUG-17
Dongyoun Kim	SG6832	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	4334.00	22-AUG-17
HeeWon Kim	SS7894	00	student hrly Accounting Assist	Hire	Temp	Appointment	5280.00	22-AUG-17
Caroline Kincade	AW9722	00	WS Lab Assist	Hire	Temp	Appointment	4800.00	09-OCT-17
Samantha Kinder	SG7773	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12678.00	22-AUG-17
Kristopher Kindl	SS8673	02	student hrly Equipment Asst.	Hire	Temp	Appointment	4152.00	16-SEP-17
Taylor Kirchner	SS7629	00	student hrly Patrol Officer	Hire	Temp	Appointment	4680.00	22-AUG-17
Andrew Kirschenman	AS9193	02	student hrly Research Assist	Hire	Temp	Appointment	4944.00	22-AUG-17
Mark Kirschenman	AS9175	03	student hrly Field & Lab Asst.	Hire	Temp	Appointment	5760.00	22-AUG-17
Laura Klautdt	SS8765	02	student hrly Driver	Hire	Temp	Appointment	4152.00	05-OCT-17
Jeanette Klein	SW9537	00	WS Admis. Ambassador	Hire	Temp	Appointment	4152.00	22-AUG-17
Rachel Klein	SS7747	00	student hrly Women BB Assist	Hire	Temp	Appointment	4152.00	02-OCT-17
Camille Klima	SS7824	01	student hrly Admin Ambassador	Hire	Temp	Appointment	4152.00	22-AUG-17
Camille Klima	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	05-SEP-17
Haley Klinkel	SE6708	01	Temporary Clinical Assistant	Hire	Temp	Appointment	4000.00	22-AUG-17
Anneliese Klinzmann	SS7787	03	student hrly Farm Crew	Hire	Temp	Appointment	4920.00	22-AUG-17
Anneliese Klinzmann	SS7787	04	student hrly Farm Crew Holiday	Hire	Temp	Appointment	5400.00	22-AUG-17
Bridget Klutse	SG7965	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	21029.00	22-AUG-17
Nicole Kneip	SS8581	00	student hrly Math Tutor	Hire	Temp	Appointment	4800.00	28-AUG-17
Taylor Knight	SS7897	00	student hrly Bookstore	Hire	Temp	Appointment	4320.00	30-AUG-17
Kanbi Knippling	SG7589	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	3234.00	22-AUG-17
Krynne Knopik	SG7669	00	student hrly Shop Worker	Hire	Temp	Appointment	5040.00	22-AUG-17
Chelsea Knupe	SE6544	00	Temporary Clinical Assistant	Hire	Temp	Appointment	3238.92	22-AUG-17
Brian Kobylkevich	AG9711	01	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-AUG-17
Hailey Koenen	SS7834	00	student hrly Safe Ride Monitor	Hire	Temp	Appointment	4800.00	22-AUG-17
Chamika Kohilamulla Arachchi	SG9875	00	Graduate Research Assistant	Hire	Temp	Appointment	15102.00	22-AUG-17
Amrit Koirala	SG7723	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-17

Samuel Koisti	AS9201 01	student hrly Field & Lab Asst.	Hire Temp Appointment	5280.00	22-AUG-17
Tanya Kokesch	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	9694.68	22-AUG-17
Logan Kolb	SS7894 00	student hrly Event Assist	Hire Temp Appointment	4320.00	22-AUG-17
Karley Konkol	SG7568 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5803.13	22-AUG-17
Kara Konst	AG9794 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	22-AUG-17
Macey Koopal	SS7886 00	student hrly Office Assist	Hire Temp Appointment	4320.00	22-AUG-17
Macey Koopal	SW9563 00	WS Office Assist	Hire Temp Appointment	4320.00	06-SEP-17
Hallie Koppi	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Hallie Koppi	SS7845 02	student hrly IM Supervisor	Hire Temp Appointment	4152.00	11-SEP-17
Hallie Koppi	SW9479 00	WS Office Assist	Hire Temp Appointment	4152.00	01-SEP-17
Lori Korzeniewski	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	8617.68	22-AUG-17
Tye Kost	AS9196 00	student hrly Field & Lab Asst.	Hire Temp Appointment	4320.00	04-OCT-17
Kimberly Koupal	SS7730 00	student hrly Teacher Assist	Hire Temp Appointment	4152.00	22-AUG-17
Zachary Kovach	SS7851 00	student hrly Research Assist	Hire Temp Appointment	4320.00	22-SEP-17
Zachary Kovach	SW9510 00	WS Research Assist	Hire Temp Appointment	4320.00	02-OCT-17
Samantha Kratovil	SS7798 00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-SEP-17
Lauren Kremer	SS7817 00	student hrly Admin Ambassador	Hire Temp Appointment	4152.00	16-SEP-17
Elizabeth Krings	SS7745 00	student hrly Hobo Shoppe Attd.	Hire Temp Appointment	4152.00	29-SEP-17
Leah Kroeger	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Molly Kroeger	AS9181 00	student hrly Lab Worker	Hire Temp Appointment	4152.00	22-AUG-17
Kirby Krogstad	SS7787 04	student hrly Farm Crew	Hire Temp Appointment	4920.00	22-AUG-17
Kirby Krogstad	SS7787 05	student hrly Farm Crew Holiday	Hire Temp Appointment	5400.00	22-AUG-17
Christian Kroll	SS7735 01	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-17
Holly Krueger	SW9519 00	WS Farm Worker Horse Unit	Hire Temp Appointment	4440.00	08-SEP-17
Samuel Krueger	SS7814 00	student hrly Print Lab Assist	Hire Temp Appointment	4584.00	22-AUG-17
Silas Krueger	SS7814 00	student hrly Print Lab Assist	Hire Temp Appointment	4584.00	22-AUG-17
Silas Krueger	SW9535 01	WS Print Lab Manager	Hire Temp Appointment	4584.00	11-SEP-17
Brittany Kruger	SS8749 03	student hrly PAC Worker	Hire Temp Appointment	4440.00	22-AUG-17
Brittany Kruger	SW9487 00	WS Wind Symphony Assist	Hire Temp Appointment	4320.00	22-AUG-17
Brianna Kruschke	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	30-AUG-17
Maggie Kruse	SS8375 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	10-OCT-17
Sarah Krush	SE6708 02	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-SEP-17
Katelyn Kubasek	SS7750 00	student hrly Peer Mentor	Hire Temp Appointment	4152.00	22-SEP-17
Natalie Kuehni	AS9155 00	student hrly Research Assist	Hire Temp Appointment	4560.00	06-SEP-17
Victoria Kuhlmann	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	11-SEP-17
Ciara Kulhavy	SS7817 02	student hrly Office Worker	Hire Temp Appointment	4152.00	28-AUG-17
Pavan Kulkarni	SG7715 03	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Matthew Kunerth	AS9174 00	student hrly Research Assist	Hire Temp Appointment	5760.00	22-SEP-17
Matthew Kunerth	SS7888 00	student hrly Ag Marketing Asst	Hire Temp Appointment	5280.00	22-AUG-17
Mibin Kuruvilla Joseph	SG9849 03	Grad Teach Assist-Instructor	Hire Temp Appointment	21532.00	22-AUG-17
Jade Kutzke	SS7735 01	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-17
Jennifer Kyeremateng	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Jennifer LaVoy	AS9131 00	student hrly Lab Assist	Hire Temp Appointment	4656.00	22-AUG-17
Breanda Laird	SS8686 00	student hrly Hobo Shoppe Attd.	Hire Temp Appointment	4152.00	29-SEP-17
Breanda Laird	SW9508 00	WS Newspaper Delivery	Hire Temp Appointment	4800.00	23-AUG-17
Daryl Lambert	SW9542 00	WS Dispatcher	Hire Temp Appointment	4320.00	22-AUG-17
Scott Landes	SS7792 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Chelsey Langbehn	SS7812 01	student hrly Meat Lab Worker	Hire Temp Appointment	4272.00	22-AUG-17
Caleb Langner	SS7730 01	student hrly Teacher Assist	Hire Temp Appointment	4152.00	22-AUG-17
Scott Lanoue	AS9199 01	student hrly Farm Worker	Hire Temp Appointment	6000.00	22-AUG-17
George Lapka	SS8673 00	student hrly Equipment Assist	Hire Temp Appointment	4152.00	22-AUG-17
Carleigh Larrick	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Kassidy Larsen	SS7720 00	Student Event Parking	Hire Temp Appointment	125.00	22-SEP-17
Megan Larsen	AS9783 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Allison Larson	SW9503 00	WS Museum Aid	Hire Temp Appointment	4800.00	29-AUG-17
Bailey Larson	EG9860 00	Graduate Admin Assistant	Hire Temp Appointment	16817.45	10-OCT-17
Shala Larson	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Kristina Laska	AS9194 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Cassidy Latusek	SS7735 01	student hrly Tutor	Hire Temp Appointment	4440.00	22-AUG-17
Morgan Laub	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	18-OCT-17
Elizabeth Laurent	SG7902 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Megan Lavergne	SS7817 01	student hrly Admin Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Nathan Lax	SS8147 01	student hrly Ambassador	Hire Temp Appointment	6480.00	22-AUG-17
Paige Leafstedt	SS7820 00	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Miranda Lebrun	SS7848 02	student hrly Research Assist	Hire Temp Appointment	5760.00	22-AUG-17
Nicolette Lecy	SW9503 01	WS Museum Aid	Hire Temp Appointment	4800.00	30-AUG-17
Rebecca Leddy	SS7664 03	student hrly Research	Hire Temp Appointment	5760.00	22-AUG-17
Corey Lee	AW9738 02	WS NRM Tech	Hire Temp Appointment	4800.00	22-AUG-17

Ella Lee	AS9172 00	student hrly Lab Assist	Hire Temp Appointment	5040.00	25-SEP-17
Ji Young Lee	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	4334.00	22-AUG-17
Serena Lee	SS7614 00	student hrly Peer Mentor	Hire Temp Appointment	4200.00	22-AUG-17
Sarah Lehmann	SW9537 01	WS Admis. Ambassador	Hire Temp Appointment	4392.00	22-AUG-17
Kari Lena	SG7753 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Hailey Letellier	SS7911 00	student hrly Tutor	Hire Temp Appointment	4200.00	22-AUG-17
Logan Leuthold	AS9144 00	student hrly Swine Unit	Hire Temp Appointment	4320.00	01-SEP-17
Alexander Levi	SS8686 00	student hrly Hobo Shoppe Attd.	Hire Temp Appointment	4152.00	29-SEP-17
Brooke Lewandowski	SS7834 00	stdnt hrly Safe Ride Marketing	Hire Temp Appointment	4320.00	22-AUG-17
Shuang Li	SG7990 00	Grad Teach Assist-Instructor	Hire Temp Appointment	7241.96	22-AUG-17
Kyle Lifferth	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Jared Lindgren	SS8548 00	student hrly State Tech	Hire Temp Appointment	5112.00	22-AUG-17
Tyler Lindgren	SS7798 01	Student Hrly Food Princ Lab	Hire Temp Appointment	4320.00	22-AUG-17
Runxia Liu	AG9748 07	Graduate Research Assistant	Hire Temp Appointment	21268.00	25-SEP-17
Collin Livingston	SG7664 02	student hrly Research	Hire Temp Appointment	5280.00	22-AUG-17
Victor Lobato Da Silva Costa	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	05-SEP-17
Victor Lobato Da Silva Costa	SS8486 00	student hrly Event Managment	Hire Temp Appointment	4152.00	28-AUG-17
Victor Lobato Da Silva Costa	SS8749 02	student hrly PAC Worker	Hire Temp Appointment	4440.00	22-AUG-17
Kira Loftesness	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	25-SEP-17
Kira Loftesness	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4392.00	22-AUG-17
Brittney Loonan	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Brittney Loonan	SW9562 00	WS IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Nicholas Lorang	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Aryca Lothrop	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Zachary Lothspeich	AS9148 00	student hrly Fisheries Tech	Hire Temp Appointment	4800.00	22-SEP-17
Jesus Loya	AG9889 00	Graduate Research Assistant	Hire Temp Appointment	8571.00	28-AUG-17
Brigit Lozinski	AS9156 00	student hrly Farm Worker	Hire Temp Appointment	4320.00	22-AUG-17
Brigit Lozinski	AS9156 01	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-AUG-17
Xiaoman Lu	SG7831 00	Graduate Research Assistant	Hire Temp Appointment	31200.00	22-AUG-17
Ketsia Lubiba	SS7690 00	student hrly Custodial	Hire Temp Appointment	4800.00	22-AUG-17
Jordan Lucht	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Jordan Lucht	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Miranda Ludemann	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	12-SEP-17
Courtney Lusk	SW9554 00	WS Info Exchange Attend.	Hire Temp Appointment	5160.00	22-AUG-17
Clancy Lytle	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	05-SEP-17
Anjun Ma	AG9760 00	Graduate Research Assistant	Hire Temp Appointment	3808.00	22-AUG-17
Emily Mabon	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	06-SEP-17
Mariangel Machado Gimenez	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Mackenzie Mack	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	28-AUG-17
Monique Mack	AW9732 00	WS Lab Tech	Hire Temp Appointment	5280.00	11-SEP-17
Alexander Macki	SS8486 03	student hrly Events Management	Hire Temp Appointment	4152.00	31-AUG-17
Alysha Madsen	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Alysha Madsen	AW9736 00	WS Plant Worker	Hire Temp Appointment	4272.00	27-AUG-17
Chloe Madsen	AW9735 00	WS Research Tech	Hire Temp Appointment	4800.00	12-SEP-17
Florencia Magni	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17
Rupak Mahat	SG9015 00	Graduate Research Assistant	Hire Temp Appointment	3852.00	22-AUG-17
Sean Maher	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Courtney Maks	SS7911 03	student hrly Tutor	Hire Temp Appointment	4200.00	22-AUG-17
Mallory Malecek	AS9146 01	student hrly Teaching Assist	Hire Temp Appointment	4800.00	22-AUG-17
Mark Malinovskiy	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	12-SEP-17
Lillianna Mallak	SW9527 01	WS Office Assist	Hire Temp Appointment	4320.00	22-AUG-17
Guljemal Mammetmyradova	AS9201 01	student hrly Lab Assist	Hire Temp Appointment	6000.00	22-AUG-17
MD Ataul Mamun	SG7797 01	Graduate Research Assistant	Hire Temp Appointment	12228.00	22-AUG-17
Erica Manandhar	SG7797 07	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-17
Adam Manderfeld	SS7787 04	student hrly Farm Crew	Hire Temp Appointment	5040.00	22-AUG-17
Adam Manderfeld	SS7787 05	student hrly Farm Crew Holiday	Hire Temp Appointment	5520.00	22-AUG-17
Matthew Manning	SS8486 02	student hrly Event Worker	Hire Temp Appointment	4152.00	22-AUG-17
Megan Mansker	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	29-AUG-17
Beatrice Manu	SG7714 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Madison Maras	SS8640 01	student hrly Volleyball Assist	Hire Temp Appointment	4800.00	01-SEP-17
Cesar Marin Rodriguez	SG9747 01	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-AUG-17
Justin Marsland	SS8548 00	student hrly State Tech	Hire Temp Appointment	5112.00	12-SEP-17
Abigail Martens	AG9765 00	Graduate Research Assistant	Hire Temp Appointment	16904.00	22-AUG-17
Shadai Martin	SG7729 01	Grad Teach Assist-Instructor	Hire Temp Appointment	1948.00	22-AUG-17
Shadai Martin	SG8015 00	Graduate Research Assistant	Hire Temp Appointment	13680.00	22-AUG-17
Lisa Martinez	SG7798 03	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-17
Chidi Martins	SS7849 01	student hrly Maintenance Crew	Hire Temp Appointment	4800.00	22-AUG-17
Alexander Masloski	AW9729 00	WS Records Managment Assist	Hire Temp Appointment	4320.00	22-AUG-17

Alexander Masloski	SS7894 00	student hrly Records Assist	Hire Temp Appointment	4320.00	22-AUG-17
Camille Massmann	AS9175 00	Student Hrly-Lab Tech	Hire Temp Appointment	5040.00	22-AUG-17
Rebecca Mata-Sanchez	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	06-SEP-17
Ann Matheny	SE6708 07	Temporary Clinical Assistant	Hire Temp Appointment	3740.00	22-AUG-17
Sibyl Mathew	SG7916 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2900.00	22-AUG-17
Broc Mauch	SS7670 01	student hrly Farm Worker	Hire Temp Appointment	4200.00	05-SEP-17
Lakin Mauch	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Ashley Maus	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-AUG-17
Gokul Mayuram	AS9188 02	student hrly Lab Assist	Hire Temp Appointment	4800.00	25-AUG-17
Meldy Mbuyi	SS7691 02	student hrly Custodial	Hire Temp Appointment	4920.00	22-AUG-17
Riley McCrea	SS7879 00	student hrly Group Fitness NC	Hire Temp Appointment	4152.00	10-OCT-17
Cole McGehee	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	30-AUG-17
Colby McGinley	SS7669 00	student hrly Shop Supervisor	Hire Temp Appointment	5280.00	22-AUG-17
Landry McIntosh	SW9499 00	WS FA Assist	Hire Temp Appointment	4200.00	04-OCT-17
Andre McIntyre	SG8010 01	Graduate Admin Assistant	Hire Temp Appointment	9172.44	22-AUG-17
John McKenzie	SG9856 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Matthew McKillop	SG7727 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Miranda McMullen	SW9554 01	WS Info Exchange Stud. Manager	Hire Temp Appointment	5664.00	24-AUG-17
Nikita Medvedev	SG7814 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-AUG-17
Justine Meendering	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	12-SEP-17
Wyatt Meendering	SS7834 00	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	08-SEP-17
Emily Meerdink	SS7922 01	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Hunter Mees	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Hunter Mees	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	22-AUG-17
Jason Mehlhaf	SS7624 00	student hrly Research	Hire Temp Appointment	5280.00	22-AUG-17
Makenna Meier	SS7650 00	student hrly Lab Assist	Hire Temp Appointment	6720.00	28-AUG-17
Rachel Mejstrik	SW9897 00	WS Office Assist	Hire Temp Appointment	4152.00	31-AUG-17
Adam Melstrom	SG7741 01	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Adam Melstrom	SS7622 04	student hrly Athletic Trainer	Hire Temp Appointment	8640.00	09-SEP-17
Adam Melstrom	SS7622 05	student hrly BB Camp Trainer	Hire Temp Appointment	8640.00	01-OCT-17
Samuel Merkle	SW9542 00	WS Dispatcher	Hire Temp Appointment	4320.00	22-AUG-17
Emily Metzger	SW9520 00	WS Blueprint Office Assist	Hire Temp Appointment	5112.00	22-AUG-17
Gloria Meyer	SE6761 04	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-AUG-17
Veronica Meza	SG7790 03	Graduate Research Assistant	Hire Temp Appointment	3774.00	22-AUG-17
Stephen Miedema	SG7713 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Michael Jay Miguel	SG9860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Andrea Mikkelsen	SS7749 00	student hrly Tutor	Hire Temp Appointment	4800.00	22-AUG-17
Alexandra Miller	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	16-OCT-17
Anna Miller	SW9887 00	WS Office Helper	Hire Temp Appointment	4152.00	25-SEP-17
Daniel Miller	SS7669 00	student hrly Shop Assist	Hire Temp Appointment	5280.00	11-SEP-17
Drue Miller	SS7862 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-AUG-17
Gunnar Miller	SW9509 02	WS Costume Assist	Hire Temp Appointment	4152.00	30-AUG-17
Katie Miller	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Lindsay Miller	SS7718 01	student hrly Necropsy Assist	Hire Temp Appointment	4152.00	22-AUG-17
Lindsay Miller	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4272.00	22-AUG-17
Madeline Miller	SE6797 01	NFE Temp Professional Exempt	Hire Temp Appointment	4000.00	22-SEP-17
Dorinda Mills	SE6793 03	Temporary Clinical Assistant	Hire Temp Appointment	3238.92	22-AUG-17
Shayanti Minj	AG9741 00	Graduate Research Assistant	Hire Temp Appointment	20461.00	22-AUG-17
Achyut Mishra	AG9820 00	Graduate Research Assistant	Hire Temp Appointment	20461.00	22-AUG-17
Uday Mishra	SS7648 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	10-SEP-17
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	Hire Temp Appointment	100.00	22-AUG-17
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	Hire Temp Appointment	190.00	22-SEP-17
Mukesh Mithrakumar	SS7917 04	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Mukesh Mithrakumar	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	25-AUG-17
Elizabeth Mitzel	SS7812 00	student hrly Meat Lab Worker	Hire Temp Appointment	4152.00	22-AUG-17
Makayla Moate	SS7720 00	student hrly Event Parking	Hire Temp Appointment	280.00	22-AUG-17
Makayla Moate	SS7720 00	student hrly Event Parking	Hire Temp Appointment	170.00	22-SEP-17
Pauline Mochama	SG9882 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-17
Emily Mochel	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	26-SEP-17
Julia Mochel	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	29-AUG-17
Pratik Modani	SS7742 01	student hrly Lab Assist	Hire Temp Appointment	5280.00	22-AUG-17
Samantha Modrick	SG8010 01	Graduate Admin Assistant	Hire Temp Appointment	9172.44	22-AUG-17
Clara Moeller	SS7670 00	student hrly Office Assist	Hire Temp Appointment	4200.00	22-AUG-17
Nur Islamiah Mohamad Fuad	SS8486 04	student hrly Ground Crew	Hire Temp Appointment	4152.00	02-OCT-17
Anna Mohr	AS9176 01	student hrly Research Assist	Hire Temp Appointment	4152.00	22-AUG-17
Kristin Mohr	AS9176 02	student hrly Research Assist	Hire Temp Appointment	4272.00	22-AUG-17
Joshua Mohs	SS7836 00	student hrly Library Assist	Hire Temp Appointment	4152.00	22-AUG-17
Louise Monga	AG7030 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-17

Brandon Monier	SG7995 02	Graduate Teaching Assistant	Hire Temp Appointment	15951.00	22-AUG-17
Dylan Monson	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Debra Moore	SE6708 01	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-AUG-17
Freddy Moran	SG7766 03	Graduate Research Assistant	Hire Temp Appointment	18805.00	22-AUG-17
Stephanie Morgan	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	4123.88	22-AUG-17
Keely Moriarty	SS7661 02	student hrly Research Intern	Hire Temp Appointment	4800.00	22-AUG-17
Eugene Morley	SS7678 00	student hrly Facilities Assist	Hire Temp Appointment	4800.00	28-AUG-17
Joseph Mrnak	AG8004 00	Graduate Research Assistant	Hire Temp Appointment	19369.00	22-AUG-17
Anzar Mudassir	SS8037 01	student hrly Facility Worker	Hire Temp Appointment	4800.00	22-AUG-17
Jennifer Mueller	SS7610 00	stdnt hrly Assoc. Office Asst.	Hire Temp Appointment	4152.00	05-SEP-17
Shane Mueller	SS7670 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-AUG-17
Shane Mueller	SS7670 01	student hrly Arena Farm Worker	Hire Temp Appointment	4320.00	22-AUG-17
Richard Mulder	SG7814 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-AUG-17
Dalton Mullen	SS8093 00	student hrly Blueprint Design	Hire Temp Appointment	5232.00	22-SEP-17
Amanda Muller	SW9537 01	WS Admis. Ambassador	Hire Temp Appointment	4272.00	22-AUG-17
Ashley Muller	AS9194 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Ashley Muller	AW9726 00	WS Lab Assist	Hire Temp Appointment	4800.00	30-AUG-17
Jin Mun	SG6832 00	Grad Teach Assist-Instructor	Hire Temp Appointment	4334.00	22-AUG-17
Prateek Munankarmi	SG7809 01	Graduate Research Assistant	Hire Temp Appointment	3852.00	22-AUG-17
Laura Munger	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	14-SEP-17
Ray Munsterman	SS7751 00	student hrly Tutor	Hire Temp Appointment	4152.00	28-AUG-17
Victoria Murillo Bejarano	SS8749 00	student hrly PAC Worker	Hire Temp Appointment	4320.00	28-SEP-17
Prisca Musa	SS8749 00	student hrly PAC Assist	Hire Temp Appointment	4320.00	18-OCT-17
Ashley Mutziger	SS7886 00	student hrly Skills Lab Assist	Hire Temp Appointment	4320.00	22-AUG-17
Ashley Mutziger	SW9522 00	WS Office/Lab Assist	Hire Temp Appointment	4320.00	12-SEP-17
Cody Myers	AS9138 00	student hrly Ag Bio Tech	Hire Temp Appointment	5520.00	30-AUG-17
Irakoze Naftari	SS7836 00	student hrly Library Assist	Hire Temp Appointment	4152.00	22-AUG-17
Elizabeth Nagel	SG9870 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Eric Nagel	SG7799 03	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Marilen Nampijja	SG7715 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Gitanjali Nanda Kafle	AG8105 06	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Hunter Nedland	SG7728 03	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-17
Zachary Needham	SS7917 02	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Neha Neha	SG7625 00	Grad Teach Assist-Instructor	Hire Temp Appointment	1866.00	22-AUG-17
Adam Nelson	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	22-SEP-17
Dennisen Nelson	SS7787 02	student hrly Farm Worker	Hire Temp Appointment	4920.00	22-AUG-17
Dennisen Nelson	SS7787 03	student hrly Farm Crew Holiday	Hire Temp Appointment	5400.00	22-AUG-17
Carl Nephew	SW9542 00	WS Dispatcher	Hire Temp Appointment	4320.00	22-AUG-17
Sheila Ness	SE6708 10	Temporary Clinical Assistant	Hire Temp Appointment	1340.00	22-SEP-17
Achal Neupane	SG9859 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-17
Surendra Neupane	AG9713 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Jason Neville	SG7824 02	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Clay Newton	SS7812 01	student hrly Meat Lab Worker	Hire Temp Appointment	4272.00	22-AUG-17
Henry Neyens	AS9213 00	student hrly Greenhouse Asst.	Hire Temp Appointment	5760.00	22-AUG-17
Jin Hang Ng	SS7859 01	student hrly Office Assist	Hire Temp Appointment	4800.00	22-AUG-17
Morea Nichols	SW9527 01	WS Office Assist	Hire Temp Appointment	4320.00	22-AUG-17
Stacie Nielsen	SE6708 05	Temporary Clinical Assistant	Hire Temp Appointment	3000.00	22-AUG-17
Alexander Nikolas	AS9215 01	student hrly Lab Assist	Hire Temp Appointment	5280.00	25-SEP-17
Hannah Nimrick	SG7898 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Victory Nlemadim	SS8749 02	student hrly PAC Worker	Hire Temp Appointment	4320.00	22-AUG-17
Chimezie Nmezi	SS7871 00	student hrly Custodial	Hire Temp Appointment	4320.00	22-SEP-17
Trevor Novotny	SS8486 03	student hrly Event Mangement	Hire Temp Appointment	4152.00	22-AUG-17
Trevor Novotny	SS8486 04	student hrly Grounds Crew	Hire Temp Appointment	4152.00	22-AUG-17
Shaely Nowels	SW9499 00	WS Office /Store Assist	Hire Temp Appointment	4320.00	29-AUG-17
Gabriella Nowicki	SG8007 00	Graduate Research Assistant	Hire Temp Appointment	6308.00	22-AUG-17
Kate Nugteren	SS7671 01	student hrly FRN Support	Hire Temp Appointment	4848.00	22-AUG-17
Jared Nurnberger	SG9747 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-AUG-17
Sarah Nussbaum	SE6761 03	Temporary Clinical Assistant	Hire Temp Appointment	3860.00	22-AUG-17
Karli O'Connor	SS7845 01	student hrly IM Official	Hire Temp Appointment	4152.00	05-SEP-17
Kayla O'Connor	SS7879 00	student hrly Lifeguard	Hire Temp Appointment	4320.00	21-SEP-17
Kayla O'Connor	SS7879 01	student hrly Water Safety	Hire Temp Appointment	4320.00	21-SEP-17
Sean O'Connor	SG7873 01	Graduate Admin Assistant	Hire Temp Appointment	9172.44	22-AUG-17
Adam O'Gorman	SG7824 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Fredrick Ochieng	SG7797 04	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-17
Temitope Odeleye	SG9868 01	Graduate Research Assistant	Hire Temp Appointment	2922.00	22-AUG-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	Hire Temp Appointment	100.00	22-AUG-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	Hire Temp Appointment	190.00	22-SEP-17
Britney Ohrlund	SE6796 01	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-17

Sandeep Ojha	SS8037 01	student hrly Facility Worker	Hire Temp Appointment	4800.00	22-AUG-17
Madison Okerstrom	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	04-OCT-17
Onyinye Okpa	SS9793 01	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Casey Olson	SE6796 03	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-AUG-17
Michael Onyetube	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
George Opoku-Kusi	SG7798 03	Graduate Research Assistant	Hire Temp Appointment	7009.76	22-AUG-17
Norah Orina	SG7772 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Bremansu Osa-Andrews	SG7799 03	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Vivian Osei Poku	SG7965 00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Christopher Owusu	AS9202 03	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Tolulope Oyeniyi	SG9747 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-AUG-17
Justin Pabst	AW9740 00	WS Horse Unit Farm Worker	Hire Temp Appointment	4320.00	22-SEP-17
Justin Pabst	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	29-AUG-17
Victoria Pagel	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	08-SEP-17
Victoria Pagel	SW9562 00	WS IM Official	Hire Temp Appointment	4152.00	29-SEP-17
Prachi Pahariya	AG9725 02	Graduate Research Assistant	Hire Temp Appointment	12538.00	22-AUG-17
Sri Spandana Paleru	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Jennifer Palmer	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Jennifer Palmer	SS7879 00	student hrly Water Safety	Hire Temp Appointment	4320.00	21-SEP-17
Jennifer Palmer	SS7879 01	student hrly Lifeguard	Hire Temp Appointment	4320.00	22-SEP-17
Sumadhuri Pamarthi	AG9710 00	Graduate Research Assistant	Hire Temp Appointment	7812.72	22-AUG-17
Kabita Pandey	AG9787 02	Graduate Research Assistant	Hire Temp Appointment	12492.00	22-AUG-17
Sonali Pandey	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Brittney Papike	SS7911 00	student hrly Lab Assist	Hire Temp Appointment	4200.00	28-SEP-17
Sujan Parajuli	SG7922 02	Grad Teach Assist-Instructor	Hire Temp Appointment	3837.44	22-AUG-17
Samantha Parisien	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Yu Seong Park	SG6832 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4334.00	22-AUG-17
Josie Parry	SS7730 01	student hrly Head Teacher	Hire Temp Appointment	4200.00	22-AUG-17
Makalee Parsons	SE6793 04	Temporary Clinical Assistant	Hire Temp Appointment	3539.84	22-AUG-17
Dorlane Paso	SG9880 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Ramya Mitra Patnam Damodaram	SG6022 01	Graduate Research Assistant	Hire Temp Appointment	3596.00	22-AUG-17
Shelby Pattison	SG7750 01	Grad Teach Assist-Instructor	Hire Temp Appointment	9824.00	22-AUG-17
Bimal Paudel	AG9788 02	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Jyotshana Paudyal	SS7726 00	student hrly Briggs Assist	Hire Temp Appointment	4272.00	22-AUG-17
Jyotshana Paudyal	SS7732 01	student hrly Archives Assist	Hire Temp Appointment	4800.00	22-AUG-17
Priti Paudyal	SG9650 00	Graduate Research Assistant	Hire Temp Appointment	3852.00	22-AUG-17
Abigail Paul	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Shuva Paul	SG7801 01	Graduate Research Assistant	Hire Temp Appointment	12528.00	22-AUG-17
Emily Paull	SG7898 01	Graduate Admin Assistant	Hire Temp Appointment	9172.44	22-AUG-17
Delayna Paulson	SG7965 00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Adam Pay	SG7797 03	Graduate Research Assistant	Hire Temp Appointment	15772.00	22-AUG-17
Madisen Payne	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Kendra Peck	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	28-AUG-17
Dillon Pedersen	SG7915 00	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Allison Pederson	SE6708 03	Temporary Clinical Assistant	Hire Temp Appointment	2660.00	22-AUG-17
Heath Pederson	SG7806 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.36	22-AUG-17
Heath Pederson	SG8008 00	Graduate Research Assistant	Hire Temp Appointment	2773.71	22-AUG-17
Juliana Pederson	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	22-AUG-17
Mariah Pederson	SW9537 01	WS Admis. Ambassador	Hire Temp Appointment	4392.00	22-AUG-17
Rebecca Peick	SS7798 01	Student hrly-Food Princ Lab	Hire Temp Appointment	4320.00	22-AUG-17
Lucas Pereira	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	5663.00	22-AUG-17
Vincent Peta	AG9749 04	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Cozette Petersen	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	3539.84	22-AUG-17
Nicholas Petersen	AS9137 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-SEP-17
Carley Peterson	SS8727 02	student hrly Office Assist	Hire Temp Appointment	4320.00	22-AUG-17
Jordan Peterson	SS7785 00	stdnt hrly Pharmacy Intern II	Hire Temp Appointment	4800.00	22-SEP-17
Nicole Peterson	SG7676 00	Grad Teach Assist-Instructor	Hire Temp Appointment	9573.00	22-AUG-17
Mitchell Petit	SS7808 01	student hrly Programmer	Hire Temp Appointment	4800.00	22-AUG-17
Jace Philipsen	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	08-SEP-17
Latoya Phillipe	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	4725.68	22-AUG-17
Bradley Pickhinke	SG7965 00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Jasmine Piepho	SS7761 01	student hrly Lab Assist	Hire Temp Appointment	4272.00	22-AUG-17
Samantha Pietrzak	SG7817 00	student hrly Admin Ambassador	Hire Temp Appointment	4152.00	16-SEP-17
Ashley Pikel	SG7902 01	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Karley Pistulka	AS9160 00	student hrly Feed Mill	Hire Temp Appointment	4152.00	07-SEP-17
Paige Plass	AS9155 00	student hrly Lab Assist	Hire Temp Appointment	4560.00	10-OCT-17
Pierce Plucker	SS7811 00	student hrly Trading Lab Asst.	Hire Temp Appointment	5280.00	22-AUG-17
Rachel Podraza	SS8408 00	student hrly Office Assist	Hire Temp Appointment	4800.00	22-AUG-17

Savannah Poe	SS8581 00	student hrly Math Tutor	Hire Temp Appointment	4800.00	28-AUG-17
Jaden Poeckes	AS9144 01	student hrly Farm Worker	Hire Temp Appointment	4440.00	22-AUG-17
Jyotshna Pokharel	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Jharna Pokhrel	SG7573 01	Grad Teach Assist-Instructor	Hire Temp Appointment	2889.36	22-AUG-17
Kole Polzin	AW9730 00	WS Ag Bio Tech	Hire Temp Appointment	5280.00	30-AUG-17
Kole Polzin	SS7856 00	student hrly Shop Tech	Hire Temp Appointment	5280.00	28-AUG-17
Lezlie Pommer	SG8997 00	Graduate Research Assistant	Hire Temp Appointment	6308.00	22-AUG-17
Cassius Pond	AS9177 01	student hrly Field & Lab Asst.	Hire Temp Appointment	4320.00	22-AUG-17
Jackson Pond	AS9214 03	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Francesca Poppinga	SS7738 01	student hrly Stockroom	Hire Temp Appointment	5520.00	22-AUG-17
Amanda Pore	SS9793 00	student hrly Phonejack	Hire Temp Appointment	4320.00	20-SEP-17
Cassie Pospishil	SG9747 00	Grad Teach Assist-Instructor	Hire Temp Appointment	3859.00	22-AUG-17
Taryn Pospisil	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Taryn Pospisil	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Lura Poyner	SW9480 00	WS Office Assist	Hire Temp Appointment	4800.00	18-SEP-17
Blair Preston	SS7865 00	student hrly FRUVED Assist	Hire Temp Appointment	4800.00	27-SEP-17
Aaron Propst	SG7781 01	Graduate Research Assistant	Hire Temp Appointment	5834.00	22-AUG-17
Danielle Prudich	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	5309.72	22-AUG-17
Eric Puetz	AS9172 01	student hrly Lab Assist	Hire Temp Appointment	5040.00	22-AUG-17
Travis Pundsack	SS7689 01	student hrly Facilities Assist	Hire Temp Appointment	4920.00	22-AUG-17
Yeyan Qiu	AG9762 03	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Georgiale Quail	SG7633 01	student hrly Office Assist	Hire Temp Appointment	4560.00	22-AUG-17
Chelsie Quamen	SG9834 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Garrett Quinn	AS9183 00	student hrly Research Assist	Hire Temp Appointment	4152.00	13-SEP-17
Nowshad Qurashi Prantho	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Mohamed Radoui	SS9793 03	student hrly PhoneJack	Hire Temp Appointment	4641.60	20-SEP-17
Md Sajjadur Rahman	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Prateek Rai	SS8688 00	student hrly Union Set-up Crew	Hire Temp Appointment	5112.00	01-SEP-17
Mohammad Jahir Raihan	SG7745 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Tajbir Raihan	SG7716 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Buddhika Rajapaksha Mudalige	DSG9875 02	Graduate Research Assistant	Hire Temp Appointment	19681.00	22-AUG-17
Bipin Rajpurohit	AS9194 00	student hrly IDIP Lab Assist	Hire Temp Appointment	5280.00	22-AUG-17
David Ramirez	AW9727 00	WS Swine Tech	Hire Temp Appointment	4320.00	26-SEP-17
David Ramirez	SW9531 00	WS Museum Aide	Hire Temp Appointment	4152.00	05-OCT-17
Christian Ramirez Camba	AG9805 00	Graduate Research Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Sarah Raml	SE6708 09	Temporary Clinical Assistant	Hire Temp Appointment	3652.00	22-AUG-17
Morgan Rankin	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	11-SEP-17
Sheldon Rasmussen	SS7792 01	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-SEP-17
Jaclyn Rauen	SE6708 09	Temporary Clinical Assistant	Hire Temp Appointment	4000.00	22-AUG-17
Jaclyn Rauen	SE6708 10	Temporary Clinical Assistant	Hire Temp Appointment	153.84	22-SEP-17
Bipin Raut	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Ericka Readell	SG7909 01	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Mohammed Real	SS8486 00	student hrly Event Management	Hire Temp Appointment	4152.00	29-AUG-17
Shashikanth Reddy	SS7687 02	student hrly Landscape Assist	Hire Temp Appointment	4920.00	22-AUG-17
Sydney Reedy	SS7814 01	student hrly Print Lab Assist	Hire Temp Appointment	4584.00	22-AUG-17
Jenna Rehder	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	08-SEP-17
Ibrahim Rehman Abdul Khadar	SS7849 01	student hrly Maintenance Crew	Hire Temp Appointment	4800.00	22-AUG-17
Robert Reifenrath	AS9159 01	student hrly Teacher Assist	Hire Temp Appointment	4320.00	22-AUG-17
Robert Reifenrath	AW9741 01	WS Lab Assist	Hire Temp Appointment	5016.00	22-AUG-17
Ashley Reiner	AS9209 00	student hrly Farm/Lab Worker	Hire Temp Appointment	4272.00	22-AUG-17
Ashley Reiner	SS7788 02	student hrly Farm Worker	Hire Temp Appointment	4392.00	22-SEP-17
Emily Reinking	SW9488 00	WS Peer Mentor	Hire Temp Appointment	4152.00	22-AUG-17
Taylor Reis	SW9499 00	WS Financial Aid Assist	Hire Temp Appointment	4320.00	22-AUG-17
Joshua Reitsma	SW9509 01	WS Costume Assist	Hire Temp Appointment	4152.00	25-AUG-17
Brianna Renaas	SW9478 00	WS Clerical Help	Hire Temp Appointment	4320.00	13-SEP-17
Cassie Renfeld	SS8375 00	student hrly IM Official	Hire Temp Appointment	4152.00	05-OCT-17
Tannen Reu	SS8375 00	student hrly IM Official	Hire Temp Appointment	4152.00	05-OCT-17
Mckinsy Rew	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Calvin Rezac	AW9744 01	WS Lab Tech	Hire Temp Appointment	5760.00	22-SEP-17
Matthew Rice	SW9530 00	WS SI Leader	Hire Temp Appointment	4152.00	22-AUG-17
Jamie Rich	SG7620 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Jerica Rich	AG9814 03	Graduate Research Assistant	Hire Temp Appointment	23384.00	22-AUG-17
Andrew Richter	SG7909 03	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Jacob Ricke	SG6039 00	Grad Teach Assist-Instructor	Hire Temp Appointment	7718.00	22-AUG-17
Noah Rieber	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	05-SEP-17
Sidney Riemenschneider	SS7860 01	student hrly Museum Aid	Hire Temp Appointment	4800.00	26-AUG-17
Sidney Riemenschneider	SW9503 00	WS Museum Aide	Hire Temp Appointment	4800.00	05-SEP-17
Sandip Rimal	SG7588 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17

McKenzie Rinehart	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Robin Rittel	SS8704 00	student hrly Newspaper Carrier	Hire Temp Appointment	4800.00	23-AUG-17
Burgandy Roberts	AG9767 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-17
Carter Roberts	SS7877 01	student hrly Classroom Assist	Hire Temp Appointment	7200.00	22-AUG-17
Joseph Robertson	SG7909 05	Grad Teach Assist-Instructor	Hire Temp Appointment	19900.00	22-AUG-17
Hersain Rodriguez Cancino	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-AUG-17
Emireth Rodriguez-Cancino	SS7608 00	student hrly Research Assist	Hire Temp Appointment	6240.00	25-SEP-17
Benjamin Roe	AG9798 00	Graduate Research Assistant	Hire Temp Appointment	16133.00	22-AUG-17
Tucker Roeker	SS7787 00	student hrly Farm Feeders	Hire Temp Appointment	5760.00	22-AUG-17
Tucker Roeker	SS7787 01	student hrly Feeders Holiday	Hire Temp Appointment	6240.00	22-AUG-17
Bailee Roemen	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	26-SEP-17
Bailee Roemen	SW9499 00	WS Office/Store Assist	Hire Temp Appointment	4320.00	15-SEP-17
Emily Rogers	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	03-SEP-17
Emily Rogers	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	03-SEP-17
Kathryn Rogers	SS7897 00	student hrly Bookstore	Hire Temp Appointment	4320.00	25-SEP-17
Alex Rosburg	AS9221 00	student hrly Fisheries Tech	Hire Temp Appointment	6720.00	28-AUG-17
Rikki Roscoe	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12678.00	22-AUG-17
Bailey Roshau	SS7887 00	student hrly Student Support	Hire Temp Appointment	6720.00	24-AUG-17
Jesse Roshau	SW9527 00	WS Office Assist	Hire Temp Appointment	4152.00	22-AUG-17
Blaine Rothacker	SS8486 00	student hrly Event Management	Hire Temp Appointment	4152.00	28-AUG-17
Jenessa Rothmeier	SS7730 00	student hrly Teacher Assist	Hire Temp Appointment	4152.00	22-AUG-17
Doha Rottluff	SW9488 00	WS Peer Mentor	Hire Temp Appointment	4152.00	28-AUG-17
Kayla Rounds	SS7886 01	student hrly Office Assist	Hire Temp Appointment	4320.00	22-AUG-17
Michaela Rouse	SW9499 00	WS Office & Store Assist	Hire Temp Appointment	4320.00	12-SEP-17
Mukesh Roy	SG9877 00	Graduate Research Assistant	Hire Temp Appointment	16400.00	22-AUG-17
Ranen Roy	SG7799 02	Grad Teach Assist-Instructor	Hire Temp Appointment	8047.00	22-AUG-17
Tamal Roy	SS7691 02	student hrly Custodial	Hire Temp Appointment	4920.00	22-AUG-17
Taylor Ruen	SS8688 00	student hrly Union Set-Up Crew	Hire Temp Appointment	5112.00	02-OCT-17
Kylie Rufer	ES9803 00	student hrly Research Assist	Hire Temp Appointment	4320.00	22-AUG-17
Kennedy Ruppert	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Sierra Russ	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4392.00	22-AUG-17
Julius Sachs	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	21-SEP-17
Sepideh Sadeghi	SG7577 02	Grad Teach Assist-Instructor	Hire Temp Appointment	1882.76	22-AUG-17
Sepideh Sadeghi	SG7586 03	Graduate Research Assistant	Hire Temp Appointment	4886.76	22-AUG-17
Mahmoud Sadek	SS7669 02	student hrly Shop Assist	Hire Temp Appointment	5040.00	22-AUG-17
Dheeman Saha	SG7763 00	Graduate Research Assistant	Hire Temp Appointment	9335.00	22-AUG-17
Sayan Sahu	SG6832 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4334.00	22-AUG-17
Md Saifur Rahman Saikot	AS9217 02	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-AUG-17
Md Saifur Rahman Saikot	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	23-AUG-17
Sruthi Saini	SS7867 02	student hrly Custodial	Hire Temp Appointment	4800.00	22-AUG-17
Thomas Salentiny	SS7718 01	student hrly Necropsy Assist	Hire Temp Appointment	4272.00	22-AUG-17
S Vidanagamage Samaranayake	SS7606 00	student hrly CDE Assist	Hire Temp Appointment	4152.00	02-OCT-17
Angelina Sampson	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	7009.76	22-AUG-17
Alejandro Sanchez	SW9513 00	WS Equipment Assist	Hire Temp Appointment	4152.00	24-AUG-17
Sharon Sanchez Ordonez	SS7612 00	student hrly Language Assist	Hire Temp Appointment	4320.00	11-SEP-17
Sharon Sanchez Ordonez	SS7810 01	student hrly DTS Tech	Hire Temp Appointment	4560.00	22-AUG-17
Sharon Sanchez Ordonez	SS8548 00	student hrly State Tech	Hire Temp Appointment	5112.00	22-SEP-17
Kelsey Sanders	SG7741 00	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Morgan Sandersfeld	SS7805 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Lilly Sanderson	SS8328 00	studnet hrly Research Assist	Hire Temp Appointment	5040.00	05-SEP-17
Brooke Sandmeier	SE6793 00	Temporary Clinical Assistant	Hire Temp Appointment	4123.88	22-AUG-17
Ranjini Sankaranarayanan	SG9849 00	Grad Teach Assist-Instructor	Hire Temp Appointment	17532.00	22-AUG-17
Andrea Sapp	SS7617 00	student hrly Strings Project	Hire Temp Appointment	7680.00	22-AUG-17
Anyesha Sarkar	AG9711 01	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Max Sauer	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	6863.00	22-AUG-17
Justine Sauter	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	2000.00	22-SEP-17
Kelly Scegura	AS9131 00	student hrly Lab Assist	Hire Temp Appointment	4536.00	22-AUG-17
Nicole Schaberg	SS7735 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-17
Beau Schacherer	SS7788 02	student hrly Farm Worker	Hire Temp Appointment	4272.00	22-AUG-17
Madison Schaffer	SS7888 00	student hrly Events Assist	Hire Temp Appointment	5520.00	15-SEP-17
Teddrick Schaffer	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Miah Schallenkamp	AS9162 00	student hrly Teacher/Lab Asst.	Hire Temp Appointment	4320.00	06-SEP-17
Kirsten Scheldorf	SW9812 00	WS Office Assist	Hire Temp Appointment	4152.00	22-AUG-17
Meghan Schenk	SS7806 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Kathryn Schlafke	SG9829 00	Grad Teach Assist-Instructor	Hire Temp Appointment	2372.00	22-AUG-17
Katie Schlenker	SW9527 00	WS Recital Attendance	Hire Temp Appointment	4320.00	27-AUG-17
Anna Schleper	SS7749 00	student hrly Tutor	Hire Temp Appointment	4800.00	22-AUG-17
Hannah Schmid	SS7762 00	student hrly Lab Assist	Hire Temp Appointment	4152.00	11-SEP-17

Kasey Schmidt	ES9800 02	student hrly 4-H Youth Intern	Hire Temp Appointment	4800.00	16-OCT-17
Brittney Schmiedt	SS7834 01	student hrly Safe Ride Monitor	Hire Temp Appointment	4800.00	22-AUG-17
Matthew Schmit	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Joseph Schmunk	SG7922 01	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17
Kyle Schnabel	AS9131 00	student hrly Lab Assist	Hire Temp Appointment	4656.00	22-AUG-17
Michelle Schneider	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	5000.00	22-AUG-17
Kara Schoenfeld	SE6708 04	Temporary Clinical Assistant	Hire Temp Appointment	5660.00	22-AUG-17
Sarah Schoon	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	29-AUG-17
Alexander Schreier	SS8765 02	student hrly Driver	Hire Temp Appointment	4152.00	25-SEP-17
Brianna Schreurs	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Cameron Schroder	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Cody Schroeder	SS7787 02	student hrly Farm Feeder	Hire Temp Appointment	5760.00	22-AUG-17
Cody Schroeder	SS7787 03	student hrly Feeder Holiday	Hire Temp Appointment	6240.00	22-AUG-17
Kenneth Schroeder	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Kenneth Schroeder	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Kyle Schroeder	SS7917 02	student hrly Kharel Research	Hire Temp Appointment	4800.00	31-AUG-17
John Schuh	SS8548 00	student hrly State Tech	Hire Temp Appointment	5112.00	01-SEP-17
Madalyne Schuldt	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Jon Schulte	SW9897 00	WS Office Assist	Hire Temp Appointment	4152.00	01-SEP-17
Miranda Schwanke	SS7814 00	student hrly Print Lab Assist	Hire Temp Appointment	4584.00	22-AUG-17
Elizabeth Schwartzhoff	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-AUG-17
Kyle Schwendemann	AS9136 00	student hrly Research Assist	Hire Temp Appointment	4800.00	22-AUG-17
Brooklyn Schwiesow	SS7609 00	student hrly Theatre Assist	Hire Temp Appointment	4152.00	22-AUG-17
Riley Scott	SS7730 00	student hrly Teacher Assist	Hire Temp Appointment	4152.00	22-AUG-17
Lawrence Sethor Segbehoe	SG7909 00	Grad Teach Assist-Instructor	Hire Temp Appointment	16800.00	22-AUG-17
Anna Sells	AW9723 00	WS Meat Lab Worker	Hire Temp Appointment	4152.00	22-SEP-17
Anna Sells	SS7812 00	student hrly Meat Lab Worker	Hire Temp Appointment	4152.00	05-SEP-17
Umang Selokar	SS7871 00	student hrly Custodial	Hire Temp Appointment	4320.00	22-SEP-17
Andrea Severtson	SS7618 00	student hrly Teaching Assist	Hire Temp Appointment	4272.00	22-AUG-17
Blair Seymour	SS7720 00	student hrly Event Parking	Hire Temp Appointment	300.00	22-AUG-17
Blair Seymour	SS7720 00	student hrly Event Parking	Hire Temp Appointment	355.00	22-SEP-17
Blair Seymour	SS7791 02	stdnt hrly Upward Bound Tutor	Hire Temp Appointment	5760.00	13-SEP-17
Eman Shams	SG7965 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Duel Shape	SS8749 01	student hrly PAC Worker	Hire Temp Appointment	4320.00	22-AUG-17
John Shape	SS8328 00	student hrly Research Assist	Hire Temp Appointment	5040.00	22-AUG-17
Taylor Shimitz	SW9484 00	WS Teaching Aide	Hire Temp Appointment	4320.00	22-AUG-17
Md Rakibul Islam Shogib	SG7922 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8634.00	22-AUG-17
Errin Short	SS8328 00	student hrly Research Assist	Hire Temp Appointment	5040.00	05-SEP-17
Allison Shorter	AS9148 00	student hrly Fisheries Tech	Hire Temp Appointment	4800.00	05-SEP-17
Aawesh Shrestha	SG6832 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4334.00	22-AUG-17
Anuj Shrestha	SG7915 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Bibek Shrestha	SG8012 00	Grad Teach Assist-Instructor	Hire Temp Appointment	8668.00	22-AUG-17
Dinesh Shrestha	SG7922 02	Grad Teach Assist-Instructor	Hire Temp Appointment	3837.44	22-AUG-17
Jayram Shrestha	AS9198 02	student hrly Field & Lab Asst.	Hire Temp Appointment	5280.00	05-SEP-17
Jayram Shrestha	SS7917 00	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Cassandra Shull	SS7720 00	student hrly Event Parking	Hire Temp Appointment	245.00	22-AUG-17
Cassandra Shull	SS7720 00	student hrly Event Parking	Hire Temp Appointment	315.00	22-SEP-17
Sunayana Shyam Jandhyala	SG9854 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Josie Sieberg	SG7729 01	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-17
Jae Young Sim	AG9793 00	Graduate Research Assistant	Hire Temp Appointment	16350.00	22-AUG-17
Jessica Singewald	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	22-AUG-17
Dilkar Singh	AG9766 00	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-17
Jaskeerat Singh	AS9202 00	student hrly Field & Lab Asst.	Hire Temp Appointment	4800.00	22-SEP-17
Allison Siver	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	11-SEP-17
Kishan Siwakoti	SW9499 00	WS Office Assist-Store Clerk	Hire Temp Appointment	4320.00	29-AUG-17
Troy Skaar	AS9177 00	student hrly Field & Lab Asst.	Hire Temp Appointment	4320.00	06-SEP-17
Maty Skinner	SG7729 00	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-17
Sydney Sleep	SS7888 02	student hrly Ag Photography	Hire Temp Appointment	5760.00	22-AUG-17
Ethan Smith	SS8147 00	student hrly Lab Assist	Hire Temp Appointment	7200.00	28-AUG-17
Lisa Smith	SS7825 00	student hrly Office Assist	Hire Temp Appointment	5760.00	22-AUG-17
Matthew Smith	SS7735 00	student hrly Tutor	Hire Temp Appointment	4320.00	22-AUG-17
Wyatt Smith	AG9817 00	Graduate Research Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Melora Smoke	SS7730 00	student hrly Assistant Teacher	Hire Temp Appointment	4152.00	22-AUG-17
Haley Snell	SS7911 01	student hrly Tutor	Hire Temp Appointment	4200.00	22-AUG-17
Alexandera Snyder	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4272.00	22-AUG-17
Jacob Sobraske	SG7747 03	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Tanner Solberg	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	15-SEP-17
Eun Woo Son	SG7763 07	Graduate Research Assistant	Hire Temp Appointment	9335.00	22-AUG-17

Surya Soni	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	23-AUG-17
Cassidy Soper	SS8765	02	student hrly Driver	Hire	Temp	Appointment	4152.00	25-SEP-17
Jenna Soukup	SW9530	00	WS Tutor	Hire	Temp	Appointment	4368.00	22-AUG-17
Alex Soupir	AG9749	01	Graduate Research Assistant	Hire	Temp	Appointment	21268.00	22-AUG-17
Audrey Souza	AS9208	01	student hrly Sheep Unit	Hire	Temp	Appointment	4152.00	22-AUG-17
Audrey Souza	AW9743	01	WS Sheep Unit Farm Worker	Hire	Temp	Appointment	4152.00	22-SEP-17
Natalie Sovell	SW9536	01	WS Office Assist	Hire	Temp	Appointment	4560.00	30-AUG-17
Daniel Spangler	SS7617	00	student hrly Project Assist	Hire	Temp	Appointment	7680.00	22-AUG-17
Jesse Spear	SS8093	00	student hrly BP Office Assist	Hire	Temp	Appointment	5112.00	22-SEP-17
Jesse Spear	SW9520	00	WS BluePrint Office Assist	Hire	Temp	Appointment	5112.00	22-SEP-17
Robert Speirs	SS7888	03	student hrly Ag Photography	Hire	Temp	Appointment	5520.00	22-AUG-17
Taylor Spence	SG7750	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	9824.00	22-AUG-17
James Spratt	SG7589	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	3234.00	22-AUG-17
Chithra Sreenivasan	AG9748	04	Graduate Research Assistant	Hire	Temp	Appointment	21268.00	22-AUG-17
Madeline St. Claire	AS9217	02	student hrly Biological Tech	Hire	Temp	Appointment	4824.00	22-AUG-17
Denver Stage	AS9206	01	student hrly Plant Worker	Hire	Temp	Appointment	4272.00	22-AUG-17
Alexa Standfuss	SW9897	00	WS Office Assist	Hire	Temp	Appointment	4152.00	24-AUG-17
Danielle Stane	SS7607	00	student hrly Special Events	Hire	Temp	Appointment	4152.00	02-OCT-17
Emma Stavnes	SW9554	00	WS Info Exchange Attend.	Hire	Temp	Appointment	5160.00	22-AUG-17
Marah Steenstra	AS9144	00	student hrly Farm Worker	Hire	Temp	Appointment	4320.00	01-SEP-17
Marah Steenstra	AW9727	00	WS Swine Tech	Hire	Temp	Appointment	4320.00	05-SEP-17
Nicholas Stegmeier	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-17
Rebecca Steiner	SG7004	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12678.00	22-AUG-17
Charles Stephenson	SS7811	00	student hrly Trading Lab Asst.	Hire	Temp	Appointment	5280.00	22-AUG-17
Tori Stepp	SS9793	01	student hrly PhoneJack	Hire	Temp	Appointment	4416.00	23-AUG-17
Kalina Sternhagen	SE6708	05	Temporary Clinical Assistant	Hire	Temp	Appointment	2000.00	22-AUG-17
Alyssa Stevens	SS8724	00	student hrly Transportation	Hire	Temp	Appointment	4440.00	22-AUG-17
Wyatt Stevens	AW9740	00	WS Farm Worker	Hire	Temp	Appointment	4320.00	28-AUG-17
Wyatt Stevens	SS7816	00	student hrly Horse Unit	Hire	Temp	Appointment	4320.00	22-AUG-17
Dean Stier	SG7902	01	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12678.00	22-AUG-17
Shane Stiles	SG9838	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-17
Laura Stoks	SE6796	00	Temporary Clinical Assistant	Hire	Temp	Appointment	4660.00	22-AUG-17
Aaron Stoll	SS7782	00	student hrly Lab Assist	Hire	Temp	Appointment	5760.00	22-AUG-17
Dillon Storm	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	11-SEP-17
Julie Stout	SE6797	02	NFE Temp Professional Exempt	Hire	Temp	Appointment	2660.00	22-AUG-17
Shelby Strand	AW9740	00	WS Horse Unit Farm Worker	Hire	Temp	Appointment	4320.00	22-SEP-17
Shelby Strand	SS7816	01	student hrly Horse Unit	Hire	Temp	Appointment	4320.00	22-AUG-17
Joslyn Strating	SE6796	01	Temporary Clinical Assistant	Hire	Temp	Appointment	11393.00	22-AUG-17
Andrea Strong	AS9155	01	student hrly Gonda Lab Assist	Hire	Temp	Appointment	4560.00	22-AUG-17
Andrea Strong	AS9184	00	student hrly Animal Tech	Hire	Temp	Appointment	4152.00	25-SEP-17
Clare Stuewe	SS7845	01	student hrly IM Official	Hire	Temp	Appointment	4152.00	07-SEP-17
Clare Stuewe	SW9562	00	WS IM Official	Hire	Temp	Appointment	4152.00	01-OCT-17
Shiksha Subedi	SG7965	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	21029.00	22-AUG-17
Meredith Suess	SS7879	00	student hrly Lifeguard	Hire	Temp	Appointment	4320.00	21-SEP-17
Meredith Suess	SS7879	01	student hrly Water Safety	Hire	Temp	Appointment	4320.00	21-SEP-17
Kaitlin Sulentic	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	05-SEP-17
Walker Sundstrom	SS7787	00	student hrly Farm Crew	Hire	Temp	Appointment	4800.00	22-AUG-17
Walker Sundstrom	SS7787	01	student hrly Farm Crew Holiday	Hire	Temp	Appointment	5280.00	22-AUG-17
Muhammad Ali Suria	AG9798	00	Graduate Research Assistant	Hire	Temp	Appointment	15532.00	22-AUG-17
Kelly Sutko	SS7738	01	student hrly Stockroom	Hire	Temp	Appointment	5160.00	22-AUG-17
Kasara Sutton	SE6797	02	NFE Temp Professional Exempt	Hire	Temp	Appointment	4660.00	22-AUG-17
Lauren Svatos	SS8686	00	student hrly Hobo Shoppe Attd.	Hire	Temp	Appointment	4152.00	29-SEP-17
Macy Swanson	SW9509	01	WS Costume Assist	Hire	Temp	Appointment	4152.00	30-AUG-17
Lily Sweikert	AE9093	00	Temp Post Doc Research Associa	Hire	Temp	Appointment	45000.00	22-AUG-17
Boaz Swift	SS7817	00	student hrly Admin Ambassador	Hire	Temp	Appointment	4152.00	16-SEP-17
David Sykora	SS7751	00	student hrly Tutor	Hire	Temp	Appointment	4152.00	28-AUG-17
David Sykora	SW9530	00	WS Tutor	Hire	Temp	Appointment	4152.00	28-AUG-17
Claire Sylvestre	SG7729	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	10092.00	22-AUG-17
Kaycee Szymanski	AW9725	00	student hrly Soil Project	Hire	Temp	Appointment	4320.00	30-AUG-17
Wisdom Takumah	AG9798	00	Graduate Research Assistant	Hire	Temp	Appointment	16133.00	22-AUG-17
Abu Daud Talukder	SS7859	01	student hrly Engineering Asst.	Hire	Temp	Appointment	4800.00	22-AUG-17
Abu Daud Talukder	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	20-SEP-17
Nima Tamang	SS7871	00	student hrly Custodial	Hire	Temp	Appointment	4320.00	22-SEP-17
Collin Tanner	SW9812	00	WS Office Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Augustine Tarkom	SG7814	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15531.00	22-AUG-17
Theresa Tatten	SS7911	00	student hrly Tutor	Hire	Temp	Appointment	4200.00	22-AUG-17
Maria Teachout	SG7909	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	16800.00	22-AUG-17
Yohannes Tecleab	SG7763	01	Graduate Research Assistant	Hire	Temp	Appointment	18670.00	22-AUG-17

Micayla Ter Wee	SW9537 00	WS Admis. Ambassador	Hire Temp Appointment	4152.00	22-AUG-17
Paul Terwee	SS7815 00	student hrly Research Assist	Hire Temp Appointment	4800.00	07-SEP-17
Kyle Tews	SS7787 01	student hrly Farm Feeder	Hire Temp Appointment	5760.00	22-AUG-17
Kyle Tews	SS7787 02	student hrly Feeder Holiday	Hire Temp Appointment	6240.00	22-AUG-17
Reshma Thapa	AS9196 02	student hrly Field & Lab Asst.	Hire Temp Appointment	4320.00	22-AUG-17
Samundra Thapa	SS7867 01	student hrly Custodial	Hire Temp Appointment	4800.00	22-AUG-17
Utsav Thapa	AS9175 00	student hrly Research Assist	Hire Temp Appointment	5280.00	18-SEP-17
Samuel Thies	AS9177 00	student hrly Field & Lab Asst.	Hire Temp Appointment	6240.00	22-AUG-17
Tracy Thiesse	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	30-AUG-17
Keith Thompson	SG6825 00	Grad Teach Assist-Instructor	Hire Temp Appointment	5803.13	22-AUG-17
Elizabeth Thomsen	SS7865 00	student hrly FRUVED Assist	Hire Temp Appointment	4800.00	22-SEP-17
Dexter Thorsteinson	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	03-SEP-17
Dexter Thorsteinson	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	03-SEP-17
Dexter Thorsteinson	SS7787 02	student hrly Farm Crew	Hire Temp Appointment	4800.00	03-SEP-17
Dexter Thorsteinson	SS7787 03	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	03-SEP-17
Yaqoob Thurston	SS8375 00	student hrly IM Official	Hire Temp Appointment	4152.00	04-OCT-17
Alexander Thyen	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	03-SEP-17
Alexander Thyen	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	03-SEP-17
Amber Tilberg	SE6793 03	Temporary Clinical Assistant	Hire Temp Appointment	584.08	22-AUG-17
Daniel Timm	SS7720 01	student hrly Event Parking	Hire Temp Appointment	240.00	22-AUG-17
Daniel Timm	SS7720 01	student hrly Event Parking	Hire Temp Appointment	130.00	22-SEP-17
Margaretha Tinglund	SW9539 00	WS Office Assist	Hire Temp Appointment	4152.00	11-SEP-17
Derek Tolbert	SG7729 01	Grad Teach Assist-Instructor	Hire Temp Appointment	10092.00	22-AUG-17
Amanda Tolzin	AS9217 02	student hrly Biological Tech	Hire Temp Appointment	4824.00	22-AUG-17
Nathan Tomczak	SS8147 00	student hrly Lab Assist	Hire Temp Appointment	7200.00	28-AUG-17
Savanna Tomoson	SG9830 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Antonio Topete	SS7849 00	student hrly Maintenance Work	Hire Temp Appointment	4800.00	22-SEP-17
Haydee Torres	SG7794 02	Graduate Research Assistant	Hire Temp Appointment	7009.76	22-AUG-17
Tony Tran	SS7817 00	student hrly Admin Ambassador	Hire Temp Appointment	4152.00	16-SEP-17
Tony Tran	SW9617 01	WS Orientation Leader	Hire Temp Appointment	4152.00	22-AUG-17
Chauncey Trapp	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	29-AUG-17
Chauncey Trapp	SS8474 01	student hrly Equestrian Barn	Hire Temp Appointment	4320.00	25-SEP-17
Angela Trask	SE6544 00	Temporary Clinical Assistant	Hire Temp Appointment	4123.88	22-AUG-17
Reed Trenhaile	SW9554 00	WS Info Exchange Attend.	Hire Temp Appointment	5160.00	22-AUG-17
Whitney Truax	SG7741 01	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Cruz Trujillo-Rodriguez	SG7749 00	Graduate Teaching Assistant	Hire Temp Appointment	6468.00	22-AUG-17
Colleen Tschida	SS8606 01	student hrly Archives Assist	Hire Temp Appointment	4320.00	22-AUG-17
Olga Tshiela	SS7691 00	student hrly Custodial	Hire Temp Appointment	4800.00	05-SEP-17
Fatima Tuli	SG8960 00	Graduate Research Assistant	Hire Temp Appointment	15102.00	22-AUG-17
Brian Turner	SS7782 00	student hrly Lab Assist	Hire Temp Appointment	6720.00	22-AUG-17
Kaitlyn Tusha	EG9860 00	Graduate Admin Assistant	Hire Temp Appointment	16817.45	22-AUG-17
Sydney Tuttle	SS7721 00	student hrly Writing Tutor	Hire Temp Appointment	4560.00	31-AUG-17
Ryan Twedt	SS7792 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Alexander Tysdal	SS8375 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	22-AUG-17
Md Mahi Uddin	SG7814 00	Grad Teach Assist-Instructor	Hire Temp Appointment	15531.00	22-AUG-17
Nizam Uddin	SG7965 00	Grad Teach Assist-Instructor	Hire Temp Appointment	21029.00	22-AUG-17
Mira Uithoven	SS7887 00	student hrly Note Taker	Hire Temp Appointment	4800.00	23-AUG-17
Tyler Ulsees	SS7820 01	student hrly Production Assist	Hire Temp Appointment	4800.00	22-AUG-17
Chad Umlauf	SS7669 00	student hrly Front Desk Assist	Hire Temp Appointment	5280.00	22-AUG-17
Chad Umlauf	SS8147 00	student hrly CM Assist	Hire Temp Appointment	7200.00	27-SEP-17
Adron Ung	SS7668 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	10-OCT-17
Kaylan Untiedt	EG9802 00	student hrly Office Assist	Hire Temp Appointment	4320.00	29-AUG-17
Tirth Uprety	SG7718 02	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Rebecca Urban	SS7661 00	student hrly Research Assist	Hire Temp Appointment	4800.00	17-OCT-17
Alyssa Vachino	AS9167 00	student hrly Lab Assist	Hire Temp Appointment	4800.00	11-SEP-17
Chaitanya Valiveti	SG9849 00	Grad Teach Assist-Instructor	Hire Temp Appointment	17532.00	22-AUG-17
Austin Van Asselt	SS7728 01	student hrly Research Assist	Hire Temp Appointment	4272.00	22-AUG-17
Trevor Van Den Top	SG7727 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Allison Van Horn	SS7719 00	student hrly Grader	Hire Temp Appointment	5760.00	28-AUG-17
Spencer Van Overbeke	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Spencer Van Overbeke	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Sara Van Regenmorter	SW9539 00	WS Office Assist	Hire Temp Appointment	4152.00	24-AUG-17
Megan Van Sloten	SG7617 00	student hrly Strings Project	Hire Temp Appointment	7680.00	22-AUG-17
Megan Van Sloten	SW9481 00	WS String Project Assist	Hire Temp Appointment	7680.00	11-SEP-17
Ryan Van Tassel	AS9199 01	student hrly Farm Worker	Hire Temp Appointment	6480.00	22-AUG-17
Trisha Van Wyk	SS7865 00	student hrly Research Assist	Hire Temp Appointment	4800.00	30-AUG-17
Trisha Van Wyk	SW9584 01	WS Office Assist	Hire Temp Appointment	4560.00	28-AUG-17
Jamie Van Zee	SS7661 00	student hrly Research Assist	Hire Temp Appointment	4800.00	17-OCT-17

Cole VanBockern	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	25-AUG-17
Joseph VanDenheuvel	SS7787 00	student hrly Farm Crew	Hire Temp Appointment	4800.00	22-AUG-17
Joseph VanDenheuvel	SS7787 01	student hrly Farm Crew Holiday	Hire Temp Appointment	5280.00	22-AUG-17
Rachel VanHeel	SE6796 00	Temporary Clinical Assistant	Hire Temp Appointment	3660.00	22-AUG-17
Shelby VanOverschelde	SE6793 02	Temporary Clinical Assistant	Hire Temp Appointment	5309.72	22-AUG-17
Dallis Vanderwal	AS9216 01	student hrly Farm Worker	Hire Temp Appointment	4416.00	22-AUG-17
Carson Vanduch	SS8749 05	student hrly PAC Worker	Hire Temp Appointment	4440.00	22-AUG-17
Grace Varilek	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	07-SEP-17
Grace Varilek	SW9555 00	WS Office Assist	Hire Temp Appointment	4152.00	24-AUG-17
Abigail Vaz	SW9503 00	WS Museum Aid	Hire Temp Appointment	4800.00	07-SEP-17
Molly Veire	SW9491 00	WS Lab Assist	Hire Temp Appointment	4800.00	22-AUG-17
Roberto Villegas-Diaz	SS7651 00	student hrly DTS Tech	Hire Temp Appointment	5760.00	22-AUG-17
Geoffrey Vincent	AG8036 06	Graduate Research Assistant	Hire Temp Appointment	21268.00	22-AUG-17
Lisa Vizecky	AW9739 01	WS Lab Assist	Hire Temp Appointment	5520.00	22-AUG-17
Nathan Voegel	SS8724 00	student hrly Transportation	Hire Temp Appointment	4440.00	28-AUG-17
Breanna Vogel	SS7817 02	student hrly Admin Ambassador	Hire Temp Appointment	4272.00	22-AUG-17
Breanna Vogel	SW9507 00	WS FFA Intern	Hire Temp Appointment	4320.00	01-OCT-17
Tate Voss	SW9530 00	WS Tutor	Hire Temp Appointment	4152.00	22-AUG-17
Christopher Vroman	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	27-SEP-17
Caleb Vukovich	SS7611 00	student hrly Research Assist	Hire Temp Appointment	5280.00	22-SEP-17
Ashley Waagen	SS7764 00	student hrly Lab Assist	Hire Temp Appointment	4224.00	28-AUG-17
Tre Wafford	SW9488 00	WS Peer Mentor	Hire Temp Appointment	4152.00	07-SEP-17
Kasey Wahl	SS7721 01	student hrly Writing Tutor	Hire Temp Appointment	4560.00	31-AUG-17
Melissa Waldner	SE6797 05	NFE Temp Professional Exempt	Hire Temp Appointment	2660.00	22-AUG-17
Mary Walloch	SE6797 03	NFE Temp Professional Exempt	Hire Temp Appointment	2434.00	22-AUG-17
Susan Wallrich	SG7898 01	Graduate Admin Assistant	Hire Temp Appointment	6879.33	22-AUG-17
Kaycee Walter	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	12-SEP-17
Calvin Wampol	SG7735 01	Grad Teach Assist-Instructor	Hire Temp Appointment	4160.72	22-AUG-17
Calvin Wampol	SG7766 02	Graduate Research Assistant	Hire Temp Appointment	4006.60	22-AUG-17
Shenggang Wang	SG9849 02	Grad Teach Assist-Instructor	Hire Temp Appointment	21532.00	22-AUG-17
Sijin Wang	AS9206 00	student hrly Plant Worker	Hire Temp Appointment	4152.00	22-SEP-17
Xiaoyuan Wang	SS7617 00	student hrly Orchestra Assist	Hire Temp Appointment	4320.00	22-AUG-17
Xiaoyuan Wang	SS7617 01	student hrly String Project	Hire Temp Appointment	7680.00	22-AUG-17
Zhao Wang	SG7728 03	Grad Teach Assist-Instructor	Hire Temp Appointment	15951.00	22-AUG-17
Ziyi Wang	AG9787 01	Graduate Research Assistant	Hire Temp Appointment	16543.00	22-AUG-17
Kevin Wanniarachchi Kankanamal	SG7744 00	Grad Teach Assist-Instructor	Hire Temp Appointment	12407.00	22-AUG-17
Andrew Waterman	SS7792 01	student hrly Lab Assist	Hire Temp Appointment	6720.00	22-AUG-17
Rebecca Watkins	AW9728 00	WS UG Lab Assist	Hire Temp Appointment	5520.00	18-SEP-17
Rebecca Watkins	AW9744 00	WS Lab Tech	Hire Temp Appointment	5760.00	29-AUG-17
Keenan Watson	SG7902 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6339.00	22-AUG-17
Megan Watson	SE6793 01	Temporary Clinical Assistant	Hire Temp Appointment	2354.00	22-AUG-17
Jace Waybright	SS7862 00	student hrly Teaching Assist	Hire Temp Appointment	4200.00	22-AUG-17
Jace Waybright	SS7917 04	student hrly Learning Assist	Hire Temp Appointment	4800.00	31-AUG-17
Jace Waybright	SS7917 05	student hrly Kharel Research	Hire Temp Appointment	4800.00	31-AUG-17
Craig Weber	AS9186 00	student hrly Lab & Field Asst.	Hire Temp Appointment	4800.00	22-AUG-17
Dominick Weber	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	08-SEP-17
Jason Weber	SG9874 01	Grad Teach Assist-Instructor	Hire Temp Appointment	11326.00	22-AUG-17
Kendra Weber	SS8474 00	student hrly Equestrian Barn	Hire Temp Appointment	4200.00	04-OCT-17
Luke Weber	SS7817 00	student hrly Admis. Assist	Hire Temp Appointment	4152.00	22-SEP-17
Taylor Weber	SW9509 01	WS Costume Assist	Hire Temp Appointment	4152.00	30-AUG-17
Jarah Weeks	SS8765 01	student hrly Driver	Hire Temp Appointment	4152.00	16-OCT-17
Jacob Weg	SS7737 00	student hrly Class Assist	Hire Temp Appointment	4560.00	22-AUG-17
Kirsten Weifenbach	SS8486 02	student hrly Event Management	Hire Temp Appointment	4152.00	22-AUG-17
Kirsten Weifenbach	SS8486 03	student hrly Grounds Crew	Hire Temp Appointment	4152.00	22-AUG-17
Kaila Weihe	SS8328 00	student hrly Research Assist	Hire Temp Appointment	5040.00	05-SEP-17
Hannah Weinheimer	SS7817 00	student hrly Office Worker	Hire Temp Appointment	4152.00	05-SEP-17
Lexi Weisbeck	SS8147 00	student hrly Ambassador	Hire Temp Appointment	5760.00	15-SEP-17
Sydney Weiss-Anderson	SS7730 01	student hrly Head Teacher	Hire Temp Appointment	4200.00	22-AUG-17
Emily Weizenegger	SS7845 00	student hrly IM Official	Hire Temp Appointment	4152.00	11-SEP-17
Jack Wenner	SS7864 00	student hrly Lab Assist	Hire Temp Appointment	5760.00	22-AUG-17
Shaly Werdel	SS9793 00	student hrly PhoneJack	Hire Temp Appointment	4320.00	20-SEP-17
Molly Wermers	SG9860 00	Grad Teach Assist-Instructor	Hire Temp Appointment	6468.00	22-AUG-17
Bret Werpy	SS8749 07	student hrly PAC Worker	Hire Temp Appointment	4560.00	22-AUG-17
Cole Whitcomb	SS8375 00	student hrly Facility Attend.	Hire Temp Appointment	4152.00	11-SEP-17
Mckayla White	AS9184 00	student hrly Animal Tech	Hire Temp Appointment	4152.00	25-SEP-17
Kenya Whitlow	SW9499 00	WS Office Assist	Hire Temp Appointment	4320.00	28-AUG-17
Angela Wick	SS8037 00	student hrly Facility Worker	Hire Temp Appointment	4800.00	28-AUG-17
Taylor Wiemers	SS8765 00	student hrly Driver	Hire Temp Appointment	4152.00	06-OCT-17

Natasha Wiest	SS7816	01	student hrly Horse Unit	Hire	Temp	Appointment	4320.00	22-AUG-17
Natasha Wiest	SW9519	00	WS Farm Worker	Hire	Temp	Appointment	4320.00	22-AUG-17
Taylor Wilhite	SS8548	00	student hrly Union Manager	Hire	Temp	Appointment	5280.00	31-AUG-17
Kesmond Willert	SS7845	00	student hrly IM Official	Hire	Temp	Appointment	4152.00	31-AUG-17
Cully Williams	ES9807	01	student hrly Swine Supt.	Hire	Temp	Appointment	4920.00	25-AUG-17
Dalton Williams	SG7741	01	Graduate Admin Assistant	Hire	Temp	Appointment	6879.33	22-AUG-17
Emma Williams	SS7617	00	student hrly Strings Project	Hire	Temp	Appointment	7680.00	22-AUG-17
Raymond Williams	SS9793	01	student hrly PhoneJack	Hire	Temp	Appointment	4406.40	23-AUG-17
Dequan Wilson	SS7879	00	student hrly Lifeguard	Hire	Temp	Appointment	4320.00	16-OCT-17
Dequan Wilson	SS7879	01	student hrly Water Safety	Hire	Temp	Appointment	4320.00	16-OCT-17
Joshua Wilson	SW9537	00	WS Admis. Ambassador	Hire	Temp	Appointment	4152.00	22-AUG-17
Jennifer Wingate	SG9847	02	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6339.00	22-AUG-17
Annie Wirth	AS9130	00	student hrly Lab & Field Asst.	Hire	Temp	Appointment	4440.00	05-SEP-17
Tarryn Woelber	SW9901	01	WS Office Assist	Hire	Temp	Appointment	4440.00	22-AUG-17
Taylor Wold	SG7752	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	6468.00	22-AUG-17
Mitchell Woldt	SS7669	02	student hrly Shop Assist	Hire	Temp	Appointment	5040.00	22-AUG-17
Brandilyn Wolles	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	30-AUG-17
Jared Wollman	SS7806	03	student hrly Lab Assist	Hire	Temp	Appointment	5040.00	22-AUG-17
Karoline Woodhouse	AS9192	02	student hrly Viticulture Work	Hire	Temp	Appointment	5760.00	22-AUG-17
Caleb Woodring	SW9509	00	WS Lighting Assist	Hire	Temp	Appointment	4152.00	06-SEP-17
Christine Woolley	SS7816	01	student hrly Horse Unit	Hire	Temp	Appointment	4320.00	22-AUG-17
Stephanie Wootton	SG7701	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-17
Rachel Wormer	SS8328	00	student hrly Research Assist	Hire	Temp	Appointment	5040.00	13-SEP-17
Rachel Wormer	SS9793	00	student hrly PhoneJack	Hire	Temp	Appointment	4320.00	23-AUG-17
Rebecca Woytassek	SW9554	00	WS Info Exchange Attend.	Hire	Temp	Appointment	5160.00	22-AUG-17
Rachel Wright	SE6761	00	Temporary Clinical Assistant	Hire	Temp	Appointment	7340.00	22-AUG-17
Cassidy Wulf	SS7730	01	student hrly Teacher Assist	Hire	Temp	Appointment	4152.00	22-AUG-17
Nicole Wyffels	SS8093	00	student hrly Blueprint Design	Hire	Temp	Appointment	5232.00	22-SEP-17
Selena Yakabe	AG9812	00	Graduate Research Assistant	Hire	Temp	Appointment	16000.00	22-AUG-17
Jaya Yakha	AG9749	00	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-AUG-17
Runan Yao	SG7763	00	Graduate Research Assistant	Hire	Temp	Appointment	9335.00	22-AUG-17
Kyong Yarde	SW9533	00	WS Marching Band Assist	Hire	Temp	Appointment	4152.00	29-AUG-17
Angela Yee	SG9749	02	Graduate Admin Assistant	Hire	Temp	Appointment	16693.84	22-AUG-17
Most Farzana Yesmin	AG9728	00	Graduate Research Assistant	Hire	Temp	Appointment	16350.00	01-SEP-17
Dakota York	SG7723	04	Grad Teach Assist-Instructor	Hire	Temp	Appointment	12407.00	22-AUG-17
Linnea York	SS7749	00	student hrly Tutor	Hire	Temp	Appointment	4800.00	31-AUG-17
James Young III	SG7727	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	15951.00	22-AUG-17
Tyler Youngquist	SW9537	00	WS Admis. Ambassador	Hire	Temp	Appointment	4512.00	22-AUG-17
Jieshi Yu	SG9878	01	Graduate Research Assistant	Hire	Temp	Appointment	21268.00	22-AUG-17
Jacob Zahler	AG9767	01	Graduate Research Assistant	Hire	Temp	Appointment	16543.00	22-AUG-17
Marie Zander	AS9172	02	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Marie Zander	AS9214	00	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-SEP-17
Silvia Zanini	SG7729	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	10092.00	22-AUG-17
Logan Zeisler	AS9127	00	student hrly Research Assist	Hire	Temp	Appointment	7200.00	22-AUG-17
Samuel Zenner	SS8147	00	student hrly Ambassador	Hire	Temp	Appointment	5760.00	18-SEP-17
Gregory Zens	SS7669	00	student hrly Architecture Asst	Hire	Temp	Appointment	5280.00	22-AUG-17
Yiran Zhang	AS9197	02	student hrly Lab Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Emily Ziemer	AW9747	00	WS Farm Crew	Hire	Temp	Appointment	4800.00	22-AUG-17
Emily Ziemer	AW9747	01	WS Farm Crew Holiday	Hire	Temp	Appointment	5280.00	22-AUG-17
Allie Zieske	SS8765	01	student hrly Driver	Hire	Temp	Appointment	4152.00	28-AUG-17
Kendra Zirpel	SS7754	00	student hrly Research Assist	Hire	Temp	Appointment	7200.00	26-SEP-17
Basnewende Brice Zoungrana	SG7922	00	Grad Teach Assist-Instructor	Hire	Temp	Appointment	8634.00	22-AUG-17
Sofiya Zybaylova	SS7820	02	student hrly Production Assist	Hire	Temp	Appointment	4800.00	22-AUG-17
Sofiya Zybaylova	SS8749	05	student hrly PAC worker	Hire	Temp	Appointment	4440.00	22-AUG-17
Shannon Anderson	SE6373	01	Research Associate I	Hire	Temp	Appointment	42078.00	22-AUG-17
Amanda Appel	SE6324	02	Post Doc Research Associate	Hire	Temp	Appointment	19347.12	22-AUG-17
Sharity Bassett	SE6747	00	Dissertation Fellowship	Hire	Temp	Appointment	30000.00	22-AUG-17
Ruben Behnke	SE7076	00	Res Asst II/Asst State Climato	Hire	Temp	Appointment	51000.00	22-AUG-17
Nesta Bortey-Sam	SE6339	00	Post-Doc	Hire	Temp	Appointment	43000.00	22-AUG-17
Suresh Damodaran	SE6365	00	Post-Doc	Hire	Temp	Appointment	42023.00	22-AUG-17
Kevin Garcia	AE9050	00	Post Doc Research Associate	Hire	Temp	Appointment	49000.00	29-SEP-17
Sheri Gilland	SE6397	00	Regional Coordinator-GEAR UP	Hire	Temp	Appointment	47500.00	02-OCT-17
Jessica Gomes Noll	AE9056	00	Post Doc Research Associate	Hire	Temp	Appointment	18907.20	22-AUG-17
Qingquan He	SE6322	03	Post Doc Research Associate	Hire	Temp	Appointment	42023.00	16-SEP-17
Lu Huang	SE6365	00	Post-Doc	Hire	Temp	Appointment	47484.00	22-AUG-17
James Huntley	SE8116	00	Aviation Trainer	Hire	Temp	Appointment	16146.00	22-AUG-17
E Johnson	SE6559	06	Temporary Faculty Mentor	Hire	Temp	Appointment	18027.01	22-AUG-17
Bishal Kasu	AE8253	00	Post Doc Research Associate	Hire	Temp	Appointment	43000.00	22-AUG-17

Alexander Lippincott	SE8116 00	Aviation Trainer	Hire Temp Appointment	16146.00	22-AUG-17
Rachel Lynde	SE7452 00	Temporary Nurse Practitioner	Hire Temp Appointment	4161.60	11-OCT-17
Deborah McCuin	SE6342 00	Coordinator-Veterans Affairs	Hire Temp Appointment	36500.00	22-AUG-17
Raymond Opoku	SE6286 00	OIRA Temp Research & Data Spec	Hire Temp Appointment	47500.00	11-SEP-17
Anthony Reker	SE8116 00	Aviation Trainer	Hire Temp Appointment	16380.00	22-SEP-17
Melissa Vondrak	EE8989 00	Temp Extension Assistant	Hire Temp Appointment	38000.00	14-SEP-17
Nanfeng Wang	AE9053 00	Research Assistant	Hire Temp Appointment	8247.19	02-OCT-17
Huajian Zhao	AE9054 00	Post Doc Research Associate	Hire Temp Appointment	42023.00	22-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Yazan Khalid M Alharbi	SS8688	00	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Jordan Bartholf	SS7879	04	student hrly Group Fitness NC	Sal Adj-Unusual Circumstance	4152.00	4320.00	168.00	
Thomas Bates	SS8093	02	student hrly Blueprint Design	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Sydney Berry	SS8093	00	student hrly Blueprint Design	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Matthew Blaseg	SS7817	01	student hrly Admis. Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00	
Holden Buchert	SS8548	01	student hrly State Tech	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00	
Blaine Burdette	SS8688	00	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Alaine Buysse	SS7718	00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4392.00	4512.00	120.00	
Jack Buysse	SS8548	01	student hrly Union Manager	Sal Adj-Unusual Circumstance	4296.00	5256.00	960.00	
Erin Drew	SS7895	01	student hrly Graphic Design	Sal Adj-Unusual Circumstance	4320.00	4632.00	312.00	
Callie Duque	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4440.00	4512.00	72.00	
Francis Dwomoh	SG7828	05	Graduate Research Assistant	Sal Adj-Unusual Circumstance	37200.00	31200.00	-6000.00	
Cassidy Entwisle	SS8007	00	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Adam Eral	AS9216	01	student hrly Farm Worker	Sal Adj-Unusual Circumstance	4800.00	4320.00	-480.00	
Abby Flanery	SS8007	00	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Sydney Getzschman	SS7788	01	student hrly Farm Worker	Sal Adj-Unusual Circumstance	4632.00	4272.00	-360.00	
Timothy Gleason	SS8548	02	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Christopher Glodt	SS8548	03	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Rachel Goetz	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4440.00	4512.00	72.00	
Tate Griebel	AS9213	03	student hrly Horticulture Asst	Sal Adj-Unusual Circumstance	4800.00	6240.00	1440.00	
Rachel Halbur	SS8007	04	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4224.00	5184.00	960.00	
Alaina Hanks	SG7494	00	Graduate Admin Assistant	Change Salary Rate/Pay Grade	22421.52	19364.04	-3057.48	
Collin Hansen	SS8548	00	Student Hrly-State Tech	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Lacey Hansen	SS8548	02	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Laurnyn Hansen	SS8688	00	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Benjamin Hanzen	SS7817	01	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00	
Rachel Harmon	SS8093	00	student hrly BP Office Assist	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Isaac Harris	SS8548	01	student hrly State Tech	Sal Adj-Unusual Circumstance	4176.00	5136.00	960.00	
Derek Hartl	SS8548	06	student hrly State Teach Coord	Sal Adj-Unusual Circumstance	4464.00	5424.00	960.00	
Samantha Heeren	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00	
Susan Hennen	SW9488	00	WS Tutor	Sal Adj-Unusual Circumstance	4152.00	4344.00	192.00	
Alexander Heyd	SS8688	00	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Derek Hunstad	SS8688	00	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Anna Iverson	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00	
Ryan Johnson	SS8548	02	student hrly Union Manager	Sal Adj-Unusual Circumstance	4800.00	5760.00	960.00	
Ellen Keena	SS8093	02	student hrly Blueprint Design	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Caleb Kervin	SS8548	01	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Jaclynn Knutson	AS9130	00	student hrly Field & Lab Asst.	Sal Adj-Unusual Circumstance	4800.00	5160.00	360.00	
Kiersten Koehler	SS7817	01	student hrly Admis. Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00	
Kevy Konynenbelt	SS7817	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00	
Mammen Korah	SS8548	03	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Mammen Korah	SS8548	04	student hrly State Tech	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00	
Christopher Kotschevar	SS7824	01	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4440.00	4512.00	72.00	
Bailey Lear	SS7817	00	student hrly Admis. Ambassador	Sal Adj-Unusual Circumstance	4440.00	4512.00	72.00	
Tyler Lindgren	SS8548	05	student hrly State Tech Mngr.	Sal Adj-Unusual Circumstance	4944.00	5904.00	960.00	
Courtney Lusk	SS8007	02	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00	
Janaye Martin	SS7897	01	student hrly Bookstore	Sal Adj-Unusual Circumstance	4320.00	4680.00	360.00	
George Mathew	SS8548	04	student hrly State Tech Coord.	Sal Adj-Unusual Circumstance	4464.00	5424.00	960.00	
Arman Mazumdar	SS7709	01	student hrly Aircraft Assist	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Caleb McKinley	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4440.00	4512.00	72.00	
Miranda McMullen	SS8007	05	student hrly Info Exch Mngr.	Sal Adj-Unusual Circumstance	4704.00	5664.00	960.00	
Charmil Meishery	SS8548	02	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00	
Emily Metzger	SS8093	00	student hrly BP Office Assist	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00	
Benjamin Meyer	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4320.00	4392.00	72.00	

Anthony Miller	SS8688	00	student hrly Union Set-Up Crew	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00
Thomas Mitzel	SS7812	01	student hrly Meat Lab Worker	Sal Adj-Unusual Circumstance	4800.00	4272.00	-528.00
Logan Negus	SS8548	06	stdnt hrly St Tech Equip Mngr.	Sal Adj-Unusual Circumstance	4944.00	5904.00	960.00
Jacquelyn Pajl	AS9184	01	student hrly Animal Tech	Sal Adj-Unusual Circumstance	4272.00	4392.00	120.00
Laura Pelzel	SS7718	00	student hrly Necropsy Assist	Sal Adj-Unusual Circumstance	4632.00	4752.00	120.00
Emily Petzel	AG9817	01	Graduate Research Assistant	Change Salary Rate/Pay Grade	16000.00	25000.00	9000.00
Martin Popowski	SS8548	01	student hrly State Tech	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00
Kayla Preheim	SS8007	00	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4152.00	5112.00	960.00
Kennedy Raap	SS8548	01	student hrly Union Manager	Sal Adj-Unusual Circumstance	4320.00	5280.00	960.00
Sydney Randall	SS7817	01	student hrly Admis. Ambassador	Sal Adj-Unusual Circumstance	4320.00	4392.00	72.00
Alexander Schreier	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4224.00	4272.00	48.00
Taylor Sebert	SS7824	01	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4320.00	4392.00	72.00
Scott Simons	SS7824	01	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4440.00	4512.00	72.00
Jay Skaar	SS8688	00	student hrly Union Events	Sal Adj-Unusual Circumstance	4680.00	5640.00	960.00
Mikayla Sousa	SS7816	02	student hrly Horse Unit	Sal Adj-Unusual Circumstance	4320.00	4440.00	120.00
Emma Stavnes	SS8007	01	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00
David Strain	SS7812	01	student hrly Meat Lab Worker	Sal Adj-Unusual Circumstance	4800.00	4344.00	-456.00
Mason Sundvold	SS8548	03	student hrly State Tech	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00
Reed Trenhaile	SS8007	02	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00
Thad Tschetter	SS8548	05	student hrly State Tech Coord.	Sal Adj-Unusual Circumstance	4464.00	5424.00	960.00
Sai Rajkumar Vadla	SG7778	01	Graduate Research Assistant	Sal Adj-Unusual Circumstance	15102.00	19680.00	4578.00
Collin Vander Wal	AS9216	01	student hrly Farm Worker	Sal Adj-Unusual Circumstance	4800.00	4320.00	-480.00
Adam Walter	SS7824	00	student hrly Admin Ambassador	Sal Adj-Unusual Circumstance	4344.00	4392.00	48.00
Brianna Weber	SS8093	03	student hrly Blueprint Mngr	Sal Adj-Unusual Circumstance	4800.00	5760.00	960.00
Jacob Weg	AS9166	01	student hrly Lab Assist	Sal Adj-Unusual Circumstance	4320.00	4560.00	240.00
Alexander Wiemann	SS8548	10	student hrly State Tech Coord.	Sal Adj-Unusual Circumstance	4464.00	5424.00	960.00
Cody Willett	SS8548	01	student hrly State Tech	Sal Adj-Unusual Circumstance	4176.00	5136.00	960.00
Rebecca Woytassek	SS8007	02	student hrly Info Exch Attd.	Sal Adj-Unusual Circumstance	4200.00	5160.00	960.00
Mackenzie Yordy	SS8093	01	student hrly Blueprint Design	Sal Adj-Unusual Circumstance	4296.00	5256.00	960.00
Sofiya Zbyaylova	SS7739	01	student hrly Social Media	Sal Adj-Unusual Circumstance	4152.00	4800.00	648.00

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
David Aaron	SE6380	01	Temporary Imaging Engineer II	TV013	31-AUG-17
Anjana Adhikari	AS9204	02	student hrly Lab Assistant	TV012	21-SEP-17
Abimbola Agbaje	SG7691	02	student hrly Custodial	TV012	03-OCT-17
Pius Agyemang	SG7965	03	Grad Teach Assist-Instructor	TV013	21-SEP-17
Laura Alexander	ES9807	03	student hrly 4-H Assist	TV012	21-SEP-17
Yazan Khalid M Alharbi	SS8688	00	student hrly Union Set-Up Crew	TV012	21-OCT-17
Faisal Almaghaw	SS7787	01	student hrly Farm Crew Holiday	TV012	22-AUG-17
Mahmood Alnasser	SS7897	00	student hrly Bookstore	TV012	21-OCT-17
John Apraku	SG7799	03	Grad Teach Assist-Instr-9 mth	TV013	21-SEP-17
Brie-Anna Armstrong	SS8474	00	student hrly Equestrian Barn	TV012	14-SEP-17
Francis Arpan	SG7909	00	Grad Teach Assist-Instructor	TV013	21-OCT-17
Christoffer Axelsson	SG7829	01	Graduate Research Assistant	TV013	21-SEP-17
Ashley Bamsey	SS8686	00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Conner Barbagallo	SS7845	01	student hrly IM Official	TV012	06-SEP-17
Dawn Barbeau	SE4605	00	Temp Test Proctor	TV013	21-SEP-17
Shraddha Basu	SG7965	04	Grad Teach Assist-Instructor	TV013	21-SEP-17
Thomas Bates	SS8093	02	student hrly Blueprint Design	TV012	01-SEP-17
Thomas Bates	SS8726	01	student hrly Graphic Design	TV012	21-SEP-17
Damon Bayer	SS7954	00	Daschle Student Scholar	TV012	21-SEP-17
Brianna Becher	AS9148	00	student hrly Fisheries Tech	TV012	21-OCT-17
Tiffany Bergeson	SE6796	00	Temporary Clinical Assistant	TV013	21-OCT-17
Collin Bergstrom	SS7834	00	student hrly Safe Ride Monitor	TV012	05-OCT-17
Courtney Berntsen	SS7845	02	student hrly IM Supervisor	TV012	21-SEP-17
Courtney Berntsen	SS7845	03	student hrly IM Official	TV012	21-SEP-17
Subrata Bhadra	SG7797	02	Graduate Research Assistant	TV013	21-SEP-17
Sangay Bhutia	SS7867	00	student hrly Custodial	TV012	21-SEP-17
Myles Bialas	AS9130	00	student hrly Field & Lab Asst.	TV012	21-SEP-17
Shania Biers	SS7756	01	student hrly Member Services	TV012	21-SEP-17
Charis Blatt	SS8688	00	student hrly Union Set-Up Crew	TV012	21-OCT-17
Julia Bodnaruk	SS8375	00	student hrly Lifeguard	TV012	22-AUG-17
Naomi Brandt	SS7917	01	student hrly Learning Assist	TV012	22-SEP-17

Justin Brown	AS9135	01	student hrly Summer Intern	TV012	31-AUG-17
Matthew Bunn	SS7834	00	student hrly Safe Ride Monitor	TV012	05-OCT-17
Blaine Burdette	SS8688	00	student hrly Union Set-Up Crew	TV012	21-OCT-17
Ghana Shyam Challa	AS9183	00	student hrly Research Assist	TV012	11-SEP-17
Valerie Christians	SE6797	02	NFE Temp Professional Exempt	TV013	21-SEP-17
Ulas Cinar	SS7861	04	stdnt hrly Orientation Driver	TV012	21-SEP-17
Chloe Cornemann	SS7879	07	student hrly Group Fitness NC	TV012	22-AUG-17
Kimberly Cruz	SS7867	01	student hrly Custodial	TV012	21-SEP-17
Hannah Cully	SS7897	00	student hrly Bookstore	TV012	21-OCT-17
Rakesh Dachineni	SG9849	03	Grad Teach Assist-Instructor	TV013	21-OCT-17
Haley DeJong	SS7825	00	student hrly Office Assist	TV012	21-SEP-17
Kenneth Dejevongsa	SS8688	00	student hrly Union Set-Up Crew	TV012	21-OCT-17
Bandana Dhungana	AG9772	02	Graduate Research Assistant	TV013	22-AUG-17
Timothee Divava	SS7871	01	student hrly Custodial	TV012	21-SEP-17
Michael Dobrenski	SS7829	00	student hrly Football Camp	TV012	01-SEP-17
Dustin Doose	SW9499	00	WS Construction Assist	TV012	21-SEP-17
Brianna Doran	SS7720	01	student hrly Event Parking	TV012	21-SEP-17
Brianna Doran	SS7720	01	student hrly Event Parking	TV012	21-OCT-17
Rachelle Doudna	SS8636	00	student hrly Museum Aide	TV012	01-SEP-17
Luis Duque	SG8568	01	Graduate Research Assistant	TV013	21-SEP-17
Robin Dutenhoeffer	SE6797	04	NFE Temp Professional Exempt	TV013	21-SEP-17
Maddie Eklund	SS8686	00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Molly Engeseth	SE6796	02	Temporary Clinical Assistant	TV013	21-OCT-17
Kristin Erf	SS7879	00	student hrly Lifeguard	TV012	21-SEP-17
Alexandra Farber	SS7954	00	EXPL EXPO Grant Award	TV012	21-OCT-17
Nicholas Farina	SS7829	02	student hrly Football Camp	TV012	01-SEP-17
Alyssa Finke	SS7622	01	student hrly Athletic Trainer	TV012	10-SEP-17
Karissa Flier	SE6708	01	Temporary Clinical Assistant	TV013	21-OCT-17
Jordan Fox	SS7745	01	student hrly Office Assist	TV012	11-SEP-17
Jamison French	SS7817	00	student hrly Admin Ambassador	TV012	17-SEP-17
Suzanne Gluf	SE6708	00	Temporary Clinical Assistant	TV013	21-OCT-17
Kaitlin Gregg	SS7879	01	stdnt hrly Group Fitness Cert.	TV012	22-AUG-17
Raina Grimsley	SW9499	00	WS Cashier	TV012	21-SEP-17
Anil Kumar Gundu	SS7867	00	student hrly Custodial	TV012	21-SEP-17
Zachary Hagen	SS7845	02	student hrly Summer Camp	TV012	31-AUG-17
Adam Harms	SS8548	03	student hrly State Tech	TV012	21-OCT-17
Krista Harringa	ES9800	01	student hrly 4-H Summer	TV012	15-SEP-17
Derek Hartl	AS9221	01	student hrly Fisheries Tech	TV012	25-AUG-17
Charlie Hartpence-Meredith	SE4605	00	Temp Test Proctor	TV013	21-SEP-17
Carter Hausmann	SS9793	00	student hrly PhoneJack	TV012	21-SEP-17
Allison Heine	ES9800	01	student hrly 4-H Summer	TV012	15-SEP-17
Makenzie Hennen	SS8474	01	student hrly Equestrian Barn	TV012	14-SEP-17
Makenzie Hennen	SS8640	00	student hrly Volleyball Camp	TV012	22-AUG-17
Tyler Hession	SS7897	02	student hrly Bookstore	TV012	21-OCT-17
Natalie Hilden	SW9499	00	WS Gallery Assist	TV012	21-OCT-17
Anastasia Hoffer	SS7650	00	student hrly Food Study Asst	TV012	21-SEP-17
Christian Hogan	SS7712	01	student hrly Research Assist	TV012	21-SEP-17
Erin Holdsclaw	SS8474	01	student hrly Equestrian Barn	TV012	14-SEP-17
Nathan Holmes	SS8724	03	student hrly Transportation	TV012	21-SEP-17
Evan Howell	AS9131	00	student hrly Lab Assist	TV012	30-SEP-17
MD Saiful Islam	SG9849	03	Grad Teach Assist-Instructor	TV013	21-OCT-17
John Jacobson	SS7720	00	Student Event Parking	TV012	21-OCT-17
Supriya Jadhav	SS7720	00	student hrly Event Parking	TV012	21-SEP-17
Supriya Jadhav	SS7720	00	student hrly Event Parking	TV012	21-OCT-17
Harsh Jani	SS8037	00	student hrly Facility Worker	TV012	21-OCT-17
Fatima Javid	SS7936	00	student hrly Office Assist	TV012	21-OCT-17
Reid Jensen	SS7799	02	student hrly Climbing Wall	TV012	21-SEP-17
Hayley Johnson	SS7756	00	student hrly Facility Attend.	TV012	06-SEP-17
Philip Johnson	SS7720	01	student hrly Event Parking	TV012	21-SEP-17
Philip Johnson	SS7720	01	student hrly Event Parking	TV012	21-OCT-17
Maralee Jones	SE6761	00	Temporary Clinical Assistant	TV013	21-OCT-17
Kelley Jorgensen	SS8686	00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Adam Jungwirth	AS9177	02	student hrly Field & Lab Asst.	TV012	21-SEP-17
Sienna Kampsen	AS9177	02	student hrly Field & Lab Asst.	TV012	05-SEP-17
Nicholas Kaup	AS9505	03	Student Hrly AES Farm Dept	TV012	21-SEP-17
Muhammad Abdul Khan	SS8037	02	student hrly Facility Worker	TV012	09-OCT-17
Kajol Khatri	AS9215	03	student hrly Lab Assist	TV012	22-AUG-17
Kristopher Kindl	SS8673	01	student hrly Athletics Assist	TV012	15-SEP-17

Jacob Kirby	SS7799 03	student hrly Climbing Wall	TV012	05-OCT-17
Haley Klinkel	SE6708 01	Temporary Clinical Assistant	TV013	21-OCT-17
Jacob Koepke	AG9805 02	Graduate Research Assistant	TV013	13-OCT-17
Madeline Kovach	SS7968 01	student hrly Web Content	TV012	21-OCT-17
Lauren Kremer	SS7817 00	student hrly Admin Ambassador	TV012	17-SEP-17
Brenna Kress	SS7897 00	student hrly Bookstore	TV012	21-SEP-17
Elizabeth Krings	SS7745 00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Christian Kroll	SS7821 01	student hrly Research Assist	TV012	30-AUG-17
Cody Kronaizl	SS8861 02	Student Hourly-Tech Fellow	TV012	21-OCT-17
Dana Kurtz	SS7834 01	student hrly Health Promotions	TV012	30-SEP-17
Breanda Laird	SS8686 00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Kassidy Larsen	SS7720 00	Student Event Parking	TV012	21-OCT-17
Martee Larson	AS9196 01	student hrly Lab & Field Asst.	TV012	21-OCT-17
Tagyn Larson	SS8486 01	student hrly Grounds Crew	TV012	01-SEP-17
Alicia Levesque	AS9144 01	student hrly Farm Worker	TV012	21-OCT-17
Alexander Levi	SS8686 00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Brooke Lewandowski	SS7834 00	stdnt hrly Safe Ride Marketing	TV012	30-SEP-17
Victor Lobato Da Silva Costa	SS8375 00	stdnt hrly Facility Attendant	TV012	01-OCT-17
Ketsia Lubiba	SS7690 00	student hrly Custodial	TV012	21-SEP-17
Alexander Macki	AS9215 03	student hrly Lab Tech	TV012	22-AUG-17
Alexander Macki	SS8133 03	student hrly Equipment Assist	TV012	22-AUG-17
Gokul Mayuram	AS9188 01	student hrly Lab Assistant	TV012	24-AUG-17
Landry McIntosh	SW9499 00	WS FA Assist	TV012	05-OCT-17
Andre McIntyre	SS7830 00	student hrly Summer Camp	TV012	31-AUG-17
Hunter Mees	SS7845 01	student hrly IM Official	TV012	06-SEP-17
Siddharth Mehta	SS8474 01	student hrly Equestrian Barn	TV012	21-SEP-17
Adam Melstrom	SS7622 04	student hrly Athletic Trainer	TV012	10-SEP-17
Anthony Miller	SS8688 00	student hrly Union Set-Up Crew	TV012	03-OCT-17
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	TV012	21-SEP-17
Mukesh Mithrakumar	SS7720 00	student hrly Event Parking	TV012	21-OCT-17
Thomas Mitzel	SS7670 00	student hrly Farm Worker	TV012	21-SEP-17
Makayla Moate	SS7720 00	student hrly Event Parking	TV012	21-SEP-17
Makayla Moate	SS7720 00	student hrly Event Parking	TV012	21-OCT-17
Julia Mochel	SS7751 00	student hrly Tutor	TV012	13-SEP-17
Samantha Modrick	SS7830 00	student hrly Summer Camp	TV012	31-AUG-17
Muhammad Naquiddin Mohamad Fuad	SS8486 04	student hrly Grounds Crew	TV012	01-OCT-17
Nur Islamiah Mohamad Fuad	SS8486 03	student hrly Grounds Crew	TV012	01-OCT-17
Seth Moret	AS9179 02	student hrly Field & Lab Asst.	TV012	21-SEP-17
Kahlen Morris	SS7790 00	student hrly Cole-Dai Research	TV012	22-AUG-17
Hinako Nagayama	SS8474 01	student hrly Equestrian	TV012	14-SEP-17
Gracie Nelson	SS8474 00	student hrly Equestrian Barn	TV012	14-SEP-17
Sheila Ness	SE6708 10	Temporary Clinical Assistant	TV013	21-OCT-17
Shaely Nowels	SW9499 00	WS Office /Store Assist	TV012	21-SEP-17
Sean O'Connor	SS7830 00	student hrly Summer Camp	TV012	31-AUG-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	TV012	21-SEP-17
Temitope Odeleye	SS7720 00	student hrly Event Parking	TV012	21-OCT-17
Yangpyeong Oh	SS8474 01	student hrly Equestrian Barn	TV012	21-OCT-17
Britney Ohrlund	SE6796 01	Temporary Clinical Assistant	TV013	21-OCT-17
Sandeep Ojha	SS8037 01	student hrly Facility Worker	TV012	24-AUG-17
Casey Olson	SE6796 03	Temporary Clinical Assistant	TV013	21-OCT-17
Hadlie Overhue	SS7879 00	student hrly Lifeguard	TV012	22-AUG-17
Sydney Palmer	SS8486 03	student hrly Grounds Crew	TV012	01-SEP-17
Samantha Parisien	SS7820 01	student hrly Production Assist	TV012	23-AUG-17
Mitchell Petit	SS7808 01	student hrly Programmer	TV012	27-SEP-17
Samantha Pietrzak	SS7817 00	student hrly Admin Ambassador	TV012	17-SEP-17
Shantel Propst	SS7628 00	student hrly Office Asst-OSHA	TV012	22-SEP-17
Georgiale Quail	SS7633 01	student hrly Office Assist	TV012	21-OCT-17
Georgiale Quail	SS8143 00	Student Univ Program Council	TV012	21-SEP-17
David Ramirez	AW9727 00	WS Swine Tech	TV012	03-OCT-17
Sarah Raml	SE6708 09	Temporary Clinical Assistant	TV013	21-OCT-17
Jaclyn Rauen	SE6708 09	Temporary Clinical Assistant	TV013	21-OCT-17
Jaclyn Rauen	SE6708 10	Temporary Clinical Assistant	TV013	21-OCT-17
Molly Reiffenberger	SS7756 01	student hrly Welcome Desk	TV012	31-AUG-17
Molly Reiffenberger	SS8375 04	student hrly Operations Mngr	TV012	31-AUG-17
Payton Richardson	SS8474 01	student hrly Equestrian Barn	TV012	14-SEP-17
Sidney Riemenschneider	SS7860 01	student hrly Museum Aid	TV012	03-SEP-17
Hersain Rodriguez Cancino	AS9206 00	student hrly Plant Worker	TV012	12-SEP-17
Tamal Roy	SS7691 02	student hrly Custodial	TV012	21-OCT-17

Brady Rude	SS8375	00	stdnt hrly Facility Attendant	TV012	06-OCT-17
Michelle Rystrom	SE6609	00	Temporary Clinical Assistant	TV013	21-SEP-17
Dheeman Saha	SS7808	01	student hrly Programmer	TV012	25-AUG-17
Sayan Sahu	SS7867	00	student hrly Cleaning Crew	TV012	23-AUG-17
Kasey Schmidt	ES9800	01	student hrly 4-H Summer	TV012	15-SEP-17
Kasey Schmidt	ES9800	02	student hrly 4-H Youth Intern	TV012	20-OCT-17
Benjamin Schroeder	SS7829	00	student hrly Camp Counselor	TV012	01-SEP-17
John Schuh	SS8548	00	student hrly State Tech	TV012	21-SEP-17
Blair Seymour	SS7720	00	student hrly Event Parking	TV012	21-SEP-17
Blair Seymour	SS7720	00	student hrly Event Parking	TV012	21-OCT-17
Cassandra Shull	SS7720	00	student hrly Event Parking	TV012	21-SEP-17
Cassandra Shull	SS7720	00	student hrly Event Parking	TV012	21-OCT-17
Alex Sindelar	AS9151	00	student hrly Trail Camera Tech	TV012	01-SEP-17
Alec Small	SS8474	01	student hrly Equestrian Barn	TV012	14-SEP-17
Adam Stammer	SS8861	00	Student Hourly-Tech Fellow	TV012	28-AUG-17
Julie Stout	SE6797	02	NFE Temp Professional Exempt	TV013	21-OCT-17
David Strain	SS7670	00	student hrly Farm Worker	TV012	21-SEP-17
Alexa Suarez	SS7756	01	student hrly Member Services	TV012	01-SEP-17
Alexa Suarez	SS7879	01	student hrly Lifeguard	TV012	01-SEP-17
Alexa Suarez	SS8375	12	student hrly Special Events	TV012	01-SEP-17
Alexa Suarez	SS8375	13	student hrly Operations Mngr	TV012	01-SEP-17
Kasara Sutton	SE6797	02	NFE Temp Professional Exempt	TV013	21-OCT-17
Lauren Svatos	SS8686	00	student hrly Hobo Shoppe Attd.	TV012	21-OCT-17
Boaz Swift	SS7817	00	student hrly Admin Ambassador	TV012	17-SEP-17
Sydney Swindler	SS8861	01	Student Hourly-Tech Fellow	TV012	21-OCT-17
Reshma Thapa	AS9196	02	student hrly Field & Lab Asst.	TV012	26-SEP-17
Utsav Thapa	AS9175	00	student hrly Research Assist	TV012	21-OCT-17
Nathan Thirsten	SS7749	01	student hrly Tutor	TV012	23-AUG-17
Yaqoob Thurston	SS7879	00	student hrly IM Official Suppl	TV012	21-SEP-17
Daniel Timm	SS7720	01	student hrly Event Parking	TV012	21-SEP-17
Daniel Timm	SS7720	01	student hrly Event Parking	TV012	21-OCT-17
Tony Tran	SS7817	00	student hrly Admin Ambassador	TV012	17-SEP-17
Chauncey Trapp	SS8474	00	student hrly Equestrian Barn	TV012	21-SEP-17
Kyle Tuttle	SS7829	00	student hrly Camp Counselor	TV012	01-SEP-17
Sydney Tuttle	SS7721	00	student hrly Writing Tutor	TV012	21-SEP-17
Nezam Uddin	SS7871	01	student hrly Custodial	TV012	19-SEP-17
Emily Utech	SS8375	02	stdnt hrly Facility Attendant	TV012	21-SEP-17
Morgan Vetch	SS7834	02	student hrly Health Promotions	TV012	21-SEP-17
Abigail Vlamincck	SS7944	00	student hrly Office Assistant	TV012	11-OCT-17
Melissa Waldner	SE6797	05	NFE Temp Professional Exempt	TV013	21-OCT-17
Mary Walloch	SE6797	03	NFE Temp Professional Exempt	TV013	21-OCT-17
Xavier Ward	SS8375	00	stdnt hrly Facility Attendant	TV012	03-OCT-17
Whitney Werdel	ES9807	01	student hrly 4-H Intern	TV012	15-SEP-17
Francesca Willard	SS7660	01	Student Hrly TOP Research Asst	TV012	01-SEP-17
Cully Williams	ES9807	01	student hrly Swine Supt.	TV012	08-SEP-17
Raymond Williams	SS9793	01	student hrly PhoneJack	TV012	21-SEP-17
Jacob Wilts	SS7954	00	Daschle Student Scholar	TV012	21-SEP-17
Alex Wolkow	SS7845	04	student hrly Summer Camp	TV012	31-AUG-17
Rachel Wormer	SS9793	00	student hrly PhoneJack	TV012	21-SEP-17
Selena Yakabe	AG9812	00	Graduate Research Assistant	TV013	21-SEP-17
Marie Zander	AS9172	02	student hrly Lab Assist	TV012	21-SEP-17
Lucas Zilverberg	AS9215	03	student hrly Lab Tech	TV012	22-AUG-17
Tatiane Cargnin Faccin	SE6350	00	Post Doc Research Associate	TV001	13-OCT-17
Philip Hurley	SE9799	00	Assistant Coach-Swim & Diving	TV002	20-SEP-17
Deborah McCuin	SE6342	00	Coordinator-Veterans Affairs	TV001	16-OCT-17
Erianto Putra	SE7042	00	Post Doc Research Associate	TV001	21-OCT-17
Qingquan He	SE6322	02	Post Doc Research Associate	TV013	15-SEP-17
Anthony Reker	SS7844	01	Student Hrly Aviation Trainer	TV012	21-SEP-17
Delphine Shaw	SE6352	00	Temp Research Coordinator	TV013	21-SEP-17

Faculty Benefit Eligible (FAC1)
Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Olabisi Atoba	SE6422	00	Assistant Professor	Appointment	72000.00	22-AUG-17
Tammy Bashore	SE9187	05	Instructor	Supplemental Appointment	10103.00	22-AUG-17
Axton Betz-Hamilton	SE9565	00	Assistant Professor	Appointment	66387.00	22-AUG-17

Nicholas Butzin	SE9313	01	Professor	Appointment	75000.00	22-AUG-17
Laura Chandler	SE9151	05	Assistant Professor	Supplemental Appointment	1999.98	22-AUG-17
Gudiseva Chandrasekher	SE7742	00	Associate Professor	Appointment	87768.00	22-AUG-17
Joungyun Choi	SE9656	00	Assistant Professor	Appointment	59000.00	22-AUG-17
Christopher Comstock	SE7448	00	Instructor	Appointment	51500.00	22-AUG-17
Anna DeGraff	SE6319	00	Instructor	Appointment	21606.00	22-AUG-17
Anthony Durr	SE9535	00	Assistant Professor	Appointment	62412.00	22-AUG-17
Rong Fan	SE6532	00	Instructor	Appointment	57794.00	22-SEP-17
Jessica Freeman	SE9487	00	Assistant Professor	Appointment	67300.00	22-AUG-17
Kenneth Gamradt	SE8974	00	Lecturer	Appointment	67571.00	22-AUG-17
Syed Maaz Gardezi	SE9528	00	Assistant Professor	Appointment	65000.00	22-AUG-17
Jose Guzman	AE9080	00	Assistant Professor	Appointment	76457.00	22-AUG-17
Timothy Hansen	SE9524	05	Assistant Professor	Supplemental Appointment	4384.00	22-AUG-17
Cheryl Hartman	SE7155	00	Lecturer	Appointment	53000.00	22-AUG-17
Laura Hasselquist	SE9025	00	Assistant Professor	Appointment	68000.00	22-AUG-17
Amy Holm	SE6779	00	Instructor	Appointment	40000.00	22-AUG-17
John Jasper	SE9497	00	Assistant Professor	Appointment	72636.00	22-AUG-17
Amber Jensen	SE7020	00	Lecturer	Appointment	42000.00	22-AUG-17
Brady Jensen	SE9484	00	Instructor	Appointment	55785.00	22-AUG-17
Melody Jewell	SE9227	06	Senior Lecturer	Supplemental Appointment	250.00	22-SEP-17
Kendra Kattelmann	SE7310	00	Department Head	Appointment	78427.50	22-AUG-17
Kendra Kattelmann	SE9346	00	Distinguished Professor	Appointment	74983.50	22-AUG-17
Julia Keller	SE9566	00	Assistant Professor	Appointment	62800.00	22-AUG-17
Young AE Kim	SE9173	00	Associate Professor	Appointment	87000.00	22-AUG-17
Valerie Kleinjan	SE6486	00	Instructor	Appointment	47250.00	22-AUG-17
Elijah Kosse	SE9289	00	Instructor	Appointment	65000.00	22-AUG-17
Kristofer Kracht	SE6325	00	Instructor	Appointment	24000.00	22-AUG-17
Beverly Krumm	SE9172	00	Lecturer	Appointment	54000.00	22-AUG-17
Maribeth Latvis	SE6445	00	Assistant Professor	Appointment	70000.00	22-AUG-17
Brian Lee	SE6715	00	Instructor	Appointment	59000.00	22-AUG-17
Julie Leibold	SE7129	00	Senior Lecturer	Appointment	57246.00	22-AUG-17
Andrea Leschewski	SE9558	00	Assistant Professor	Appointment	80000.00	22-AUG-17
Crystal Levesque	SE6638	07	Assistant Professor	Supplemental Appointment	1000.00	22-SEP-17
Dapeng Li	SE9555	00	Assistant Professor	Appointment	65000.00	22-AUG-17
Jaime Lopez	AE9882	00	Assistant Professor	Appointment	75000.00	22-AUG-17
William Matson	SE6720	01	Instructor	Appointment	55000.00	22-AUG-17
Ryan McKnight	SE9559	00	Instructor	Appointment	75000.00	22-AUG-17
John McMaine	SE9438	00	Assistant Professor	Appointment	82066.00	22-AUG-17
Amanda Mehlhaff	SE9043	00	Instructor	Appointment	60000.00	22-AUG-17
Sarah Michna	SE6989	00	Instructor	Appointment	32960.00	22-AUG-17
Natalie Mook	SE6672	00	Instructor	Appointment	40000.00	22-AUG-17
Kathryn Morrison	SE7581	00	Instructor	Appointment	60000.00	22-AUG-17
Brett Owens	SE9086	00	Instructor	Appointment	55970.00	22-AUG-17
Annaleena Parhankangas	SE7506	00	Associate Professor	Appointment	155000.00	22-AUG-17
Douglas Peters	SE6875	00	Instructor	Appointment	64371.00	22-AUG-17
Christina Plemmons	SE6415	00	Asst Prof/Director-Nurs Ed Prg	Appointment	100668.00	22-AUG-17
Annette Ray	SE6459	00	Instructor	Appointment	67818.00	22-AUG-17
Morgan Sederburg	SE9031	00	Assistant Librarian	Appointment	60000.00	02-OCT-17
Elijah VanBenschoten	SE6775	00	Instructor	Appointment	49340.00	22-AUG-17
Lynda Venhuizen	SE9068	00	Lecturer	Appointment	46221.00	22-AUG-17
Isaac Vroman	SE7216	00	Instructor	Appointment	50500.00	22-AUG-17
Mary Walker	SE7600	04	Instructor	Appointment	20835.00	22-AUG-17
Chunyang Wang	SE6301	00	Professor	Appointment	101629.00	22-AUG-17
Lee Weidauer	SE8011	00	Assistant Professor	Appointment	64000.00	22-AUG-17
George White	SE9432	00	Professor	Appointment	84692.00	22-AUG-17
Dallas Willman	SE9334	00	Instructor	Appointment	60000.00	22-AUG-17

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Courtney Eyer	SE9380	00	Assistant Librarian	Change Salary Rate/Pay Grade	61800.00	68000.00	6200.00	
Melissa Granum	SE7156	00	Instructor	Change Salary Rate/Pay Grade	38199.00	40000.00	1801.00	
Greg Heiberger	SE7744	00	Assistant Professor	Change in Appointment Type	66559.00	75000.00	8441.00	

Faculty Benefit Eligible (FAC1) Temporary Salary Adjustments(ST)							
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff. New Adj.
Teresa Seefeldt	SE9169	00	Assoc Prof/Acting Asst Dean	Temporary Additional Duties	88602.00	6666.70	95268.70

Faculty Benefit Eligible (FAC1) Leave of Absence(LA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Todd Trooien	SE9273	00	Professor	Sabbatical Leave	91349.00	22-AUG-17

Faculty Benefit Eligible (FAC1) Terminated						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date	
Kevin Benham	SE9464	00	Assistant Professor	TV001	21-OCT-17	
Timothy Hansen	SE9524	05	Assistant Professor	TV013	21-SEP-17	
Melody Jewell	SE9227	06	Senior Lecturer	TV013	21-OCT-17	
Crystal Levesque	SE6638	07	Assistant Professor	TV013	21-OCT-17	
Nacasius Ujah	SE9560	03	Assistant Professor	TV013	22-AUG-17	

Faculty Non-Benefit Eligible (FAC2) Appointments(AA)						
Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Michelle Abraham	SE6840	00	Temporary Instructor	Hire Temp Appointment	2261.00	22-AUG-17
Robyn Amiotte	SE6116	01	Instructor	Hire Temp Appointment	2524.00	22-AUG-17
Justine Ashokar	SE6776	07	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Angela Balfe	SE6117	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Spencer Baum	SE6776	00	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Cory Begley	SE7595	01	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Benda Berseth	SE7492	05	Instructor	Hire Temp Appointment	1264.00	22-AUG-17
Kelly Boese	SE7408	00	Instructor	Hire Temp Appointment	5400.00	22-AUG-17
Holly Borchers	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Ryan Bruns	SE7688	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Dannica Callies	SE6840	00	Temporary Instructor	Hire Temp Appointment	2261.00	22-AUG-17
Adam Carlson	SE7775	01	Temporary Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Roy Conrad	SE7598	02	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Roy Conrad	SE7598	03	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Michael Cooper	SE6366	00	Visiting Instructor	Hire Temp Appointment	5051.00	22-AUG-17
Kerri Cox	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Mallory Cox	SE7492	00	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Nikki Eining	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Kari Eliason	SE6757	04	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Kathryn Engle	SE6467	02	Temporary Instructor	Hire Temp Appointment	4020.00	22-AUG-17
Cheryl Feiock	SE7598	02	Instructor	Hire Temp Appointment	3000.00	22-AUG-17
Sheri Gibson	SE6574	01	Assistant Professor - Adjunct	Hire Temp Appointment	8738.00	22-AUG-17
Nadine Gjerde	SE6776	02	Temporary Instructor	Hire Temp Appointment	8836.00	22-AUG-17
Bobby Goeman	SE6789	00	Temporary Instructor	Hire Temp Appointment	891.00	22-AUG-17
Dan Hattum	SE6117	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Benjamin Helder	SE7314	00	Instructor	Hire Temp Appointment	8527.00	22-AUG-17
Joseph Holt	SE7763	00	Instructor	Hire Temp Appointment	17469.00	22-AUG-17
Laura Hughes	SE6776	02	Temporary Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Abby Javurek-Humig	SE6117	03	Instructor	Hire Temp Appointment	3000.00	22-AUG-17
Abbie Jennings	SE7795	01	Assistant Professor	Hire Temp Appointment	5567.24	22-AUG-17
Heidi Johnson	SE6562	01	Temporary Instructor	Hire Temp Appointment	3177.88	22-AUG-17
Kimberly Johnson	SE6119	04	Temporary Instructor	Hire Temp Appointment	3788.00	22-SEP-17
Katie Jones	SE6840	00	Temporary Instructor	Hire Temp Appointment	2261.00	22-SEP-17
Katherine Jorgensen	SE7408	06	Instructor	Hire Temp Appointment	5400.00	22-SEP-17
Adam Junker	SE7763	00	Instructor	Hire Temp Appointment	15006.00	22-AUG-17
Harshith Keni	SE7314	00	Instructor	Hire Temp Appointment	8527.00	22-AUG-17

Andrea Knox	SE6776	01	Temporary Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Kami Kurtenbach	SE6580	03	Temporary Instructor	Hire Temp Appointment	5048.00	22-AUG-17
Amanda Lambrechts	SE7492	01	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Gary Leighton	SE7688	02	Instructor	Hire Temp Appointment	5030.00	22-AUG-17
Matthew Lust	SE6117	02	Instructor	Hire Temp Appointment	11364.00	22-AUG-17
Danise Maas	SE7492	00	Instructor	Hire Temp Appointment	5048.00	22-AUG-17
Reed Mahlke	SE6117	01	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Sara Malone	SE6664	00	Temporary Instructor	Hire Temp Appointment	496.07	22-SEP-17
Karen Mammenga	SE6744	03	Temporary Instructor	Hire Temp Appointment	6750.00	22-AUG-17
Rebecca Maurer	SE7408	09	Instructor	Hire Temp Appointment	5400.00	22-SEP-17
Robert McCurdy	SE6537	01	Temporary Instructor	Hire Temp Appointment	2524.00	22-AUG-17
Leslie McIver	SE6455	00	Temporary Instructor	Hire Temp Appointment	5051.00	22-AUG-17
Lonell Moeller	SE6372	01	Instructor	Hire Temp Appointment	10803.00	22-AUG-17
Rebecca Moen	SE6840	01	Temporary Instructor	Hire Temp Appointment	4489.00	22-AUG-17
Sheri Mommerency	SE6562	01	Temporary Instructor	Hire Temp Appointment	7478.76	22-AUG-17
Leslie Murphy	SE7687	02	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Alina Negoescu	SE6119	03	Temporary Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Kathryn Nevins	SE6840	02	Temporary Instructor	Hire Temp Appointment	6750.00	22-AUG-17
Christopher Noid	SE7688	03	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Stephanie Perkins	SE6284	00	Instructor - 9	Hire Temp Appointment	3366.42	22-AUG-17
John Phillips	SE6117	05	Instructor	Hire Temp Appointment	450.00	22-AUG-17
Erica Prins	SE6744	01	Temporary Instructor	Hire Temp Appointment	2700.00	22-SEP-17
Morris Ruesink	SE7492	02	Instructor	Hire Temp Appointment	2528.00	22-AUG-17
Stephen Saiz	SE6776	00	Temporary Instructor	Hire Temp Appointment	3090.00	22-AUG-17
Stacy Sanders	SE7775	01	Temporary Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Laura Schirber	SE6840	01	Temporary Instructor	Hire Temp Appointment	6379.64	22-AUG-17
Rebecca Schmieding	SE6109	04	Temporary Instructor	Hire Temp Appointment	5200.00	22-AUG-17
Bethany Scholten	SE7408	02	Instructor	Hire Temp Appointment	5400.00	22-SEP-17
Laura Schulte	SE7408	01	Instructor	Hire Temp Appointment	5400.00	22-SEP-17
Katie Schwartz	SE6455	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Stacy Solsaa	SE7595	01	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Spencer Sommers	SE7308	00	Instructor	Hire Temp Appointment	2524.00	22-AUG-17
Patrick Steffensen	SE7686	02	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Dana Strong	SE7763	00	Instructor	Hire Temp Appointment	4093.00	22-AUG-17
Gary Thomas	SE7492	02	Instructor	Hire Temp Appointment	1895.00	22-AUG-17
Virginia Thomson	SE7656	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Sandra Thorson	SE6781	00	Instructor	Hire Temp Appointment	4941.00	22-AUG-17
Naomi Timm	SE6776	00	Temporary Instructor	Hire Temp Appointment	7576.00	22-AUG-17
John Tocco	SE6109	00	Temporary Instructor	Hire Temp Appointment	5200.00	22-AUG-17
Michelle Vande Weerd	SE7688	00	Instructor	Hire Temp Appointment	4588.00	22-AUG-17
Paul Von Fischer	SE7688	00	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Christopher Vondracek	SE7763	01	Instructor	Hire Temp Appointment	4093.00	22-AUG-17
Joshua Warne	SE6361	01	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
John Weitgenant	SE6728	00	Temp Assistant Professor	Hire Temp Appointment	4635.00	22-AUG-17
Jennifer Wiese	SE6776	00	Temporary Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Graham Wrightson	SE4498	00	Temp Event Parking	Hire Temp Appointment	300.00	22-AUG-17
Susan Yerhot	SE6117	04	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Zhiling Zhang	SE6289	00	Temp Faculty-OT Eligible	Hire Temp Appointment	18492.98	22-AUG-17
Lisa Ziegledorf	SE6840	00	Temporary Instructor	Hire Temp Appointment	2261.00	22-SEP-17
Jodilyn Andrews	SE6001	00	Instructor	Hire Temp Appointment	40928.00	22-AUG-17
Kayode Atoba	SE6063	00	Instructor	Hire Temp Appointment	15152.00	22-AUG-17
Ann Marie Bahr	SE7793	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Angela Brown	SE7765	02	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Alecia Burgard	SE6382	01	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Sara Campbell	SE6688	00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
R Cary Capparelli	SE6063	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Charles Carlson	SE6464	00	Instructor	Hire Temp Appointment	7477.00	22-AUG-17
Beverly Cassady	SE6379	00	Temporary Lecturer	Hire Temp Appointment	33356.26	22-AUG-17
Yiqun Chen	SE7784	00	Instructor	Hire Temp Appointment	45000.00	22-AUG-17
Joo Yeon Chon	SE7282	00	Instructor	Hire Temp Appointment	53600.00	22-AUG-17
Kelli Chromey	SE6087	00	Instructor	Hire Temp Appointment	44000.00	22-AUG-17
Tami Dale	SE6688	00	Instructor	Hire Temp Appointment	11364.00	22-AUG-17
Patrick Danielson	SE6063	00	Instructor	Hire Temp Appointment	10102.00	22-AUG-17
Debra DeBates	SE6101	00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Kathryn Dirks	SE6001	00	Instructor	Hire Temp Appointment	16371.00	22-AUG-17
Rebecca Ekeland	SE6001	02	Instructor	Hire Temp Appointment	4093.00	22-AUG-17
Rebecca Ekeland	SE6101	00	Instructor	Hire Temp Appointment	2800.00	22-AUG-17
Michael Fellner	SE6688	00	Instructor	Hire Temp Appointment	4630.00	22-AUG-17

Vincent Foley	SE6382 00	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Michael Foote	SE6382 00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
David Francis	SE6883 04	Professor	Hire Temp Appointment	8990.00	22-AUG-17
David Francis	SE6883 05	Professor	Hire Temp Appointment	899.00	22-SEP-17
Mark Freeland	SE7793 00	Lecturer	Hire Temp Appointment	47000.00	22-AUG-17
Shannon Frewaldt	SE6285 00	Instructor	Hire Temp Appointment	20204.00	22-AUG-17
James Galipeau	SE8058 00	Instructor	Hire Temp Appointment	10744.00	22-AUG-17
Todd Gardner	SE6063 00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Russell Graves	SE6063 00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Alan Hall	SE6103 00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Peggy Harper	SE6063 00	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Christina Hartline	SE7610 00	Instructor	Hire Temp Appointment	18520.00	22-AUG-17
Lori Hayungs	SE6101 00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Marina Hendricks	SE9077 00	Instructor	Hire Temp Appointment	58000.00	22-AUG-17
Ashley Honkamp	SE6688 03	Instructor	Hire Temp Appointment	8576.00	22-AUG-17
Hina Illahe	SE6368 00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Vicki Isler	SE7610 00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Angie Iverson-Maggi	SE8054 04	Instructor	Hire Temp Appointment	5051.00	22-AUG-17
Bruce Johnson	SE6382 00	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Elizabeth Keeler	SE6063 00	Temp Instructor	Hire Temp Appointment	18572.00	22-AUG-17
Patrick Keller	SE6101 00	Instructor	Hire Temp Appointment	45067.00	22-AUG-17
Jessica Kirkham	SE6688 03	Instructor	Hire Temp Appointment	8836.00	22-AUG-17
Benjamin Kleinjan	SE6382 00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Alexander Koromyslov	SE6362 00	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Lisbeth Leagjeld	SE6688 00	Instructor	Hire Temp Appointment	55000.00	22-AUG-17
Robin Lerseth	SE7781 00	Instructor	Hire Temp Appointment	2500.00	22-AUG-17
Nicole Linstad	SE6101 00	Instructor	Hire Temp Appointment	45067.00	22-AUG-17
Catherine Lockwood	SE6063 00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Brian Long	SE6063 00	Instructor	Hire Temp Appointment	9260.00	22-AUG-17
Susan Lorenzen	SE6688 03	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Craig Maeschen	SE6377 00	Instructor	Hire Temp Appointment	50000.00	22-AUG-17
Sheri Marshall	SE9353 03	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Nathan McClanahan	SE7550 00	Lecturer	Hire Temp Appointment	52711.00	22-AUG-17
Margo McDowell	SE6910 00	Instructor	Hire Temp Appointment	6944.00	22-AUG-17
Bruce Millett	SE6063 11	Instructor	Hire Temp Appointment	18520.00	22-AUG-17
Katie O'Leary	SE6001 00	Instructor	Hire Temp Appointment	40928.00	22-AUG-17
Larry Ort	SE7793 00	Instructor	Hire Temp Appointment	4630.00	22-AUG-17
Natalie Papini	SE7610 00	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Michael Pawlovich	SE8099 00	Lecturer	Hire Temp Appointment	71300.00	22-AUG-17
Cindi Penor Ceglian	SE6688 00	Instructor	Hire Temp Appointment	1545.00	22-AUG-17
Jill Petersen	SE6562 00	Instructor	Hire Temp Appointment	14336.28	22-AUG-17
Rich Picasso	SE6688 00	Instructor	Hire Temp Appointment	11364.00	22-AUG-17
Sylvia Pickard	SE7794 00	Instructor	Hire Temp Appointment	8559.00	22-AUG-17
Rajendra Pokharel	SE6287 00	Instructor	Hire Temp Appointment	55870.00	22-AUG-17
Kelsey Raml	SE7765 02	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Dasuni Ranapathi Arachchige	SE6063 01	Instructor	Hire Temp Appointment	10102.00	22-AUG-17
Vonglakhone Rathsachack	SE7610 00	Instructor	Hire Temp Appointment	18520.00	22-AUG-17
Franklin Robertson	SE9077 00	Instructor	Hire Temp Appointment	56000.00	22-AUG-17
Jane Roy	SE6101 00	Instructor	Hire Temp Appointment	7263.00	22-AUG-17
Jeremy Rud	SE8054 00	Instructor	Hire Temp Appointment	45500.00	22-AUG-17
Joao Santos	SE6063 00	Temp Instructor	Hire Temp Appointment	24692.00	22-AUG-17
Mary Schneider	SE6101 00	Instructor	Hire Temp Appointment	45884.00	22-AUG-17
Stephen Snyder	SE6001 00	Instructor	Hire Temp Appointment	40928.00	22-AUG-17
Mark Sternhagen	SE6377 00	Instructor	Hire Temp Appointment	7576.00	22-AUG-17
Seth Studer	SE6001 00	Instructor	Hire Temp Appointment	19965.00	22-AUG-17
Lee Threadgold	SE6020 00	Instructor	Hire Temp Appointment	15152.00	22-AUG-17
Erika Tritle	SE6292 00	Instructor	Hire Temp Appointment	18520.00	22-AUG-17
Courtney Van Zee	SE6688 00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Timothy Vowles	SE6063 00	Instructor	Hire Temp Appointment	3720.52	22-AUG-17
Beverly Warne	SE6391 01	Adjunct/Temp Instructor	Hire Temp Appointment	11707.96	22-AUG-17
Timothy Wheelborg	SE6382 00	Instructor	Hire Temp Appointment	3788.00	22-AUG-17
Jason Werpy	SE8058 00	Instructor	Hire Temp Appointment	14757.00	22-AUG-17
Byron Will-Noel	SE6063 00	Instructor	Hire Temp Appointment	15152.00	22-AUG-17
Kari York	SE6101 00	Instructor	Hire Temp Appointment	45067.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Lisa Ziegledorf	SE6840	00	Temporary Instructor	FY Contract Completion	2261.00	22-AUG-17

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Elvita Landau	SE6329	01	Temporary Assistant Librarian	TV013	21-SEP-17
Rebecca Maurer	SE7408	09	Instructor	TV013	21-OCT-17
Elizabeth Atwood	SE6688	00	Instructor	TV013	21-SEP-17
Ann Marie Bahr	SE7793	00	Instructor	TV013	21-OCT-17
Kathryn Clark	SE7610	00	Instructor	TV013	21-SEP-17
Anita Dale	SE7581	00	Instructor	TV013	21-SEP-17
Jeffrey Horne	SE7581	00	Instructor	TV013	21-SEP-17
Larry Ort	SE7793	00	Instructor	TV013	21-OCT-17
Karl Schmidt	SE6462	00	Lecturer	TV013	21-SEP-17
Stephen Snyder	SE6001	02	Instructor	TV013	22-AUG-17

ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00202246	Max Gallivan	4H Programs	SDSU
A00164411	Alexander Dewald	AROTC-Military Science	SDSU
A00210327	Nathan Stafford	AROTC-Military Science	SDSU
A00110369	Debby Hopkins	Ag & Biological Sciences	SDSU
A00221128	Ron Hopkins	Ag & Biological Sciences	SDSU
A00221129	Kenny McMahon	Ag & Biological Sciences	SDSU
A00221127	Don Norton	Ag & Biological Sciences	SDSU
A00221990	Darla Patrick	Ag & Biological Sciences	SDSU
A00003226	Lynda Peterson	Ag & Biological Sciences	SDSU
A00192678	Caleb Dinse	Ag & Biosystems Engineering	SDSU
A00123275	Jeppe Kjaersgaard	Ag & Biosystems Engineering	SDSU
A00187233	Alexander Koepke	Ag & Biosystems Engineering	SDSU
A00195274	Nicholas Meixell	Ag & Biosystems Engineering	SDSU
A00220724	Luke Niemczyk	Ag & Biosystems Engineering	SDSU
A00222001	Conner Archer	Agronomy,Horticulture, & Plant Sci	SDSU
A00179861	Braydon Berger	Agronomy,Horticulture, & Plant Sci	SDSU
A00180512	Tyler Carda	Agronomy,Horticulture, & Plant Sci	SDSU
A00222002	Kyle Christopher	Agronomy,Horticulture, & Plant Sci	SDSU
A00171071	Corey Clark	Agronomy,Horticulture, & Plant Sci	SDSU
A00182023	Tyler Currey	Agronomy,Horticulture, & Plant Sci	SDSU
A00203943	Erik Danielson	Agronomy,Horticulture, & Plant Sci	SDSU
A00205393	Michael Duch	Agronomy,Horticulture, & Plant Sci	SDSU
A00204486	John Fitzgerald	Agronomy,Horticulture, & Plant Sci	SDSU
A00194325	Russell Hoffman	Agronomy,Horticulture, & Plant Sci	SDSU
A00182340	Benjamin Jacobs	Agronomy,Horticulture, & Plant Sci	SDSU
A00222030	William Kapperman	Agronomy,Horticulture, & Plant Sci	SDSU
A00213346	Ugur Korkmaz	Agronomy,Horticulture, & Plant Sci	SDSU
A00222031	Robert Kramer	Agronomy,Horticulture, & Plant Sci	SDSU
A00222032	Alex LeDuc	Agronomy,Horticulture, & Plant Sci	SDSU
A00222000	Logan Lewis	Agronomy,Horticulture, & Plant Sci	SDSU
A00221999	Cody Miller	Agronomy,Horticulture, & Plant Sci	SDSU
A00185353	Kally Philipp	Agronomy,Horticulture, & Plant Sci	SDSU
A00222033	Sarah Potthoff	Agronomy,Horticulture, & Plant Sci	SDSU
A00221998	Hunter Pulscher	Agronomy,Horticulture, & Plant Sci	SDSU
A00169001	Jordan Reiss	Agronomy,Horticulture, & Plant Sci	SDSU
A00221997	Jacob Samuelson	Agronomy,Horticulture, & Plant Sci	SDSU
A00222034	Nolan Schlosser	Agronomy,Horticulture, & Plant Sci	SDSU
A00203082	Jordan Schuerman	Agronomy,Horticulture, & Plant Sci	SDSU
A00181625	Andrew Socha	Agronomy,Horticulture, & Plant Sci	SDSU
A00215753	Brandon Van Osdel	Agronomy,Horticulture, & Plant Sci	SDSU
A00222036	Scott Van Winkle	Agronomy,Horticulture, & Plant Sci	SDSU
A00181976	Dylan Wicks	Agronomy,Horticulture, & Plant Sci	SDSU

A00197308	Joshua Brown	Animal Science	SDSU
A00180470	Adam Eichacker	Animal Science	SDSU
A00142075	Colin Geppert	Animal Science	SDSU
A00193763	Kyler Johnson	Animal Science	SDSU
A00171571	Sterling Kappes	Animal Science	SDSU
A00177583	Spencer Wangen	Animal Science	SDSU
A00220717	Rachel Hewitt	Chemistry & Biochemistry	SDSU
A00207321	Cody Coulter	Intercollegiate Athletics	SDSU
A00176969	Dean Ellis	Intercollegiate Athletics	SDSU
A00166291	Iasmin Monjardim Rosa	Intercollegiate Athletics	SDSU
A00194796	Trevour Eldredge	Intramural & Club Sports	SDSU
A00221692	Walter Gatica	Intramural & Club Sports	SDSU
A00221694	Jacob Krotz	Intramural & Club Sports	SDSU
A00195357	Benjamin Mitchell	Intramural & Club Sports	SDSU
A00122842	Mitchell Hoelsing	Mechanical Engineering	SDSU
A00178206	Cody Reed	Mechanical Engineering	SDSU
A00192203	Cole Sullivan	Mechanical Engineering	SDSU
A00152296	Darrin Zomer	Mechanical Engineering	SDSU
A00195016	Sylvia Larson	Music	SDSU
A00203002	Aaron Bramstedt	Natural Resource Management	SDSU
A00178148	Heidi Haivala	Natural Resource Management	SDSU
A00193218	Shyanne Seidel	Natural Resource Management	SDSU
A00221848	Glynn Bartels	SD Art Museum	SDSU
A00122438	Paige Roos	SD Art Museum	SDSU
A00220747	Mayumi Amada	School of Design	SDSU
A00221753	Acadia Clark	School of Design	SDSU
A00221755	Chayan Dahlin	School of Design	SDSU
A00182765	Richard Gay	West River Ag Center-Ext	SDSU

P2RNJOB

South Dakota Board of Regents

BOR Routine

11/07/2017 08:31:55

Date Range : 22-AUG-17 thru 21-OCT-17
For :USD

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)

Appointments(AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Elizabeth Anderson	UE9760	00	Facility Worker	Appointment	26103.50	28-AUG-17
Dustin Baker	UE9741	02	Registration Officer	Continuing Education/Extension	3390.00	22-AUG-17
Nina Barudzcic	UE9699	00	Faculty/Student Support Spec.	Appointment	29119.44	19-SEP-17
Rachael Biggerstaff	UE9682	00	Secretary	Appointment	22324.90	31-AUG-17
Cole Boeve	QE8718	01	Training Specialist	Hire Temp Appointment	100.00	22-AUG-17
Shylah Brooks	UE6827	00	Laboratory Animal Technician	Appointment	32447.38	02-OCT-17
Janet Brown	UE7016	00	Nutrition Aide	Appointment	9217.26	25-SEP-17
James Brudvig	UE7270	01	Building Maintenance Worker	Appointment	29580.44	22-AUG-17
Heather Burcham	UE9354	00	Facility Worker	Appointment	26103.50	18-SEP-17
Lori Easton-Brooks	UE7019	00	Head Start Teacher Aide	Appointment	9217.26	22-AUG-17
Dana Frye	QE8904	00	Senior Secretary	Appointment	33279.36	19-SEP-17
Jacqueline Godlevsky	UE9666	00	Head Start Nutrition Aide	Appointment	9217.26	22-AUG-17
Mark Hansen	UE9790	00	Facility Worker	Appointment	27802.80	22-SEP-17
Nikki Harrington	FE9980	00	Part-time Secretary	Appointment	13642.20	22-AUG-17
Kody Jones	UE9387	00	Facility Worker	Appointment	25922.54	22-SEP-17
Aaron Kainrath	UE9354	00	Facility Worker	Appointment	26103.50	05-SEP-17
James Kroon	QE9704	00	Program Assistant II	Appointment	41599.20	22-AUG-17
Jerianne Lowe	UE9787	00	Facility Worker	Appointment	28178.38	22-SEP-17
Roger Mahoney	UE9353	00	Facility Worker	Appointment	26103.50	13-SEP-17
Julieann Milk	UE9198	00	Facility Worker	Appointment	26103.50	23-AUG-17
Aaron Packard	UE6764	00	Visual Editor	Appointment	44989.53	11-SEP-17
Aaron Packard	UE6764	01	Visual Editor	Continuing Education/Extension	3390.00	22-AUG-17
Aaron Packard	UE8007	07	Art Adjunct	Hire Temp Appointment	4146.00	22-AUG-17
Susan Port	UE7018	00	Head Start Nutrition Aide	Appointment	9217.26	22-AUG-17
Laura Rumohr	QE9678	00	Program Assistant I	Appointment	33903.35	22-AUG-17
Teresa Schlup	UE7009	00	Computer Support Specialist	Appointment	24999.99	22-SEP-17
Glen Schmidt	UE9199	00	Facility Worker	Appointment	27408.67	22-SEP-17
Kyle Schnathorst	FE9977	00	Help Desk Assistant	Appointment	10296.00	22-AUG-17
Mary Jo Schroeder	UE9627	00	Secretary	Appointment	16744.00	16-OCT-17
Brittany Tycz	UE6751	00	Info Spec/Graphic Designer	Appointment	36004.11	15-SEP-17
Brittany Tycz	UE8495	01	Graphics Designer Temp Labor	Appointment	5460.21	14-SEP-17
Anita Valentine	FE9983	00	Part-time Secretary	Appointment	13104.00	22-AUG-17
Darren Vandenberg	UE9776	00	Facility Worker	Appointment	26425.89	10-OCT-17
Cassie Waage	UE9668	00	Teacher Aide	Appointment	9217.26	22-AUG-17
John Walker	UE9384	00	Facility Worker	Appointment	27084.39	22-SEP-17
Jonathan Walker	UE9767	00	Facility Worker	Appointment	26103.50	11-OCT-17
Sara Wallace	QE9701	00	Senior Secretary	Appointment	16900.65	05-SEP-17
Doreen Wilson	UE9763	00	Facility Worker	Appointment	28178.57	22-SEP-17
Isaac Yellowbank	QE8640	00	Program Assistant I	Appointment	32759.37	11-SEP-17

Career Service Benefit Eligible (CSA1)

Permanent Salary Adjustment(SP)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Elizabeth Augustine	QE9638	00	Program Assistant	End of Probation Adjust	35151.32	36024.91	873.59	
Michael Boring	UE9721	01	Library Employee of the Year	Salary Enhance/Special Award	200.00			
Jennifer Chatwell	UE9667	00	Teacher Aide	Sal Adj-Unusual Circumstance	10124.40	10225.80	101.40	
Donna Feddersen	UE8963	02	CSA Employ of Month Sep 2017	Salary Enhance/Special Award	150.00			
Laurie Fritsch	UE9610	00	Secretary	End of Probation Adjust	26789.88	28129.38	1339.50	
Eileen Keiser	UE9785	00	Facility Worker	End of Probation Adjust	26103.50	27408.67	1305.17	
Morgan Kline	UE9759	00	Facility Worker	End of Probation Adjust	25625.11	26906.36	1281.25	
Rosemarie Nelsen	UE9753	00	Facility Worker	End of Probation Adjust	26103.50	27408.67	1305.17	
Candace O'Connor	UE9688	01	July CSA Employ of Month	Salary Enhance/Special Award	150.00			
Lyman Packard	UE9323	00	Program Assistant I	Sal Adj to 5% Range at 6 mo	31199.40	32759.37	1559.97	

Nathanael Paulhus	UE9784	00	Facility Worker	End of Probation Adjust	25625.11	26906.36	1281.25
Tracy Robinson	UE7204	00	Teacher Aide	Sal Adj-Unusual Circumstance	8816.01	8904.17	88.16
Steven Smith	UE9768	00	Facility Worker	End of Probation Adjust	26103.50	27408.67	1305.17
Jane Stewart	QE8701	00	Accounting Assistant	Sal Adj-Unusual Circumstance	30479.46	33653.75	3174.29
Suzan Turnquist	UE9463	00	Program Assistant I	End of Probation Adjust	35546.52	37314.48	1767.96
Darren Vandenberg	UE9788	00	Facility Worker	End of Probation Adjust	25167.52	26425.89	1258.37
Krista Welch	UE9258	01	August CSA Employ of Month	Salary Enhance/Special Award	150.00		
Rebecca Zabel	UE6812	00	Business Development Manager	End of Probation Adjust	47902.00	50297.00	2395.00

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Eileen Aberle	QE9653	00	Senior Secretary	TV001	21-SEP-17
Sydney Bartunek	UE7309	00	Marketing Specialist	TV001	13-OCT-17
Samantha Berres	UE9216	00	Senior Computer Support Spec	TV000	12-SEP-17
Debra Burniston	UE8884	00	Senior Secretary	TV001	29-SEP-17
Jennifer Chatwell	UE9667	00	Teacher Aide	TV001	20-SEP-17
James Devine	UE9776	00	Facility Worker	TV000	04-OCT-17
Connie Dorzok	UE9695	00	Senior Secretary	TV001	21-OCT-17
Mark Hansen	UE9763	00	Facility Worker	SA017	21-SEP-17
Alexander Hanson	UE9354	00	Facility Worker	TV000	25-AUG-17
Cheryl Havermann	UE7360	00	Communications Specialist	TV001	10-OCT-17
Sherry Heldt	FE9979	00	Secretary	TI002	28-SEP-17
Jodi Hildebrand	UE8118	00	Web Content Editor	TV001	20-SEP-17
Heather Hillrichs	UE9381	00	Facility Worker	SA017	21-OCT-17
Kody Jones	UE9787	00	Facility Worker	SA017	21-SEP-17
Aaron Kainrath	UE7152	00	Facility Worker	SA017	22-SEP-17
Jerianne Lowe	UE7359	00	Facility Worker	SA017	21-SEP-17
Jeri Quiring	UE9366	00	Senior Secretary	TV000	14-SEP-17
Jennifer Rothschild	UE9387	00	Facility Worker	TV001	22-AUG-17
Craig Sandefer	UE9757	00	Facility Worker	TV000	19-OCT-17
Glen Schmidt	UE9384	00	Facility Worker	SA017	21-SEP-17
Coral Selken	FE9986	01	Program Assistant II	TV000	28-SEP-17
Steven Smith	UE9768	00	Facility Worker	SA017	21-OCT-17
Darren Vandenberg	UE9788	00	Facility Worker	SA017	09-OCT-17
John Walker	UE9767	00	Facility Worker	SA017	21-SEP-17
Jonathan Walker	UE9767	00	Facility Worker	SA017	21-OCT-17
Doreen Wilson	UE9199	00	Facility Worker	SA017	21-SEP-17
Cole Boeve	QE8718	01	Training Specialist	TV013	21-SEP-17
Michael Boring	UE9721	01	Library Employee of the Year	TV013	21-SEP-17
Donna Feddersen	UE8963	02	CSA Employ of Month Sep 2017	TV013	21-SEP-17
Lora Fejfar	FE9936	00	Program Assistant I	TR001	29-SEP-17
Fredrick Holmberg	UE9109	00	Buildings Engineer I	TR001	21-OCT-17
Candace O'Connor	UE9688	01	July CSA Employ of Month	TV013	21-SEP-17
Susan Paquette	QE9647	00	Senior Secretary	TR001	21-OCT-17
Teresa Schlup	UE8306	01	ITS Temp Assistant	TV013	21-SEP-17
Krista Welch	UE9258	01	August CSA Employ of Month	TV013	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Jasmine Anderson-Ambrose	US8208	00	Head Start Sitter	Hire Temp Appointment	3373.24	11-OCT-17
Jasmine Anderson-Ambrose	US8208	01	EHS Sitter	Hire Temp Appointment	3373.24	16-OCT-17
Brenda Auen	UE8495	00	Marketing Retail Clerk	Hire Temp Appointment	2599.80	30-AUG-17
Almira Boskovic	UE8215	00	Head Start Sub Aide	Hire Temp Appointment	3556.53	22-SEP-17
Jenna Bresee	QE9457	01	Nurse	Hire Temp Appointment	216.65	22-AUG-17
Laurie Brinkman	UE7261	00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Laurie Brinkman	UE7261	01	Ath Events Parking Attendant	Hire Temp Appointment	5069.61	22-SEP-17
Vicki Carlson	UE7981	00	PT Temp Library Assistant	Hire Temp Appointment	5980.23	22-SEP-17
Lessa Chase	UE8522	01	Ath Ticket Office/Game Day	Hire Temp Appointment	4333.00	27-AUG-17
Jill Dotson	UE8522	00	Athletics Ticket Office Worker	Hire Temp Appointment	3802.21	16-SEP-17
Benjamin Dowling	UE8089	04	Math Tutor	Continuing Education/Extension	4800.00	22-AUG-17
Beverly Edgecomb	UE8215	00	Head Start Sub Teacher	Hire Temp Appointment	5719.56	22-AUG-17

Beverly Edgecomb	UE8215	01	HS Sub Teacher Aide	Hire Temp Appointment	3556.53	22-SEP-17
Beverly Edgecomb	UE8450	02	Sub Childcare Temp Asst	Hire Temp Appointment	3556.53	22-SEP-17
Sandra Fahlberg	UE8215	00	Head Start Sub Teacher Aide	Hire Temp Appointment	3951.70	07-SEP-17
Sandra Fahlberg	UE8215	01	HS Sub Teacher	Hire Temp Appointment	5147.60	22-SEP-17
Colby Felts	UE7261	02	Football Assistant	Hire Temp Appointment	4582.15	22-AUG-17
Tonia Gau	UE7015	00	NSS Project Assistant	Hire Temp Appointment	6412.50	22-AUG-17
Parker Goblrirsch	UE7261	02	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Parker Goblrirsch	UE8522	00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
David Gorman	UE7261	00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	27-AUG-17
Chelsey Green	UE8522	00	Ath Ticket Office/Game Day	Hire Temp Appointment	4224.68	27-AUG-17
Cassandra Gubbels	UE8287	00	Temp Assistant	Hire Temp Appointment	112.00	28-AUG-17
Nancy Haas	UE8215	01	HS Sub Teacher Aide	Hire Temp Appointment	3556.53	22-SEP-17
Nancy Haas	UE8450	02	Sub Childcare Assistant	Hire Temp Appointment	3951.70	22-AUG-17
Rebecca Hebda	UE7260	01	Fitness Instructor	Hire Temp Appointment	5524.58	22-AUG-17
Briana Kautz	UE8522	02	Ath Ticket Office/Game Day	Hire Temp Appointment	4441.33	27-AUG-17
Cody Kearse	UE8260	00	Online Teaching Assistant	Hire Temp Appointment	1993.18	22-AUG-17
Haoyu Lin	UE8260	00	Staff Assistant	Hire Temp Appointment	3466.80	14-SEP-17
Zhixiu Lu	UE8116	00	Research Assistant	Hire Temp Appointment	7999.64	22-AUG-17
Zhixiu Lu	UE8423	00	VP EMUR Intern-Data Analyst	Hire Temp Appointment	4582.15	22-AUG-17
Charlie Luecke	UE8287	07	Retention Coach	Appointment	20567.88	01-OCT-17
Grace Martinson	UE8522	01	Ath Ticket Office/Game Day	Hire Temp Appointment	4441.33	27-AUG-17
Ryan McCledden	UE7261	00	Athletics Game Day Production	Hire Temp Appointment	4679.64	07-OCT-17
Shawn McCoy	UE7261	00	Ath Facilities Game Day Worker	Hire Temp Appointment	3899.70	22-SEP-17
Holly Meins	UE8522	04	Ath Ticket Office/Game Day	Hire Temp Appointment	4441.33	27-AUG-17
Tami Mockler	UE8450	03	Sub Childcare Assistant	Hire Temp Appointment	3951.70	22-AUG-17
Mary Moore	UE8215	00	Head Start Sub Teacher	Hire Temp Appointment	5147.60	13-SEP-17
Mary Moore	UE8215	01	Head Start Sub Aide	Hire Temp Appointment	3556.53	22-SEP-17
Jose Muro-Cardenas	QE9484	01	BBBS Lab Assistant	Hire Temp Appointment	541.63	22-AUG-17
Jessica Neal	UE9627	00	Secretary	Appointment	18200.00	25-SEP-17
Peggy Neu	UE8215	00	HS Sub Teacher Aide	Hire Temp Appointment	3556.53	18-OCT-17
Jennifer Noble	FE9975	02	Temp. Part-time Tutor	Hire Temp Appointment	8319.60	23-AUG-17
Michele Norling	UE8215	01	HS Sub Teacher Aide	Hire Temp Appointment	3556.53	22-SEP-17
Jun Park	UE8170	00	Assistant Law Librarian	Hire Temp Appointment	5199.60	05-SEP-17
Keeley Passick	UE8215	01	EHS Sitter	Hire Temp Appointment	3373.24	22-SEP-17
Douglas Pietz	NE9974	04	Adj BADM-101-NHU01	Hire Temp Appointment	3231.00	22-AUG-17
Karen Prescott	UE8450	01	Sub Childcare Assistant	Hire Temp Appointment	3951.70	22-AUG-17
Debbie Proefrock	UE8215	01	Head Start Sub Aide	Hire Temp Appointment	3556.53	22-SEP-17
Katie Redden	UE8522	01	Ath Ticket Office/Game Day	Hire Temp Appointment	4441.33	27-AUG-17
Lynn Risty	QE8683	01	NCI Interviewer	Hire Temp Appointment	221.00	22-AUG-17
Cynthia Robinson	UE8215	00	Head Start Sub Teacher	Hire Temp Appointment	5147.60	07-SEP-17
Cynthia Robinson	UE8215	01	HS Sub Aide	Hire Temp Appointment	3556.53	22-SEP-17
Iris Schultz	UE8215	00	Head Start Sub Aide	Hire Temp Appointment	3556.53	22-SEP-17
Landon Smith	UE7261	02	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Landon Smith	UE7261	03	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Laureen Soluk	UE8116	04	Research Assistant	Hire Temp Appointment	4633.20	22-AUG-17
Tristan Soluk	UE8116	16	Research Assistant	Hire Temp Appointment	12349.76	22-SEP-17
Christine Spaulding	UE8215	00	Head Start Sub Aide	Hire Temp Appointment	2735.73	05-SEP-17
Christine Spaulding	UE8215	01	Head Start Sub Teacher	Hire Temp Appointment	5147.60	22-SEP-17
Martha Sturges	UE7261	00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Henry Tate	UE7261	00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	27-AUG-17
Jasmine Thorson	UE8495	00	Graphics Designer Temp Labor	Hire Temp Appointment	1559.88	22-SEP-17
Jasmine Thorson	US8488	00	Graphics Designer Temp Labor	Hire Temp Appointment	832.08	22-AUG-17
Rosalee Toering	DE9843	00	Adj Instructor-SF Math 095	Hire Temp Appointment	3228.00	22-AUG-17
Madeline Valentin	UE7515	00	Research Assistant	Hire Temp Appointment	10725.00	22-AUG-17
Brenda Veldkamp	UE8215	00	HS Sub Aide	Hire Temp Appointment	3556.53	22-SEP-17
Hilary Wieck	UE8215	00	Head Start Sub Teacher	Hire Temp Appointment	5147.60	16-OCT-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Nancy Haas	UE8215	00	HS Sub Teacher	Sal Adj-Unusual Circumstance	5227.48	4399.56	-827.92	
Michele Norling	UE8215	00	Head Start Sub Teacher	Sal Adj-Unusual Circumstance	5227.48	4399.56	-827.92	
Debbie Proefrock	UE8215	00	Head Start Substitute Teacher	Sal Adj-Unusual Circumstance	5271.13	5323.56	52.43	

Career Service Non-Benefit Eligible (CSA2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Jessica Neal	UE9627	00	Secretary	TV001	26-SEP-17
Jasmine Anderson-Ambrose	US8208	00	Head Start Sitter	TV012	21-OCT-17
Jasmine Anderson-Ambrose	US8208	01	EHS Sitter	TV012	21-OCT-17
Jenna Bresee	QE9457	01	Nurse	TV013	21-SEP-17
Adam Eichten	UE8269	00	Gifted Camp Staff	TV013	22-AUG-17
Joel Gonzalez	UE8441	00	Operations Crew	TV013	31-AUG-17
Cassandra Gubbels	UE8287	00	Temp Assistant	TV013	29-AUG-17
Audrey Job	QE9484	00	LBC Camp Asst Director	TV013	22-SEP-17
Linda Mattson	UE7972	00	Grad School Temporary Assist	TV013	21-SEP-17
Jose Muro-Cardenas	QE9484	01	BBBS Lab Assistant	TV013	01-SEP-17
Lynn Risty	QE8683	01	NCI Interviewer	TV013	21-SEP-17
Sara Rohde	UE8522	00	Temp Accounting Assistant	TV013	21-SEP-17
Joel Sathyanesan	QE9484	00	BBS Temporary Lab Assistant	TV013	31-AUG-17
Laureen Soluk	UE8116	04	Research Assistant	TV013	21-SEP-17
Tristan Soluk	UE8116	16	Research Assistant	TV013	21-SEP-17
Tristan Soluk	UE8116	16	Research Assistant	TV013	21-OCT-17
Jasmine Thorson	US8488	00	Graphics Designer Temp Labor	TV012	21-SEP-17
Andrew Zell	FE9975	01	Temp. Part-time Tutor	TV012	25-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kimberly Albracht	UE8061	00	Adjunct Instructor	Overload for Teaching	4520.00	22-AUG-17
Alex Antonen	UE7066	02	WBB Summer Camp Ops Dir	Supplemental Appointment	750.00	22-SEP-17
Joseph Barth	UE8250	03	Instructor	Overload for Teaching	3390.00	22-AUG-17
Caitlynn Belliveau	UG7944	00	SVRC GAA	Hire Temp Appointment	9049.32	22-AUG-17
Mercedes Bergman	FE9933	00	Student Success Coordinator	Hire Temp Appointment	45000.00	22-AUG-17
Jacob Cummings	QE9708	00	Research Assoc II	Appointment	45500.00	24-AUG-17
Wasila Dahdul	UE7007	00	Research Associate III	Hire Temp Appointment	56250.00	22-SEP-17
Tyler Dopheide	UE8223	00	Instructor	Overload for Teaching	2260.00	22-AUG-17
Ilmira Dulyanova	UE6906	00	Dir. Online Grad Prog & Coord.	Appointment	42000.00	22-AUG-17
Ilmira Dulyanova	UE8061	06	Adjunct Instructor	Overload for Teaching	5720.00	22-AUG-17
Qijuan Fang	UE7025	00	Post Doctoral Researcher	Appointment	42000.00	22-AUG-17
Lisa Feller	QE9970	00	Acad Program & Site Director	Appointment	29924.50	22-AUG-17
Bruce Fischbach	UE8223	00	Instructor	Overload for Teaching	2260.00	22-AUG-17
Daniel Fitzsimmons	UE7053	01	Instructor	Overload for Teaching	3390.00	22-AUG-17
Daniel Fitzsimmons	UE7053	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Sarah Frielink	QE8753	00	LEND Coordinator	Appointment	64000.00	05-SEP-17
Kimberly Grieve	UE8241	00	Lecturer	Overload for Teaching	4146.00	22-AUG-17
Matthew Heard	UE8205	00	Adjunct	Hire Temp Appointment	3600.00	22-AUG-17
Aaron Horn	UE7220	03	WBB Summer Camp Asst Coach	Supplemental Appointment	550.00	22-SEP-17
Nicholas Hovden	UE7533	10	M/W Golf Head Coach	Supplemental Appointment	800.00	22-AUG-17
Leo Huber	UE7053	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Marcella Hurley	NE9974	14	Adj BADM-334-N801T	Overload for Teaching	3231.00	22-AUG-17
Marcella Hurley	NE9974	15	Adj BADM 339	Overload for Teaching	1558.24	22-AUG-17
Darin Jerke	UE7339	10	Education Technology Integrati	Continuing Education/Extension	6780.00	22-AUG-17
Jason Jeschke	UE8004	01	WBB Summer Camp Asst Coach	Supplemental Appointment	250.00	22-SEP-17
Zachary King	QE9886	00	Research Associate III	Appointment	48000.00	18-SEP-17
Christopher Larson	UE6908	00	Piano Accompanist	Appointment	23000.00	22-AUG-17
Sylvia Lasley	UE6791	01	Adjunct A&S 100	Hire Temp Appointment	1130.00	22-AUG-17
Xuefei Liu	QE9918	00	Research Associate III	Appointment	62000.00	22-SEP-17
Jason Mahowald	UE9836	13	Summer Camp Hd Coach S/D	Supplemental Appointment	3000.00	22-SEP-17
Xianghua Meng	UE7017	00	Postdoctoral Researcher	Appointment	45000.00	22-AUG-17
Gina Mockler	UE9624	00	Budget and Finance Specialist	Appointment	59904.00	22-AUG-17
Kimberly Morecraft	QE9887	13	Fitness Instructor	Supplemental Appointment	99.40	22-AUG-17
Amy Orr	QE8896	01	Advisor/Instructor	Continuing Education/Extension	3800.00	22-AUG-17
Eric Peterson	UE8223	00	Instructor	Overload for Teaching	2260.00	22-AUG-17
Debra Robertson	UE9812	06	Coord, MH Svc & Staff Counsel	Hire Temp Appointment	3390.00	22-AUG-17
Michael Runde	UE9828	04	Volleyball Assistant Coach	Supplemental Appointment	9075.00	22-AUG-17
Ben Schaap	RE9902	01	Regent Fellow	Supplemental Appointment	479.17	15-SEP-17
Ben Schaap	UE7063	00	Post Doctoral Researcher	Appointment	41667.00	22-AUG-17

Ben Schaap	UE7063	01	Post Doc Researcher	Continuing Education/Extension	4146.00	22-AUG-17
Kurt Schiferl	QE8645	00	Behavioral Specialist	Appointment	48000.00	16-OCT-17
Elizabeth Schneider	UE6854	00	Math Emporium Director	Appointment	50000.00	22-AUG-17
Lamont Sellers	UE8160	01	Adjunct Instructor	Hire Temp Appointment	3390.00	22-SEP-17
Devra Sigle-Hermosilla	UE8178	02	ADR Advisor	Hire Temp Appointment	5000.04	22-AUG-17
Michelle Stumpff	UE7028	01	Volleyball Assistant Coach	Supplemental Appointment	6275.00	22-AUG-17
Michael Suing	UE6765	03	Yoga Instructor	Supplemental Appointment	556.50	22-AUG-17
Michael Suing	UE6765	04	Yoga Instructor	Hire Temp Appointment	178.88	22-SEP-17
Kayla Tetschlag	UE9826	03	WBB Summer Camp Asst Coach	Supplemental Appointment	550.00	22-SEP-17
Sabrina Tiaht	QE9903	00	Research Associate II	Appointment	33279.36	22-AUG-17
John Vining	UE7070	01	Assistant Coach M/W Golf	Supplemental Appointment	800.00	22-AUG-17
Dawn Warren	QE9764	00	Lecturer	Appointment	60998.42	22-AUG-17
Dawn Warren	QE9966	00	Rapid City Site Director	Appointment	26142.18	22-AUG-17
Wenzhao Wei	UE6910	00	Postdoctoral Researcher	Appointment	45000.00	22-AUG-17
Leanne Williamson	UE9834	06	Volleyball Head Coach	Supplemental Appointment	7075.00	22-AUG-17
Sarah Wittmuss	UE8079	00	Adjunct Instructor	Overload for Teaching	4146.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Jamie Bushman	QE9606	00	Researcher III (Forster Lab)	Permanent Additional Duties	47500.00	50000.00	2500.00	
Brookney Delgado	UE9806	00	Admissions Counselor	Permanent Additional Duties	37392.39	41430.77	4038.38	
Jennifer Dobney	UE9499	00	Home Visitor	Sal Adj-Unusual Circumstance	24806.00	25054.00	248.00	
Shelly Donahue	UE7311	00	Home Visitor	Sal Adj-Unusual Circumstance	25513.80	25768.00	254.20	
Courtney Eidem	UE7020	00	Center Teacher	Sal Adj-Unusual Circumstance	21091.00	21302.00	211.00	
Cynthia Gutzman	UE9800	00	Center Teacher	Sal Adj-Unusual Circumstance	33938.00	34278.11	340.11	
Mary Heiberger	UE7148	00	Education/Disabilities Assist	Sal Adj-Unusual Circumstance	29895.00	30194.00	299.00	
Cindy Knutson	UE9487	00	Center Teacher	Sal Adj-Unusual Circumstance	17845.03	31229.83	13384.80	
Lacy Knutson	QE8959	00	Behavior Specialist	Permanent Additional Duties	49816.25	53000.00	3183.75	
Connor Larson	UE9399	00	Admissions Counselor	Permanent Additional Duties	35200.00	39001.60	3801.60	
Kali Mehlhoff	UE7279	00	Center Teacher	Sal Adj-Unusual Circumstance	27846.00	28127.00	281.00	
Emily Meier	QE9927	00	Train Tech Assist Specialist	Permanent Additional Duties	52311.00	54000.00	1689.00	
Martha Miller	UE8999	00	Advisor	FY Salary Increase	32672.97	32672.97	0.00	
Kristin Nielson	UE6869	00	Center Teacher	Sal Adj-Unusual Circumstance	27044.00	27314.00	270.00	
Robert Nielson	UE9837	06	Head Coach - Football	Salary Enhance/Special Award	2500.00			
Heidi Olson	UE9496	00	Center Teacher	Sal Adj-Unusual Circumstance	17281.00	17453.00	172.00	
Ashlin Peitzmeier	UE9814	00	Campus Visit Coordinator	Permanent Additional Duties	34267.50	37967.59	3700.09	
Becki Rosane	UE9229	00	Advisor	FY Salary Increase	28390.06	28390.06	0.00	
Jeffrey Seagren	UE8047	00	Admissions Counselor	Permanent Additional Duties	35200.00	39001.60	3801.60	
Ardis Semple	UE7100	00	HS Center-Base Teacher	Sal Adj-Unusual Circumstance	27846.00	28124.48	278.48	
Danielle Vanderlei	UE7179	00	Admissions Counselor	Permanent Additional Duties	35199.16	39000.67	3801.51	
Shelby Webb	UE9815	00	Admissions Counselor	Permanent Additional Duties	35200.00	39001.60	3801.60	
Amanda Wharton	UE9491	00	Center Teacher	Sal Adj-Unusual Circumstance	26989.00	27258.92	269.92	

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.
Matthew Beach	UE9896	01	Mngr, Bus Off (Student Proj)	Temporary Additional Duties	4939.20		4939.20	
Michelle Brunick	UE9898	01	Comptroller (Student Project)	Temporary Additional Duties	8226.00		8226.00	
Ann Emerson	UE9238	01	Assist Dir, Fin Aid - Stu Proj	Temporary Additional Duties	2680.29		2680.29	
Elizabeth Freeburg	UE9995	01	Asst Provost (Student Project)	Temporary Additional Duties	7543.80		7543.80	
Julie Halbur	UE9922	01	Dir, Fin Aid (Student Project)	Temporary Additional Duties	6858.36		6858.36	
Jared Heiden	UE7342	00	Sr Budget & Finance Svs Spec	Temporary Additional Duties	2168.00		2168.00	
Lindsay Miller	UE9906	01	Assoc Dir Fin Aid - Stu Proj	Temporary Additional Duties	2253.69		2254.69	
Justin Noehren	UE7035	01	Asst Comp (Student Project)	Temporary Additional Duties	4725.00		4725.00	
Carol Stevens	UE7180	01	Assist Dir, Fin Aid - Stu Proj	Temporary Additional Duties	3708.72		3708.72	7829.52
Jennifer Thompson	UE9911	01	Registrar (Student Project)	Temporary Additional Duties	5254.38		5254.38	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Tova Eggerstedt	QE9646	00	Senior Secretary	SA011	21-OCT-17
Lacy Knutson	QE8959	00	Behavior Specialist	TV001	20-OCT-17
Annalissa Miller	UE8587	00	Residence Hall Director	TV000	25-SEP-17
Andrew Nilges	UE9656	00	Coordinator, Customized & Prof	TV000	29-SEP-17
Tiffany Poor Bear	UE9398	00	Field Advisor-Upward Bound	TV000	13-SEP-17
Elyce Yelk	UE9854	00	Graduate Recruitment Coord	TV000	29-SEP-17
Alex Antonen	UE7066	02	WBB Summer Camp Ops Dir	TV013	21-OCT-17
Wasila Dahdul	UE8116	05	Research Assistant	TV013	21-SEP-17
Aaron Horn	UE7220	03	WBB Summer Camp Asst Coach	TV013	21-OCT-17
Nicholas Hovden	UE7533	10	M/W Golf Head Coach	TV013	21-SEP-17
Marcella Hurley	NE9974	14	Adj BADM-334-N801T	TV013	21-SEP-17
Jason Jeschke	UE8004	01	WBB Summer Camp Asst Coach	TV013	21-OCT-17
Jason Mahowald	UE9836	13	Summer Camp Hd Coach S/D	TV013	21-OCT-17
Kimberly Morecraft	QE9887	13	Fitness Instructor	TV013	21-SEP-17
Robert Nielson	UE9837	06	Head Coach - Football	TV013	21-SEP-17
Amy Orr	QE8896	01	Advisor/Instructor	TV013	21-SEP-17
Courtney Roberts	UE9807	00	Multicultural Recruiting Coord	TV009	15-SEP-17
Michael Runde	UE9828	04	Volleyball Assistant Coach	TV013	21-SEP-17
Michelle Stumpff	UE7028	01	Volleyball Assistant Coach	TV013	21-SEP-17
Michael Suing	UE6765	03	Yoga Instructor	TV013	21-SEP-17
Michael Suing	UE6765	04	Yoga Instructor	TV012	21-OCT-17
Kayla Tetschlag	UE9826	03	WBB Summer Camp Asst Coach	TV013	21-OCT-17
Aaron Vannoy	UE9797	00	Custodial Manager	TV009	20-OCT-17
John Vining	UE7070	01	Assistant Coach M/W Golf	TV013	21-SEP-17
Leanne Williamson	UE9834	06	Volleyball Head Coach	TV013	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Michael Abbott	UW7412	00	Diversity Fall/Spring WS	Hire Temp Appointment	1000.00	22-AUG-17
Riley Ackerman	US8416	01	Admissions Student Ambassador	Hire Temp Appointment	674.18	27-AUG-17
Alie Adams	UW8445	00	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Nehal Adhikari	US7385	00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	27-AUG-17
Marlise Ahuna	UG7800	00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Nicholas Akins	US7983	01	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Manuel Alarcon Cuellar	US8082	00	Student Math Tutor II	Hire Temp Appointment	1872.00	22-AUG-17
Rusul Ali	UW8012	00	Student Office Assistant	Hire Temp Appointment	1600.00	24-AUG-17
Carley Allen	UW7381	00	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Kelsey Amezquita	US7383	00	Testing Center Student Assist	Appointment	8792.00	22-AUG-17
Atia Amin	UG7892	00	Graduate Research Assistant	Hire Temp Appointment	12600.00	22-AUG-17
Betsy Amundson	UW7430	00	Work Study Student	Hire Temp Appointment	1600.00	22-AUG-17
Hayden Anderson	UW8120	01	Work Study	Hire Temp Appointment	1600.00	14-SEP-17
Jaida Anderson	US8506	00	Front Desk Assistant	Hire Temp Appointment	3791.38	22-AUG-17
Jordan Anderson	UG7558	11	Graduate Research Assistant	Hire Temp Appointment	20833.33	22-AUG-17
Joshua Anderson	US8416	00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Katelyn Anderson	UG8938	02	GTA	Hire Temp Appointment	9945.00	22-AUG-17
Chandler Andrews	UW8436	00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Haley Andrews	US8416	00	Recycling Program Worker	Hire Temp Appointment	3373.24	11-SEP-17
Darko Antevski	US8344	00	Ticket Writer	Hire Temp Appointment	7410.29	05-SEP-17
Brian Anthonia	US7385	00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Brian Anthonia	US7385	01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Ross Arens	US7385	01	Athletics/FB Videographer	Hire Temp Appointment	4333.00	22-AUG-17
Rachel Armstrong	US8443	00	Teacher Assistant	Hire Temp Appointment	3748.05	18-SEP-17
Ellie Arndt	UG8608	00	Graduate Teaching Assistant	Hire Temp Appointment	1746.00	22-AUG-17
Ellie Arndt	UG8608	01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-AUG-17
Courtney Arney	UW8057	03	WS Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Nakfa Atsemet	UW7430	00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Madeline Aune	US8416	01	Admissions Student Ambassador	Hire Temp Appointment	674.18	24-AUG-17
Dillon Axtell	US8344	00	Ticket Writer	Hire Temp Appointment	7410.29	11-SEP-17
Dillon Axtell	US8344	01	Special Events	Hire Temp Appointment	7410.29	11-SEP-17
Adrian Aylor	UG8852	01	Graduate Admin Assistant	Hire Temp Appointment	7579.91	22-AUG-17

Allison Bacso	UG7511 00	Graduate Admin Assistant	Hire Temp Appointment	7526.99	22-AUG-17
Emily Badura	UW7403 01	Desk Assistant	Hire Temp Appointment	3509.73	01-SEP-17
Chelsy Bailly	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1300.00	24-AUG-17
Haley Baker	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	30-AUG-17
Katelyn Bakke	UW7403 00	ACPC Desk Assistant	Hire Temp Appointment	1600.00	28-AUG-17
Miththira Balasingam	UG8732 01	Grad Assistant - Lab	Hire Temp Appointment	11000.00	22-AUG-17
Kara Balken	UG8854 01	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Camyron Ballard	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-17
Anudeep Ballu	UG7548 02	Native Student Service GAA	Hire Temp Appointment	4021.92	22-AUG-17
Paige Baltz	UW8003 02	Art Assistant	Hire Temp Appointment	800.00	24-AUG-17
Nile Banks	UG8551 00	Graduate Teaching Assistant	Hire Temp Appointment	8400.00	22-AUG-17
Rachel Barclay	US8199 01	Beacom Tutor	Hire Temp Appointment	693.20	22-AUG-17
Whitney Barnes	US8416 01	Admissions Student Worker/Call	Hire Temp Appointment	3373.24	22-AUG-17
David Barnum	UG7551 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Clay Barton	UG7741 02	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Tabitha Bass	UW7985 01	Student Technical Assistant	Hire Temp Appointment	3000.00	22-AUG-17
Catherine Beall	UG8763 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Jessilynn Bean	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	29-AUG-17
Rachel Beaner	UG7413 00	Graduate Research Assistant	Hire Temp Appointment	7083.33	22-AUG-17
Mekko Bear Killer	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Aidan Beck	UW8427 04	MUC Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Michaela Beckman	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Samantha Beckman	UW7381 00	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Sophia Beers	UW8445 01	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Abigail Beeson	UW7381 00	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Eden Bekele	US8208 00	HS Sitter	Hire Temp Appointment	3748.05	07-SEP-17
Matthew Bell	QS9540 00	Student Tutor	Hire Temp Appointment	1800.00	22-AUG-17
Emily Benson	UG8851 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Jocelyn Bergh	QW9479 00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Timarie Bergman	UW8084 00	Student Math Tutor II	Hire Temp Appointment	1600.00	22-AUG-17
Abby Berryman	US8461 02	Safe Ride Monitor	Hire Temp Appointment	3899.70	14-SEP-17
Surya Bhandari	UG8744 00	Graduate Research Assistant	Hire Temp Appointment	11500.00	22-AUG-17
Thakur Bhatta	UG7747 00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Sanjay Bhattarai	UG7748 00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Arjun Bhowmick	UG8734 00	Grad Assistant - Lab	Hire Temp Appointment	11000.00	22-AUG-17
Gretchen Biersbach	US8046 01	Writing Center Tutor	Hire Temp Appointment	2855.07	22-AUG-17
Thomas Binder	UG7745 02	Graduate Research Assistant	Hire Temp Appointment	16470.00	22-AUG-17
Makena Bischoff	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Elizabeth Bjorklund	UW8436 01	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Raven Blahnik	US8344 01	Ticket Writer	Hire Temp Appointment	7410.29	05-SEP-17
Josey Blare	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	24-AUG-17
Mark Block	US7745 03	Tech Fellow	Hire Temp Appointment	10002.00	22-AUG-17
Mariah Bloom	UW7976 00	Library Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-SEP-17
Sydney Bodensteiner	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	24-AUG-17
Benjamin Boehrns	UW8201 00	Beacom Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Sidney Bohnet	UW8517 00	Work Study/Ath-Arena Equip Rm	Hire Temp Appointment	1600.00	17-OCT-17
Caitlin Bolte	QW9353 03	Occ Therapy Workstudy Student	Hire Temp Appointment	1600.00	22-AUG-17
Alissa Bonham	UW9461 00	Dental Hygiene workstudy	Hire Temp Appointment	1600.00	22-AUG-17
Alison Boysen	UW8147 00	Work Study	Hire Temp Appointment	1600.00	26-SEP-17
Sara Bradley	UG8656 02	GTA	Hire Temp Appointment	9945.00	22-AUG-17
Deanna Bradshaw	US8046 01	Writing Center Tutor	Hire Temp Appointment	2855.07	22-AUG-17
Quintin Brady	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Rachel Brandner	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Jessica Brave Heart	UW8517 01	Ath Work Study/Sports Medicine	Hire Temp Appointment	1600.00	22-AUG-17
Keith Braveheart	UG7674 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Aimee Breederland	UG8775 00	Grad Teaching Assistant IOR	Hire Temp Appointment	3390.00	22-AUG-17
Sydney Breen	UG8846 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Cathrine Brendstuen	UG8817 00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Cathrine Brendstuen	UG8817 01	Graduate Teaching Assistant	Hire Temp Appointment	10666.67	22-SEP-17
Kelsie Briggs	UG7565 00	GAA-Athletics/Sports Medicine	Hire Temp Appointment	11699.10	22-AUG-17
Calvin Brink	US7405 00	Tutor	Hire Temp Appointment	3293.08	02-OCT-17
Nicholas Britten	UG7501 00	Graduate Research Assistant	Hire Temp Appointment	21000.00	22-AUG-17
Alexis Brolsma	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Kaia Brose	UW7976 00	Library Fall/Spring Work Study	Hire Temp Appointment	1600.00	08-SEP-17
Kade Brotsky	QE8667 00	Standardized Patient	Hire Temp Appointment	75.00	22-SEP-17
Kade Brotsky	QE8667 01	Standardized Patient	Hire Temp Appointment	118.75	22-SEP-17
Kade Brotsky	QS9540 00	Standardized Patient	Hire Temp Appointment	218.75	22-AUG-17
Laura Brown	US8515 01	Ath Ticket Office/Game Day	Hire Temp Appointment	4224.68	27-AUG-17

Lindsey Brown	UG7485 01	GAA-Athletics/Compliance	Hire Temp Appointment	9164.30	22-AUG-17
Noah Brown	US8506 00	Front Desk Assistant	Hire Temp Appointment	3791.38	22-AUG-17
Taylor Brown	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	4333.00	23-AUG-17
Zachary Brown	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Zachary Brown	US7385 01	Ath Events/Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Rebecca Bruce	US7974 00	Library Student Assistant	Hire Temp Appointment	6933.00	22-AUG-17
Kristyne Bruggeman	UG8605 00	Graduate Research Assistant	Hire Temp Appointment	1746.00	22-AUG-17
Kristyne Bruggeman	UG8605 01	Grad Instructor of Record	Continuing Education/Extension	3390.00	22-AUG-17
Megan Bruns	QG9190 00	BBS Grad Asst - Research	Hire Temp Appointment	28333.33	22-AUG-17
Hunter Bryan	UW8003 00	Art Assistant	Hire Temp Appointment	1600.00	01-SEP-17
Dillon Bryant	UW8012 00	Student Gallery Assistant	Hire Temp Appointment	1600.00	29-AUG-17
Cayla Buckman	US8199 00	Tutor	Hire Temp Appointment	1733.20	22-AUG-17
Jonni Buckman	UW7985 02	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Levenae Buggs	UG7812 02	Graduate Research Assistant	Hire Temp Appointment	974.00	22-AUG-17
Levenae Buggs	UG7903 00	Student Counseling Ctr GCA	Hire Temp Appointment	7526.00	22-AUG-17
Eugene Buhian	UW8490 01	Marketing WS Graphics Intern	Hire Temp Appointment	1600.00	22-SEP-17
Taylor Bunkers	UW7994 00	Student Office Assistant III	Hire Temp Appointment	1200.00	22-SEP-17
Sydney Busch	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	11-SEP-17
Emily Bye	US8208 01	EHS Sitter	Hire Temp Appointment	3373.24	26-SEP-17
Garrett Cain	US7385 00	Athletics Game Day Production	Hire Temp Appointment	3899.70	27-SEP-17
Hilary Callahan	UG8617 00	Graduate Teaching Assistant	Hire Temp Appointment	10241.79	22-AUG-17
Chelsea Campbell	UG8798 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Kaitlyn Campbell	UG7553 00	Graduate Research Assistant	Hire Temp Appointment	16500.00	22-AUG-17
Kirk Campbell	UW7379 00	SVRC Fall Work Study	Hire Temp Appointment	4000.00	30-AUG-17
Arleny Campillo	UW8517 01	Athletics Work Study/Football	Hire Temp Appointment	1600.00	28-AUG-17
Shanice Cannigan	US7385 02	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	27-AUG-17
Dennis Carlson	UW7430 03	Work Study Student	Hire Temp Appointment	1600.00	22-AUG-17
Dylan Carlson	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Morgan Carnes	UG7698 00	Graduate Research Assistant	Hire Temp Appointment	16500.00	22-AUG-17
Erica Carrels	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Matthew Carroll	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	1600.00	23-AUG-17
Mei Kwan Chan	UG8822 00	Graduate Teaching Assist IOR	Hire Temp Appointment	10000.00	22-AUG-17
Hyun Woong Chang	UG8566 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Danielle Charron	US8344 00	Ticket Writer	Hire Temp Appointment	7410.29	07-SEP-17
Danielle Charron	US8344 01	Speical Events	Hire Temp Appointment	7410.29	07-SEP-17
Frajdrach Chequetti Da Rocha	US8199 01	Tutor	Hire Temp Appointment	693.20	22-AUG-17
Joshua Childs	US7508 00	Research Assistant	Hire Temp Appointment	1716.00	22-AUG-17
Minji Cho	UG7753 01	Office of Diversity GAA	Hire Temp Appointment	4021.92	28-AUG-17
Ashleigh Chov	US8100 01	Chemistry Student Assistant	Hire Temp Appointment	4874.63	22-AUG-17
Ashleigh Chov	US8100 02	Chemistry Student Assistant	Hire Temp Appointment	2166.50	22-AUG-17
Annalea Chytka	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Emily Clark	US8208 00	HS Sitter	Hire Temp Appointment	3748.05	05-SEP-17
Emily Clark	UW8255 00	UG Student Research Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Hope Clarke	UW8499 00	HR Fall/Spring WS	Hire Temp Appointment	1600.00	11-SEP-17
Lyndsay Claussen	UG8711 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Suzannah Cleveland	UW8129 00	Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Katherine Coffeen-Spencer	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Katherine Coffeen-Spencer	US8443 02	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Alyssa Collett	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	30-AUG-17
Peggy Sue Collins	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	3373.24	25-AUG-17
Benjamin Connors	UG8728 02	Grad Teaching Assistant	Hire Temp Appointment	5000.00	22-AUG-17
Benjamin Connors	UG8729 00	Grad Teaching Assistant IOR	Hire Temp Appointment	3750.00	22-SEP-17
Hanna Conrad	UG8797 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Jared Cook	UG7909 00	Graduate Admin Assistant	Hire Temp Appointment	3628.80	22-AUG-17
Samantha Copp	UG7811 00	Head Start Grad Assistant	Hire Temp Appointment	9125.30	22-AUG-17
Rebecca Cordie	QW9479 00	BBS Work Study Student	Hire Temp Appointment	1600.00	22-AUG-17
Jenna Corrin	UW7381 01	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Courtney Cowan	UW7404 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Emily Crabtree	US8515 00	Athletics Ticket Office Worker	Hire Temp Appointment	3802.21	07-OCT-17
Daniel Craig	UG8532 00	Graduate Research Assistant	Hire Temp Appointment	8000.00	22-AUG-17
Casey Crandall	US7377 00	Welcome Week Student Asst	Hire Temp Appointment	433.30	22-AUG-17
Laura Cruse	UG7695 01	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Brittany Cruz	QW9326 00	Health Sciences Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Richard Culver	US8443 02	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Samantha Curry	US8100 01	Chemistry Student Assistant	Hire Temp Appointment	2166.50	22-AUG-17
Justina Cvach	US8434 01	CV Desk Worker	Hire Temp Appointment	2998.44	22-SEP-17
Duc DO	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Duc DO	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3897.00	22-SEP-17

Emily DO	UW7375 00	CDC Fall/Spring Work Study	Hire Temp Appointment	1600.00	31-AUG-17
Robin DO	UW7375 00	CDC Fall/Spring Work Study	Hire Temp Appointment	1600.00	25-AUG-17
Courtney Dahlberg	UW7985 01	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Amanda Dalbey	UG8855 00	Graduate Teaching Asstistant	Hire Temp Appointment	10241.79	22-AUG-17
Eoghan Daly	US7385 01	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Eoghan Daly	US7385 02	Ath Events Ticket Taker/Usheer	Hire Temp Appointment	4333.00	16-SEP-17
Eoghan Daly	US7394 00	Lifeguard	Hire Temp Appointment	4333.00	29-AUG-17
Amanda Daubendiek	UG8743 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Micah Davenport	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	07-SEP-17
Drew Davis	UG8756 00	Grad Research Assistant - IOR	Hire Temp Appointment	6750.00	22-AUG-17
Taya De Vine	UW8057 00	Work Study	Hire Temp Appointment	1600.00	22-SEP-17
Kaela DeJong	UW7994 03	Student Office Assistant	Hire Temp Appointment	800.00	25-AUG-17
Michael Deaver	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Breanna Dedeker	US8461 00	Safe Ride Monitor	Hire Temp Appointment	3899.70	14-SEP-17
Dillon Deffenbaugh	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Nicole Detches	UW8517 00	Ath Work Study/SCSC Equip Room	Hire Temp Appointment	1600.00	11-SEP-17
Tasha Determan	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Rachel Deuhr	UW8445 03	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Marissa Diede	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	2000.00	31-AUG-17
Lam Diep	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	4000.00	22-AUG-17
Nadeesha Dilrukshi	UG8767 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Patricia Dombrowski	UG8766 02	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Jose Dominguez	UG8603 01	Graduate Research Assistant	Hire Temp Appointment	9000.00	22-AUG-17
Eric Doney	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	28-AUG-17
Constantine Dorn	UG8627 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Robert Doss	UG8769 00	Grad Teaching Assistant IOR	Hire Temp Appointment	4610.00	22-AUG-17
Robert Doss	UG8769 01	Grad Assist IOR	Continuing Education/Extension	3390.00	22-AUG-17
Catherine Dougherty	US8479 01	Student Life Student Asst	Hire Temp Appointment	3899.70	22-AUG-17
Kaitlyn Dougherty	UG8751 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Nicole Dressen	US7385 04	Ath/Sports Info Student Worker	Hire Temp Appointment	4766.30	22-AUG-17
Rachel Drown	UG7616 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Allysha Duffel	US8461 02	Safe Ride Monitor	Hire Temp Appointment	3899.70	14-SEP-17
Haley Duffield	UW8201 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Ciara Duffy	US7405 00	Tutor	Hire Temp Appointment	3293.08	17-OCT-17
Jarren Duffy	UG7402 00	GAA-Ath/Mktg & Promotions	Hire Temp Appointment	9164.30	22-AUG-17
Christopher Dupic	US7377 00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-17
Christopher Dupic	US7385 00	Athletics - Charlie Coyote	Hire Temp Appointment	3899.70	22-SEP-17
Christopher Dupic	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	28-AUG-17
Summer Dupree	US8362 00	Temp Grounds Keeper	Hire Temp Appointment	7410.29	11-SEP-17
Nathaniel Dusini	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	3899.70	01-SEP-17
Michael Dzorzenyoh	UG8550 00	Graudate Teaching Assistant	Hire Temp Appointment	4073.83	22-AUG-17
Briana Earl	UW7410 00	Fall/Spring Work Study	Hire Temp Appointment	1600.00	26-SEP-17
Joshua Earl	US7385 01	Ath Production Game Day Worker	Hire Temp Appointment	5199.60	22-AUG-17
Rebecca Earl	UW8418 01	Admissions Telecounselor	Hire Temp Appointment	1600.00	30-AUG-17
Miranda Ebach	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Anna Eben	UG8528 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Noah Edwards	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Hailee Eisenbeisz	QG9184 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Sara Ellington	UG7726 00	Disabilty Services GAA	Hire Temp Appointment	9133.97	22-AUG-17
Baylie Embry	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-17
Jason Emmick	US8109 00	Research Assistant	Hire Temp Appointment	4290.00	22-AUG-17
Morgan Engelkes	UW8201 01	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Diana Espadas	UW7430 03	Work Study Student	Hire Temp Appointment	1600.00	22-AUG-17
Sydney Esselink	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	24-AUG-17
Abby Esser	UW8400 02	Work Study-Registrar	Hire Temp Appointment	1600.00	28-AUG-17
Katerina Estrada	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	3373.24	07-SEP-17
Brittany Evans	UW8490 01	Marketing Retail Clerk -WS F/S	Hire Temp Appointment	1600.00	23-AUG-17
Matthew Fallander	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	24-AUG-17
Yunjie Fang	UW8012 00	Student Office Assistant III	Hire Temp Appointment	1600.00	13-SEP-17
Jillian Farkas	UG7651 02	Graduate Research Assistant	Hire Temp Appointment	6250.00	22-AUG-17
Angela Farrier	UG8567 00	Graduate Research Assistant	Hire Temp Appointment	6689.78	22-SEP-17
Angela Farrier	UG8568 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Krisztian Fasi	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	4000.00	22-AUG-17
Solomon Fast Horse	UW8454 00	Upward Bound Fall/Spring WS	Hire Temp Appointment	1600.00	05-SEP-17
Taylor Faw	QW9479 01	BBS Work Study Lab Assistant	Hire Temp Appointment	1200.00	22-AUG-17
Megan Feerick	US7405 03	Student Assistant	Hire Temp Appointment	3899.70	28-AUG-17
Megan Feerick	US8452 00	TRIO SSS Tutor	Hire Temp Appointment	3899.70	22-AUG-17
Megan Feller	UG8853 00	Graduate Admin Assistant	Hire Temp Appointment	7526.99	22-AUG-17

Bridget Fenger	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Marie Fennema	UW7421 00	Student Curatorial Assistant	Hire Temp Appointment	1600.00	05-SEP-17
Sandarage Pasan Chinthana Fern	UG7479 00	Graduate Research Asst-Nelson	Hire Temp Appointment	20913.45	22-AUG-17
Madison Fick	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1300.00	23-AUG-17
Marie Fischer	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Mikaela Fischer	UW8517 02	Work Study Ath/Sports Medicine	Hire Temp Appointment	1600.00	22-AUG-17
Hannah Flanery	UG8772 00	Graduate Teaching Assist-IOR	Hire Temp Appointment	8000.00	22-AUG-17
Aaron Fleischer	QS9477 03	BBS Student Lab Assistant	Hire Temp Appointment	400.00	22-AUG-17
Aaron Fleischer	UW8048 03	Writing Center Tutor	Hire Temp Appointment	1600.00	22-SEP-17
Devin Flesher	UG7675 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Sara Folk	UG7702 00	NSS GAA	Hire Temp Appointment	8043.84	22-SEP-17
Jaedon Foreman	US7377 00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-17
Jaedon Foreman	US7385 00	Athletics - Charlie Coyote	Hire Temp Appointment	3899.70	22-SEP-17
Jaycie Foster	UW7985 01	Student Technical Assistant	Hire Temp Appointment	1600.00	25-AUG-17
Elizabeth Frans	UG8845 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Demi Fredericksen	UE8450 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Demi Fredericksen	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Bethany Freel	QG9180 00	BBS Grad Asst - Research	Hire Temp Appointment	23403.30	22-AUG-17
Abigail Freese	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Hailey Freidel	US8416 02	Admissions Student Ambassador	Hire Temp Appointment	674.18	24-AUG-17
Elisabeth Fricker	UG8824 00	Graduate Teaching Assistant	Hire Temp Appointment	8000.00	22-AUG-17
Derek Frieze	US8046 03	Writing Center Tutor	Hire Temp Appointment	3510.34	22-AUG-17
Erin Frink	UG8806 00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Mariah Fuchs	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Ashley Fuerst	UW7381 00	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Josie Galles	UW8111 00	Research Assistant	Hire Temp Appointment	1600.00	22-SEP-17
Bing Gao	UG7570 00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-17
Chesney Garnos	US7974 00	Library Student Assistant	Hire Temp Appointment	6101.04	22-AUG-17
Braeden Garrett	US7377 00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-17
Braeden Garrett	US7385 00	Athletics - Charlie Coyote	Hire Temp Appointment	3899.70	22-SEP-17
Braeden Garrett	US7983 01	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Peyton Garrow	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
David Gaston	US8434 00	OPS Crew	Hire Temp Appointment	3373.24	05-SEP-17
Brooke Gebhart	US7384 00	Personal Trainer	Hire Temp Appointment	6607.83	22-AUG-17
Cassidy Gebhart	QW9353 00	Occ Therapy Workstudy Student	Hire Temp Appointment	1600.00	22-AUG-17
Bridget Geerts	UW8201 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Adam Gerard	US7983 01	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Seth Gerberding	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	01-SEP-17
Jacie Gerig	US8299 00	Student Lab Consultant	Hire Temp Appointment	374.89	22-AUG-17
Brandi German	UW7399 01	Int'l Ofc Student Worker	Hire Temp Appointment	1600.00	29-AUG-17
Ethan Gette	UW8490 00	Student Photo/Videographer	Hire Temp Appointment	1600.00	22-AUG-17
Naomi Giesen	US8082 00	Student Math Tutor II	Hire Temp Appointment	936.00	22-AUG-17
Jennifer Gillaspie	QS9477 01	BRIN Student Lab Assistant	Hire Temp Appointment	1733.30	23-SEP-17
Benjamin Gillogly	US8199 00	Tutor	Hire Temp Appointment	1733.20	22-AUG-17
Nicholas Gillund	US8515 00	Athletics Ticket Office Worker	Hire Temp Appointment	4224.68	16-SEP-17
Matthew Gilray	US7385 00	FB Summer Camp Counselor	Hire Temp Appointment	866.60	22-AUG-17
Johanna Girard	UW7381 01	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Samiksha Giri	QG9203 00	BBS Grad Research Asst	Hire Temp Appointment	23403.30	22-AUG-17
Amanuel Gnorie	UG8752 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Binda Godlove Aka	UG7886 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Riley Gohl	US7385 00	Athletics Dome Equip Rm Worker	Hire Temp Appointment	3899.70	31-AUG-17
Michaela Goldammer	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	22-AUG-17
Reza Goljani Amirkhiz	UG7752 00	Graduate Research Assistant	Hire Temp Appointment	18333.33	22-AUG-17
Ashley Gomez	US8309 00	Note Taker	Hire Temp Appointment	3509.73	08-SEP-17
Autumn Gomez	UW8012 00	Student Office Assistant III	Hire Temp Appointment	1600.00	29-AUG-17
Delia Gonzales	UW7985 01	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Elvira Gonzalez	UG8844 00	Graduate Research Assistant	Hire Temp Appointment	10200.00	22-AUG-17
Austin Gooden	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Nicholas Goodhope	QS9540 00	Student Tutor	Hire Temp Appointment	2160.00	11-SEP-17
Tasheka Gordon	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Eric Graack	QG9244 00	BBS Grad Asst - Research	Hire Temp Appointment	23403.30	22-AUG-17
Paul Granaas	UG7546 00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-17
Hannah Grantham	UG7587 01	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Jackson Grassel	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Amanda Gravholt	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	2998.44	22-SEP-17
Brandon Gray	UG8865 00	Grad Teaching Assistant IOR	Hire Temp Appointment	9500.00	22-AUG-17
Justin Gray	UG8778 01	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Tara Gray	US8434 06	CV Mail Clerk	Hire Temp Appointment	3529.23	22-AUG-17

Madison Green	US8416	00	Admissions Student Worker	Hire	Temp	Appointment	1124.41	22-AUG-17
Natalie Gronlund	UW8048	01	Writing Center Receptionist	Hire	Temp	Appointment	1600.00	22-AUG-17
Tory Gross	QG9223	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7713.00	22-AUG-17
Lucia Guatney	UG8765	00	Grad Teaching Assistant - IOR	Hire	Temp	Appointment	12500.00	22-AUG-17
Taylor Gubbrud	US8046	01	Writing Center Tutor	Hire	Temp	Appointment	2855.07	22-AUG-17
Jason Gully	UG8653	00	Grad Teaching Assistant	Hire	Temp	Appointment	6689.92	22-SEP-17
Jason Gully	UG8853	01	Graduate Admin Assistant	Hire	Temp	Appointment	9157.55	22-AUG-17
Jason Gully	US8309	00	Note Taker	Hire	Temp	Appointment	2116.80	22-AUG-17
Amanda Gunderson	UG7391	00	Graduate Assistant	Hire	Temp	Appointment	8111.38	22-SEP-17
Amanda Gunderson	UG7811	00	Head Start Grad Assistant	Hire	Temp	Appointment	9125.30	22-AUG-17
Christopher Haas	US7983	01	Student Technical Assistant	Hire	Temp	Appointment	5397.34	22-AUG-17
Daniel Hade	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-17
Jordan Haefs	US8506	00	Climbing Wall Assistant	Hire	Temp	Appointment	3791.38	22-AUG-17
Elin Haegeland	UG8786	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12000.00	22-AUG-17
Victoria Hagg	US8506	01	Climbing Wall Asst	Hire	Temp	Appointment	3899.70	22-AUG-17
Kyli Haines	UG8553	02	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-17
Logan Hale	UG8604	00	Graudate Research Assistant	Hire	Temp	Appointment	9000.00	22-AUG-17
Tanner Hall	UW8111	00	Lab Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Brooke Hamilton	UW7985	01	Student Technical Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Sarah Hammer	US7383	00	Testing Center Student Assist	Appointment			8792.00	22-AUG-17
Andrea Hanson	QG9226	00	LEND Trainee	Hire	Temp	Appointment	7713.00	22-AUG-17
Cylie Hanson	UG8655	03	GTA	Hire	Temp	Appointment	9945.00	22-AUG-17
Marley Hanson	US7745	02	Tech Fellow	Hire	Temp	Appointment	11027.99	22-AUG-17
Tage Hanson	UG8848	00	Graduate Admin Assistant	Hire	Temp	Appointment	7526.99	22-AUG-17
Sydney Hardin	US8416	03	Admissions Student Ambassador	Hire	Temp	Appointment	599.27	22-SEP-17
Tristan Hargens	US7385	00	Athletics Game Day Production	Hire	Temp	Appointment	3899.70	27-SEP-17
Jerrel Harris	UW8517	02	Ath WS/Facilities & Events	Hire	Temp	Appointment	800.00	22-AUG-17
Lauren Harrowa	UW7413	00	Ath Work Study/Ticket Office	Hire	Temp	Appointment	1600.00	22-AUG-17
Andrea Hartman	US8434	03	B/N Desk Worker	Hire	Temp	Appointment	3529.23	28-AUG-17
Nathan Hauck	UG8565	00	Graduate Research Assistant	Hire	Temp	Appointment	3763.00	22-AUG-17
Tyler Havard	US7375	00	Intramural Official	Hire	Temp	Appointment	3412.24	22-AUG-17
Haley Hawk	UW8499	00	HR Fall/Spring WS	Hire	Temp	Appointment	1600.00	12-SEP-17
Holly Hayden	US8434	03	McFadden Desk Worker	Hire	Temp	Appointment	3529.23	05-SEP-17
Jenna Hayes	UG8792	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12000.00	22-AUG-17
Joshua Hayes	US8199	00	Kids Count Student Worker	Hire	Temp	Appointment	1559.70	22-AUG-17
Lindsey Hecker	UW8300	01	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	29-AUG-17
Kathryn Hefta	UG7910	02	Graduate Admin Assistant	Appointment			3628.80	22-AUG-17
Elizabeth Hegerfeld	US7745	02	Tech Fellow	Hire	Temp	Appointment	11027.99	22-AUG-17
Amanda Hegg	UG8764	00	Grad Teaching Assistant - IOR	Hire	Temp	Appointment	12500.00	22-AUG-17
Dustin Heiden	QW9479	01	BBS Work Study Lab Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Jenna Heilman	US7745	02	Tech Fellow	Hire	Temp	Appointment	11027.99	22-AUG-17
Cole Hein	US7385	00	Athletics Game Day Production	Hire	Temp	Appointment	3899.70	27-SEP-17
Justin Heinrichs	UW8436	00	Housing Fall/Spring WS	Hire	Temp	Appointment	1600.00	23-AUG-17
Jill Heller	UW7403	00	ACPC Workstudy	Hire	Temp	Appointment	1600.00	28-AUG-17
De Shonte' Helm	UW7994	00	Student Office Assistant III	Hire	Temp	Appointment	1600.00	15-SEP-17
Marisa Helm	US8452	00	TRIO SSS Tutor	Hire	Temp	Appointment	3899.70	22-AUG-17
Riley Heltzel	US8344	00	Special Events	Hire	Temp	Appointment	7410.29	15-SEP-17
Jacqueline Hendry	UG8582	02	Graduate Admin Assistant	Hire	Temp	Appointment	3761.28	22-SEP-17
Brianna Henry	UG7554	05	Graduate Research Assistant	Hire	Temp	Appointment	25500.00	22-AUG-17
Calli Hensley	US8425	01	MUC Information Desk Worker	Hire	Temp	Appointment	3373.24	22-AUG-17
Courtney Heppler	UW8445	00	Reading Tutor	Hire	Temp	Appointment	1600.00	22-AUG-17
Quinci Herll	US8082	00	Student Math Tutor II	Hire	Temp	Appointment	1440.00	22-AUG-17
Danielle Hertel	UG8635	00	Graduate Research Assistant	Hire	Temp	Appointment	8400.00	22-AUG-17
Brett Heuer	UW8246	00	Student Office Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Miyuraj Harishchandra Hikkadu	UG8842	00	Graduate Research Assistant	Hire	Temp	Appointment	13500.00	22-AUG-17
Alexandra Hillestad	US7384	00	Zumba Fitness Instructor	Hire	Temp	Appointment	4484.66	03-OCT-17
Brayden Hilton	UW7403	00	Tutor	Hire	Temp	Appointment	1600.00	28-AUG-17
Mackenzie Hiserote	UG8863	00	Graduate Teaching Assistant	Hire	Temp	Appointment	10241.79	22-AUG-17
Brooklyn Hodges	UW7369	00	Intramural Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Taylor Hoekstra	UG7415	02	Graduate Research Assistant	Hire	Temp	Appointment	14166.67	22-AUG-17
Taylor Hoekstra	UG7415	03	GMP Research Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Evan Hoel	US7383	00	Testing Center Student Assist	Hire	Temp	Appointment	8792.00	22-AUG-17
Jade Hofer	UG7464	00	Graduate Admin Assistant	Hire	Temp	Appointment	10920.42	22-AUG-17
Maxwell Hofer	UW8147	00	Work Study	Hire	Temp	Appointment	1600.00	06-SEP-17
Meghan Hofer	QW9362	01	Physician Assistant Work Study	Hire	Temp	Appointment	2800.00	22-AUG-17
Chelsy Hoffman	UW7421	01	Student Curatorial Assistant	Hire	Temp	Appointment	2200.00	31-AUG-17
Mariah Hoffman	UG7390	00	Graduate Research Assistant	Hire	Temp	Appointment	6375.00	22-SEP-17
Mariah Hoffman	US7508	00	Graduate Research Assistant	Hire	Temp	Appointment	7366.10	22-AUG-17

Layne Hohn	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	3373.24	22-AUG-17
Allie Holland	UG8755 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-17
McKenzie Holton	US7377 00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-17
McKenzie Holton	US7385 00	Athletics - Charlie Coyote	Hire Temp Appointment	3899.70	22-SEP-17
Krista Honomichl	US8073 00	Student Labor	Hire Temp Appointment	866.60	22-SEP-17
Claire Hoogland	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Martin Hooi	UW7381 00	CAP Monitor	Hire Temp Appointment	1600.00	28-AUG-17
Hailey Horsley	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Md Yeathad Hossan	UG7508 07	Graduate Research Assistant	Hire Temp Appointment	19459.00	22-SEP-17
Steven Howell	US8461 00	Safe Ride Monitor	Hire Temp Appointment	3899.70	14-SEP-17
Jessica Hoynoski	QG9189 00	BBS Grad Asst - Research	Hire Temp Appointment	23403.30	22-AUG-17
Morgan Huber	UW8517 02	Ath Work Study/Volleyball	Hire Temp Appointment	1600.00	22-AUG-17
Brooke Hubert	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Lindsay Huff	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Kevin Huizenga	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	07-SEP-17
Amber Hulse	US7745 00	Tech Fellow	Hire Temp Appointment	9999.00	22-AUG-17
Jordan Hunt	UW8499 00	HR Fall/Spring WS	Hire Temp Appointment	1600.00	25-SEP-17
Keith Hurly	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	22-AUG-17
Maddie Husman	QG9199 00	LEND Grad Research Assisstant	Hire Temp Appointment	7713.00	22-AUG-17
Anwar Hussain	UG7555 00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-17
Gabriel Hutchinson	US8443 00	Teacher Assistant	Hire Temp Appointment	3748.05	11-SEP-17
Yukyung Hwang	UG7421 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Samantha Hyronimus	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Lillia Iokhvidov	UG7503 00	Graduate Teaching Assistant	Hire Temp Appointment	9166.12	22-AUG-17
Khurram Iqbal	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	27-AUG-17
Faith Ireland	US7385 00	Ath Game Day Production Worker	Hire Temp Appointment	4333.00	25-AUG-17
Marcus Ireland	US8434 02	CV Desk Worker	Hire Temp Appointment	3050.43	22-SEP-17
Bridger Irons	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
MD Rabiul Islam	US8362 00	Temp Grounds Keeper	Hire Temp Appointment	7410.29	11-SEP-17
Laura Jackson	UG7897 00	Graduate Research Assistant	Hire Temp Appointment	13500.00	22-AUG-17
Kacie Jacobsen	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	11-SEP-17
Nathan Jacobson	QS9540 00	Student Tutor	Hire Temp Appointment	1800.00	22-SEP-17
Connor Jallo	US8199 00	Beacom Tutor	Hire Temp Appointment	693.20	22-AUG-17
Connor Jallo	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	24-AUG-17
Jessica Jandera	US8199 01	Student Worker	Hire Temp Appointment	693.20	22-AUG-17
Jessica Jandera	UW7403 02	Career Svcs Workstudy	Hire Temp Appointment	1600.00	28-AUG-17
Amanda Jandt	UW8445 00	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Morgan Jarding	US8317 00	Dispatcher	Hire Temp Appointment	4116.35	23-AUG-17
Callie Jarman	UE8450 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Callie Jarman	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Ethan Jennings	US8028 01	Student Labor	Hire Temp Appointment	1200.00	22-AUG-17
Jennifer Jensen	UW8445 00	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Lexis Jensen	US7410 00	Library Student Assistant	Hire Temp Appointment	4498.00	05-SEP-17
Rachel Jensen	US8028 00	Undergraduate Research	Hire Temp Appointment	1733.50	18-SEP-17
Skyler Jermolenko	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-17
Yuqi Jiang	US8515 00	Ath Ticket Office Worker	Hire Temp Appointment	4224.68	16-SEP-17
Ryan John	US7385 01	Athletics Game Day Production	Hire Temp Appointment	4333.00	22-AUG-17
Laurie Johns	UG8781 01	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Brandon Johnson	QG8936 00	BBS Grad Asst - Research	Hire Temp Appointment	23403.30	22-AUG-17
Hannah Johnson	UG8575 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Hannah Johnson	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Hannah Johnson	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Hope Johnson	US8253 00	Online HRT Assistant	Hire Temp Appointment	1993.18	22-AUG-17
Payton Johnson	UW8301 00	Student Lab Consultant	Hire Temp Appointment	1300.00	29-SEP-17
Martha Johnston	UG8849 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Jordan Jones	UW8300 03	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Justin Jones	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	06-SEP-17
Kelvin Jones	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Marlee Jones	US8082 00	Student Math Tutor II	Hire Temp Appointment	1296.00	22-AUG-17
Michael Jones	UG8832 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Tess Jones	UW7985 01	Student Technical Assistant	Hire Temp Appointment	1600.00	08-SEP-17
Sidney Juffer	US7385 00	Athletic Events/Game Day Staff	Hire Temp Appointment	3899.70	03-OCT-17
Hope Justesen	US8046 01	Writing Center Tutor	Hire Temp Appointment	2855.07	22-AUG-17
Sabi Kaflay	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Sabi Kaflay	US7385 01	Ath Events/Parking Attendant	Hire Temp Appointment	5069.61	22-SEP-17
Toni Kafton	UG7398 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Brooke Kaiser	UW7413 00	Ath Work Study/Ticket Office	Hire Temp Appointment	1600.00	28-AUG-17
Christopher Kaiser	UG8821 00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17

Tomas Kamenik	US7389 00	Int'l Ofc Student Worker	Hire Temp Appointment	5557.50	22-AUG-17
Sierra Kamin	US8344 00	Ticket Writer	Hire Temp Appointment	7417.98	08-SEP-17
Sierra Kamin	US8344 01	Special Events	Hire Temp Appointment	7410.29	08-SEP-17
Casey Kampa	UW8201 01	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Sakshi Kanagala	US7402 00	Temp Part time Lab	Appointment	6240.00	29-SEP-17
Abraham Kanz	UG8759 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Lydia Kanz	US8001 01	Student Model	Hire Temp Appointment	3200.00	22-SEP-17
Breanne Kareha	UG7438 00	Graduate Administrative Assist	Hire Temp Appointment	3743.55	22-AUG-17
Afafe Karimallah	US7974 00	Library Student Assistant	Hire Temp Appointment	5997.05	18-SEP-17
Chandra Karki	US7402 00	EH&S Admin Assistant	Hire Temp Appointment	5500.56	22-AUG-17
Anna Kase	UG7424 00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-17
Josie Kasik	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	28-AUG-17
Grant Kathol	UW8201 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Enosh Kattinapudi	UG8722 00	Intl Ofc Grad Admin Assistant	Hire Temp Appointment	9165.35	22-AUG-17
Madeline Kaufman	UW7413 03	Ath Work Study/Ticket Office	Hire Temp Appointment	800.00	22-AUG-17
Mika Kawakami	US7405 00	Tutor	Hire Temp Appointment	3293.08	02-OCT-17
Emma Kays	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Mariah Kayser	US8344 00	Special Events	Hire Temp Appointment	7410.29	05-SEP-17
Nathaniel Keane	US7983 01	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Garrett Keegan	UG8715 00	WC Intramural GAA	Hire Temp Appointment	12019.59	22-AUG-17
Morgan Kellen	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Cecilia Kelly	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Gloria Kelly	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	25-AUG-17
Taylor Kenney	US8425 00	MUC Information Desk Worker	Hire Temp Appointment	4497.65	22-AUG-17
Trenity Kenobbie	UW8300 03	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-17
Joseph Keppen	US8100 03	Chemistry Student Assistant	Hire Temp Appointment	2651.80	22-AUG-17
Britny Kerr	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Britny Kerr	US8434 00	B/N Desk Worker	Hire Temp Appointment	3373.24	22-AUG-17
Seth Kersten	UW8111 00	Bike Share Coordinator	Hire Temp Appointment	1600.00	22-SEP-17
Drew Keuck	QS9477 01	BBS AP Student Lab Assistant	Hire Temp Appointment	3373.24	22-AUG-17
Subighya Khanal	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Subighya Khanal	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Shovanjit Khatua	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Shovanjit Khatua	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Dallas Kiehn	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Benjamin Kielhold	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	4000.00	22-SEP-17
Hannah Kieliszewski	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Hannah Kieliszewski	UW8517 00	Ath Work Study Tkt Taker/Usher	Hire Temp Appointment	1600.00	22-SEP-17
Shayla Kiertzner	UW8481 00	Student Service Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Shinyoung Kim	US8199 00	Beacom Tutor	Hire Temp Appointment	693.20	22-AUG-17
Courtney Kinser	UG7682 00	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-17
Alex Kirkvold	US7401 01	Undergraduate Research	Hire Temp Appointment	7800.30	22-AUG-17
Savannah Kirsch	UW7994 01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-SEP-17
Shea Kister	US8010 01	Gallery Student Worker	Hire Temp Appointment	3509.73	22-AUG-17
Kayla Klassen	US7384 00	Martial Arts Instructor	Hire Temp Appointment	5459.58	04-OCT-17
Kimberley Klein	US8362 01	Temp Grounds Assist	Hire Temp Appointment	3293.46	22-AUG-17
Mya Klemme Zoeller	US8309 00	Note Taker	Hire Temp Appointment	3509.73	22-AUG-17
Adam Klepsteen	FS9957 00	Temp. Part-time Tutor	Hire Temp Appointment	5199.60	19-SEP-17
Hope Knedler	UW7994 01	Student Office Assistant III	Hire Temp Appointment	1200.00	22-AUG-17
Allie Knofczynski	US8046 03	Writing Center Tutor	Hire Temp Appointment	2823.87	22-AUG-17
Jacob Knowles	UG8691 00	GAA-Ath/Swimming & Diving	Hire Temp Appointment	9164.30	22-AUG-17
Kristin Knutson	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	3200.00	22-SEP-17
Andrew Koch	UG8761 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	6250.00	22-AUG-17
Rachel Kokales	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Brittany Kolbeck	UW7994 02	Student Office Assistant III	Hire Temp Appointment	1600.00	22-SEP-17
Eliza Kolbo	UG8839 00	Graduate Admin Assistant	Hire Temp Appointment	9157.55	22-AUG-17
Kohta Komatsubara	US7974 00	Library Student Assistant	Hire Temp Appointment	5997.05	18-SEP-17
Kyler Kooi	US7401 05	Undergraduate Research	Hire Temp Appointment	9360.36	22-AUG-17
Michael Kopren	UW8012 00	Student Office Assistant III	Hire Temp Appointment	1600.00	01-SEP-17
Mariah Kosidowski	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Tyler Kotnour	UG8707 01	Student Counseling Ctr GCA	Hire Temp Appointment	7256.00	22-AUG-17
Tyler Kotnour	UG8707 01	Student Counseling Ctr GCA	Hire Temp Appointment	6689.76	22-SEP-17
Ravan Kott	UG8836 00	Graduate Teaching Assistant	Hire Temp Appointment	8400.00	22-AUG-17
Bethany Kozak	US8046 01	Writing Center Tutor	Hire Temp Appointment	2855.07	22-AUG-17
Denis Kozhokar	UG8777 01	Graduate Research Assistant	Hire Temp Appointment	8526.00	22-AUG-17
Jordan Kramer	UG7436 03	Graduate Research Assistant	Hire Temp Appointment	18000.00	22-SEP-17
Jordan Kramer	UG7544 00	Graduate Research Assistant	Hire Temp Appointment	28333.33	22-AUG-17
Lauren Kratz	US8434 02	CV Mail Clerk	Hire Temp Appointment	3050.43	22-SEP-17

Marina Kremer	US8443	01	Teacher Assistant	Hire	Temp	Appointment	3748.05	22-AUG-17
Kathryn Kroeger	QS9540	00	Student Tutor	Hire	Temp	Appointment	2160.00	11-SEP-17
Zachary Krogman Behrens	UW8409	00	Financial Aid WS Assistant	Hire	Temp	Appointment	3200.00	22-AUG-17
Melissa Kroll	US7407	00	Student Library Assistant	Hire	Temp	Appointment	5997.05	11-SEP-17
Laura Krom	US8416	00	Admissions Student Ambassador	Hire	Temp	Appointment	674.18	25-AUG-17
Kylie Krueger	QW9479	00	BBS Work Study Lab Assistant	Hire	Temp	Appointment	1600.00	29-AUG-17
Kaci Kruger	US7974	00	Library Student Assistant	Hire	Temp	Appointment	6101.04	22-AUG-17
Taylor Kruisselbrink	US8416	02	Admissions Student Ambassador	Hire	Temp	Appointment	674.18	22-AUG-17
Alyeska Krull	US7983	01	Student Technical Assistant	Hire	Temp	Appointment	5397.34	22-AUG-17
Maci Kuhl	QW9461	00	Dental Hygiene Workstudy	Hire	Temp	Appointment	1600.00	22-AUG-17
Brenden Kuhn	UG8697	00	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-17
Jordan Kuiper	UG7519	05	Graduate Research Assistant	Hire	Temp	Appointment	16666.67	22-AUG-17
Akasha Kurapati	US8434	02	Central Office Desk Worker	Hire	Temp	Appointment	3431.74	23-AUG-17
Akasha Kurapati	US8434	03	B/M Desk Worker	Hire	Temp	Appointment	3431.74	23-AUG-17
Anna Kuznik	QG9209	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7713.00	22-AUG-17
Clay LaPlante	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Damon Lamberty	UG8628	00	Graduate Teaching Assistant	Hire	Temp	Appointment	7526.00	22-AUG-17
Hailey Lammers	US8443	00	Teacher Assistant	Hire	Temp	Appointment	3748.05	22-AUG-17
Jessica Landsman	QC9024	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7713.00	22-AUG-17
Megan Langley	UW7408	02	Fall/Spring Library Workstudy	Hire	Temp	Appointment	1600.00	28-AUG-17
Javier Lara-Ruiz	UW8003	00	Art Assistant	Hire	Temp	Appointment	1600.00	06-SEP-17
Kirstyn Larsen	QG9173	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7713.00	22-AUG-17
Alexander Larson	UG7750	00	Graduate Research Assistant	Hire	Temp	Appointment	24000.00	22-AUG-17
Rachel Laufmann	QC9026	00	BBS Grad Research Asst	Hire	Temp	Appointment	23403.30	22-AUG-17
Courtney Lavallie	US8010	01	Gallery Student Assistant	Hire	Temp	Appointment	3373.24	22-AUG-17
Lauren Lavin	US7384	00	Fitness Instructor	Hire	Temp	Appointment	4982.95	22-AUG-17
Juliana Layman	US7377	00	Welcome Week Student Asst	Hire	Temp	Appointment	433.30	22-AUG-17
Lila Leader Charge	QG9179	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7713.00	22-AUG-17
Chunghwan Lee	US7389	02	Int'l Ofc Student Worker	Hire	Temp	Appointment	3509.73	22-AUG-17
Payton Lee	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Kalie Leonard	US8109	05	Lab Assistant	Hire	Temp	Appointment	1819.86	22-AUG-17
Rhye Leonard	UW8048	02	Writing Center Tutor	Hire	Temp	Appointment	800.00	22-AUG-17
Teivaskie Lewin	UG8693	01	GAA - Athletics/Track & Field	Hire	Temp	Appointment	11699.10	22-AUG-17
Dylan Lewis	US8100	00	Chemistry Student Assistant	Hire	Temp	Appointment	4874.63	06-SEP-17
Brittany Lewno	UG8618	00	Graduate Teaching Assistant	Hire	Temp	Appointment	19508.55	22-AUG-17
Yangyang Li	UG7409	00	Graduate Research Assistant	Hire	Temp	Appointment	16470.00	22-AUG-17
Ashley Liang	US8082	00	Student Math Tutor II	Hire	Temp	Appointment	1872.00	22-AUG-17
Aaron Licht	US8416	00	Admissions Student Ambassador	Hire	Temp	Appointment	674.18	25-AUG-17
Aaron Licht	US8488	00	Marketing Retail Clerk	Hire	Temp	Appointment	4333.00	13-SEP-17
John Litrenta	UG8699	02	GAA - Athletics/Football	Hire	Temp	Appointment	9164.30	22-AUG-17
Airu Liu	US7385	00	Ath Events Ticket Taker/Usher	Hire	Temp	Appointment	4333.00	16-SEP-17
Yangxi Liu	UG8663	07	Graduate Research Assistant	Hire	Temp	Appointment	18333.33	22-AUG-17
Santina Lokonobei	UW7375	00	CDC Fall/Spring Work Study	Hire	Temp	Appointment	1600.00	23-AUG-17
Preston Long	UG8776	01	Grad Teaching Assistant IOR	Hire	Temp	Appointment	8526.00	22-AUG-17
Xavier Loose	US7508	01	Student Research	Hire	Temp	Appointment	5849.55	22-AUG-17
Edrick Loudior	UW7379	00	SVRC Fall/Spring Work Study	Hire	Temp	Appointment	1600.00	01-SEP-17
Damion Lourensz	US7385	00	Ath Events Parking Attendant	Hire	Temp	Appointment	5632.90	16-SEP-17
Damion Lourensz	US7385	01	Ath Events Ticket Taker/Usher	Hire	Temp	Appointment	3899.70	22-SEP-17
Jacob Luiken	UG8552	01	GAA-Athletics/Sports Medicine	Hire	Temp	Appointment	11699.10	22-AUG-17
Lucas Lund	US8452	01	UB Instructor	Supplemental Appointment			760.38	22-AUG-17
Lucas Lund	US8479	01	Student Life Student Asst	Hire	Temp	Appointment	3899.70	22-AUG-17
Ashley Lynch	UG8841	02	Graduate Admin Assistant	Hire	Temp	Appointment	4070.02	22-AUG-17
Kriston Lynn	UW7958	02	Sponsored Programs Work Study	Hire	Temp	Appointment	1600.00	23-AUG-17
Lexus MacDannald	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-17
Joseph Madison	UG7393	01	Graduate Research Assistant	Hire	Temp	Appointment	17000.00	22-AUG-17
Anna Madsen	US8073	00	Student Ambassador	Hire	Temp	Appointment	500.04	22-SEP-17
Mason Madsen	UW8264	00	Student Office Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Lauren Maestas	UG7857	00	Graduate Research Assistant	Hire	Temp	Appointment	13500.00	22-AUG-17
Mahendra Mahato	US7385	00	Ath Events Ticket Taker/Usher	Hire	Temp	Appointment	4333.00	16-SEP-17
Mahendra Mahato	US8362	00	Temp Grounds Keeper	Hire	Temp	Appointment	7410.29	11-SEP-17
M Rasel Mahmud	UG8745	00	Graduate Research Assistant	Hire	Temp	Appointment	11500.00	22-AUG-17
Maggie Malathip	UW7403	01	ACPC Desk Assistant	Hire	Temp	Appointment	1600.00	05-SEP-17
Joseph Mammo	UG7401	01	Undergraduate Research	Hire	Temp	Appointment	2634.46	01-SEP-17
Neil Mancktelow	UG8695	01	GAA-Athletics/Soccer	Hire	Temp	Appointment	9164.30	22-AUG-17
Teri Mandel	UG8858	00	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-17
Olivia Mann	US8073	15	Student Labor	Hire	Temp	Appointment	1733.20	22-AUG-17
Siyu Mao	UG7509	02	Graduate Research Assistant	Hire	Temp	Appointment	20000.00	22-AUG-17
Cheyenne Marco	UG8813	04	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-17

Miranda Marron	UW8120 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Kyra Martens	UW8445 01	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Jasmine Martin	UG8754 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Sara Martin	UW8201 01	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Kelsie Mastel	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Morgan Matzen	UW8147 00	Work Study	Hire Temp Appointment	1600.00	06-SEP-17
Ofelia May	UG8829 00	Grad Admin Assistant	Hire Temp Appointment	10920.42	22-AUG-17
Paul May	UG8753 00	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Michael Mayrose	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	4000.00	22-AUG-17
Morgan McAllister	UW8445 00	Reading Tutor	Hire Temp Appointment	1600.00	22-AUG-17
Stephanie McBeth	UG8637 00	Graduate Admin Assistant	Hire Temp Appointment	5481.61	22-AUG-17
Madison McCleerey	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Hannah McClelland	US8309 00	Note Taker	Hire Temp Appointment	3509.73	05-SEP-17
Dominick McClendon	UW7994 01	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-17
Sasha McDowell	US8046 00	English Ambassador	Hire Temp Appointment	250.00	22-SEP-17
Alexis McGillvrey	FS9957 00	Temp. Part-time Tutor	Hire Temp Appointment	3327.60	05-SEP-17
Theodora McMahon	UW8201 01	Beacom Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Teagan McNary	UW7375 00	CDC Fall/Spring Work Study	Hire Temp Appointment	3000.00	25-AUG-17
Alicia Mefferd	UW8517 00	Work Study Ath/Arena Equip Rm	Hire Temp Appointment	1600.00	06-SEP-17
Keely Mehling	UW8201 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Hao Mei	UG7749 07	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Ashley Meiners	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-17
Katherine Meirose	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	01-SEP-17
Sarah Meirose	UG8789 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Aryn Menard	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	11-SEP-17
Celia Mendez	UW7380 00	Work Study	Hire Temp Appointment	1600.00	13-SEP-17
Brandi Merritt	UW7403 02	ACPC Workstudy	Hire Temp Appointment	1600.00	28-AUG-17
Kathryn Mertens	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Matthew Mettler	UG8834 02	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Nicholas Mettler	UW7994 00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-AUG-17
Gabrielle Metzger	US8046 03	Writing Center Tutor	Hire Temp Appointment	2823.87	22-AUG-17
Lyn Metzger	UG7575 00	GAA-Athletics/Ticket Office	Hire Temp Appointment	9164.30	22-AUG-17
Abby Meyer	UG8526 01	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Morgan Meyer	UG8558 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Madison Michels	UW8418 02	Admissions WS Student Worker	Hire Temp Appointment	4500.00	22-AUG-17
Matthew Mickley	UG7410 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Phillip Millar	US7745 03	Tech Fellow	Hire Temp Appointment	11950.02	22-AUG-17
Phillip Millar	US8199 01	Beacom Tutor	Hire Temp Appointment	1733.20	22-AUG-17
Benjamin Miller	US8317 02	Dispatcher	Hire Temp Appointment	4116.35	23-AUG-17
Kari Miller	QG9025 00	Graduate Teaching Assistant	Hire Temp Appointment	8424.00	22-AUG-17
Matthew Miller	US8046 00	English Ambassador	Hire Temp Appointment	250.00	22-SEP-17
Carrie Minette	US7508 02	Student Research	Hire Temp Appointment	6499.50	22-AUG-17
Carrie Minette	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-17
Gianna Miranda	US8443 00	Teacher Assistant	Hire Temp Appointment	3373.24	26-SEP-17
Dusan Mirkovic	US7745 02	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Dusan Mirkovic	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Afiwa Missoh	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	25-AUG-17
Jacob Miszuk	UG7688 07	Graduate Research Assistant	Hire Temp Appointment	20833.33	22-AUG-17
Madeline Mockler	UE8306 01	ITS Temp Hire	Hire Temp Appointment	7995.31	22-AUG-17
Madeline Mockler	UE8450 02	Teacher Assistant	Hire Temp Appointment	4497.65	22-AUG-17
Madeline Mockler	US8443 02	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Madeline Mockler	US8443 03	Teacher Assistant	Hire Temp Appointment	2998.44	22-SEP-17
Taylor Modlin	US8309 00	Note Taker	Hire Temp Appointment	3509.73	08-SEP-17
Mariah Mogck	UG8856 00	Graduate Teaching Assistant	Hire Temp Appointment	10241.79	22-AUG-17
Hailey Moodie	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Ashton Moody	UG7853 00	Graduate Teaching Assistant	Hire Temp Appointment	10241.79	22-AUG-17
Malan Moody	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Jordan Mooney	UG7467 02	WC Fitness GA	Hire Temp Appointment	5342.04	22-AUG-17
Jordan Mooney	US7384 01	Fitness Specialist	Hire Temp Appointment	2773.12	22-AUG-17
Joshua Moore	US8199 00	Beacom Tutor	Hire Temp Appointment	1733.20	22-AUG-17
Shekendra Morgan	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
John Morris	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	4000.00	22-SEP-17
Alexis Morrison	US8199 00	Kids Count Student Worker	Hire Temp Appointment	1559.70	22-AUG-17
Ericka Muchow	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-17
Brianna Mudder	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Logan Mudder	US7385 00	Athletics Game Day Production	Hire Temp Appointment	4333.00	15-SEP-17
Taylor Muller	UW7369 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Caleb Munce	US8073 01	Student Labor	Hire Temp Appointment	1632.00	22-AUG-17

Atalyssa Myron	UW8409 00	Financial Aid WS Assistant	Hire Temp Appointment	2600.00	22-AUG-17
Isaac Naasz	UW8517 00	Work Study/Ath Dome Equip Rm	Hire Temp Appointment	1600.00	30-AUG-17
Kaylee Namken	UW8454 00	Upward Bound Fall/Spring WS	Hire Temp Appointment	1600.00	06-SEP-17
Kang Namkoong	US8362 01	Temp Grounds Assist	Hire Temp Appointment	3293.46	22-AUG-17
Murtaza Nasir	UG8568 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Cori Nath	UW8418 01	Admissions Telecounselor	Hire Temp Appointment	1600.00	30-AUG-17
Dakota Navrkal	UG8728 00	Grad Teaching Assistant IOR	Hire Temp Appointment	10000.00	22-AUG-17
Jennifer Nelson	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Joshua Nelson	US7974 00	Library Student Assistant	Hire Temp Appointment	6101.04	22-AUG-17
Kelsey Nelson	US8515 00	Athletics Ticket Office Worker	Hire Temp Appointment	3802.21	22-SEP-17
Raegan Nelson	QC9202 00	BBS Grad Asst - Research	Hire Temp Appointment	23403.30	22-AUG-17
Cassandra Ness	US7383 00	Testing Center Student Assist	Hire Temp Appointment	8792.00	22-AUG-17
Kristina Neumann	QW9353 00	Occ Therapy Workstudy Student	Hire Temp Appointment	1600.00	22-AUG-17
Gretchen Newberry	UG8758 03	Grad Teaching Assistant - IOR	Hire Temp Appointment	13500.00	22-AUG-17
Alexandra Newcomb-Weiland	US7983 01	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Kouadio Niamba	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Kouadio Niamba	US7385 01	Ath Events/Parking Attendant	Hire Temp Appointment	5069.61	22-SEP-17
Mollie Nickerson	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Emily Niebrugge	UG8826 00	Grad Teaching Assistant IOR	Hire Temp Appointment	10000.00	22-AUG-17
Aaron Nielsen	QG9201 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Samantha Norlin	US8416 00	Recycling Program Worker	Hire Temp Appointment	3748.05	13-SEP-17
Brendan Norris	US8199 00	Beacom Tutor	Hire Temp Appointment	693.20	22-AUG-17
Trevor Norris	UW8490 00	WS-Marketing Assistant Worker	Hire Temp Appointment	1600.00	10-OCT-17
Taryn Northrup	US8416 00	Recycling Program Worker	Hire Temp Appointment	2998.44	03-OCT-17
Michelle Novak	QG8916 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Natalie Nulle	US7394 04	Lifeguard	Hire Temp Appointment	4614.65	22-AUG-17
Natalie Nulle	US7394 05	Water Safety Instructor	Hire Temp Appointment	5047.95	22-AUG-17
Natalie Nulle	UW7430 00	Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Zoe O'Brien	US7407 02	Student Library Assistant	Hire Temp Appointment	3050.96	22-AUG-17
Erin O'Connor	US8073 00	Student Labor	Hire Temp Appointment	866.80	22-AUG-17
Paige Oboikovitz	UG8762 01	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Morgan Ohm	UG8648 02	Admsns Recruit Grad Admin Asst	Hire Temp Appointment	9062.78	22-AUG-17
Maryley Ohnstad	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	30-AUG-17
Tupendra Oli	UG7743 02	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Shane Olney	US8046 00	Writing Center Tutor	Hire Temp Appointment	2901.88	22-AUG-17
Aliivia Olson	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Brianna Olson	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-17
Gunnar Olson	US8461 00	Safe Ride Monitor	Hire Temp Appointment	3899.70	14-SEP-17
Maranda Olson	UW7976 02	Library Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Megan Olson	UW8300 02	Wellness Center Fall/Spring WS	Hire Temp Appointment	2400.00	25-AUG-17
Michaela Olson	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Paige Olson	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Selena Olvera	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Kathryn Opitz	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	28-AUG-17
Maria Ordonez Carbajal	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Carson Ortmeier	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1300.00	22-AUG-17
Azra Osmancevic	UG8607 00	Graduate Teaching Assistant	Hire Temp Appointment	7599.95	22-AUG-17
Jayde Ostermyer	UG8644 00	Graduate Admin Assistant	Hire Temp Appointment	9173.15	22-AUG-17
Isaac Otterman	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	31-AUG-17
Hadassa Pacheco Silva	UG7867 00	Graduate Teaching Assistant	Hire Temp Appointment	10000.00	22-AUG-17
Brett Page	UG8568 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Marissa Painter	UW8517 00	Athletics Work Study/Football	Hire Temp Appointment	1600.00	28-AUG-17
Rajendra Panth	UG7742 02	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Zachary Parrella	UG8703 00	GAA-Athletics/Football	Hire Temp Appointment	9164.30	22-AUG-17
Karankumar Patel	UG8570 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Laura Patrick	UG8702 00	GAA-Athletics/Track & Field	Hire Temp Appointment	9164.30	22-AUG-17
MD Eashin Patwary	UG7912 01	Graduate Teaching Assistant	Hire Temp Appointment	16000.00	22-AUG-17
Connor Paul	US8434 00	OPS Crew	Hire Temp Appointment	3373.24	05-SEP-17
Jenifer Paul	US7385 05	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	27-AUG-17
Riley Paulsen	QC9191 00	BBS Grad Asst - Research	Hire Temp Appointment	28333.33	22-AUG-17
Elizabeth Pearson	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	3899.70	02-OCT-17
Kaitlin Pearson	UG8741 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Ashley Peters	QC9168 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Kalie Peters	UW8517 00	Work Study/Athletic-Football	Hire Temp Appointment	1600.00	22-SEP-17
Kassie Peters	UW8517 00	Work Study/Athletics-Football	Hire Temp Appointment	1600.00	22-SEP-17
Megan Peters	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Megan Peters	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	3000.00	20-OCT-17
Alexis Petersen	US7385 00	Athletics Game Day Production	Hire Temp Appointment	4333.00	16-SEP-17

Samantha Petersen	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Brad Pfeifle	UW8066 01	Research Assistant	Hire Temp Appointment	1600.00	22-SEP-17
Tanner Phelps	UW8003 00	Art Assistant	Hire Temp Appointment	800.00	22-AUG-17
Heather Phillips	UG8782 00	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Kevin Phillips	UG7696 00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Quinn Pieper	UG8565 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Quinn Pieper	UG8571 00	Grad Research Assistant	Hire Temp Appointment	2822.25	22-SEP-17
Seth Pierce	US7385 00	Athletics Game Day Production	Hire Temp Appointment	4766.30	27-AUG-17
Clara Pierskalla	UG8634 00	Graduate Research Assistant	Hire Temp Appointment	8400.00	22-AUG-17
Lexy Pillatzki	US8262 00	SOE Student Research Associate	Hire Temp Appointment	19067.40	22-AUG-17
Xavier Pinex	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Xavier Pinex	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Ana Melissa Pinto De Oliveira	UG7866 00	Graduate Teaching Assistant	Hire Temp Appointment	10000.00	22-AUG-17
Kristopher Pitcher	UG8760 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	6750.00	22-AUG-17
Curtis Plueger	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	1600.00	22-AUG-17
Brittany Pomeranke	US8443 00	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Megan Popma	US8515 00	Ath Ticket Office Worker	Hire Temp Appointment	4224.68	16-SEP-17
Hannah Poppens	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Jenae Porter	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Danielle Portz	UW7994 04	Student Office Assistant III	Hire Temp Appointment	1600.00	22-SEP-17
Devajyothi Potnuru	UG7406 01	Graduate Research Assistant	Hire Temp Appointment	5750.00	22-AUG-17
Ashley Potter	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Sudip Poudel	UG7740 05	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Kylee Pourier	UW7404 00	WC Fall/Spring Work Study	Hire Temp Appointment	1600.00	25-AUG-17
Preston Pratt	US8416 02	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Jerry Prentice	US8046 14	Writing Center Tutor	Hire Temp Appointment	3978.38	22-AUG-17
Matthew Preszler	US7745 03	Tech Fellow	Hire Temp Appointment	11950.02	22-AUG-17
Jordan Preuss	UG7468 00	WC Facilities GAA	Hire Temp Appointment	12019.59	22-AUG-17
Jordan Preuss	US8506 03	Building Manager	Hire Temp Appointment	1760.00	22-AUG-17
Corey Price	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Wesley Privett	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Bailey Quanbeck	US8046 02	Writing Center Tutor	Hire Temp Appointment	2901.88	22-AUG-17
S M Gulam Rabbani	UG8735 00	Grad Teach Assist Lab	Hire Temp Appointment	11000.00	22-AUG-17
Filip Radev	QW9479 03	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Md Muktadir Rahman	UG7408 00	Graduate Research Assistant	Hire Temp Appointment	16470.00	22-AUG-17
Christen Ramsey	US7383 00	Testing Center Student Assist	Appointment	8792.00	22-AUG-17
Halle Randall	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Abby Rank	US7407 01	Student Library Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Abby Rank	US8434 00	B/M Desk Worker	Hire Temp Appointment	3373.24	22-AUG-17
Erin Rasmussen	UG8828 00	Grad Admin Assistant	Hire Temp Appointment	11700.45	22-AUG-17
Nawarathna Rathnayake	UG7898 00	Graduate Research Assistant	Hire Temp Appointment	13500.00	22-AUG-17
Daniel Rausch	UG7396 00	Graduate Resarch Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Mathbar Raut	UG7746 00	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Joseph Reagan	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Joseph Reagan	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Alexis Redowl	US8100 00	Chemistry Student Assistant	Hire Temp Appointment	4874.63	29-AUG-17
Samuelle Reese	UG7630 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Kimberly Reeter	US8443 00	Student Volunteer Coordinator	Hire Temp Appointment	374.80	22-SEP-17
Larissa Reimann	UG8725 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Devin Reiners	UW8147 01	Work Study	Hire Temp Appointment	1300.00	05-SEP-17
Seth Reinke	US7385 00	Athletics Dome Equip Rm Worker	Hire Temp Appointment	3899.70	29-AUG-17
Marissa Reis	UW7403 02	Career Svcs Workstudy	Hire Temp Appointment	1600.00	28-AUG-17
Kaci Reiser	UW8246 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Matthew Remmich	UG8838 00	Graduate Admin Assistant	Hire Temp Appointment	9157.55	22-AUG-17
Cameron Renkly	US8010 01	Student Gallery Assistant	Hire Temp Appointment	3373.24	22-AUG-17
Nicole Reuland	US7745 00	Tech Fellow	Hire Temp Appointment	9189.99	22-AUG-17
Sierra Reuter	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Gabriela Revolorio	UW7375 00	CDC Fall/Spring Work Study	Hire Temp Appointment	1600.00	25-AUG-17
Alexandra Reza	US7383 00	Testing Center Student Assist	Appointment	8792.00	22-AUG-17
Theresa Rhoads	UG8609 00	Graduate Teaching Assistant	Hire Temp Appointment	7599.95	22-AUG-17
Derek Richae	US8199 02	FAST Grant Student Research	Hire Temp Appointment	5199.60	22-AUG-17
Kelly Ricke	UG8827 00	GAA-Athletics/Sports Medicine	Hire Temp Appointment	11699.10	22-AUG-17
Alex Rickel	UG7414 02	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-17
Kirby Rickel	UG7687 00	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-17
Christen Riedel	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Grant Riedel	UG8810 02	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Samantha Riley	UW8003 01	Art Assistant	Hire Temp Appointment	1000.00	22-SEP-17
Emma Roach	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17

Hannah Roberg	QG9174	00	LEND Grad Research Assistant	Hire	Temp	Appointment	7713.00	22-AUG-17
Alexandrea Roberts	US8299	00	Student Lab Consultant	Hire	Temp	Appointment	3373.24	04-SEP-17
Eric Roberts	UG8602	00	Grad Teaching Assistant IOR	Hire	Temp	Appointment	8526.00	22-AUG-17
Meggin Robertson	UG8801	00	Graduate Teaching Assistant	Hire	Temp	Appointment	12000.00	22-AUG-17
Carli Robinson	US8443	00	Student Volunteer Coordinator	Hire	Temp	Appointment	3373.24	22-SEP-17
Rachel Robinson	UG8620	00	Graduate Teaching Assistant	Hire	Temp	Appointment	7526.00	22-AUG-17
Jessey Rodriguez	UG8731	00	Grad Teaching Assistant	Hire	Temp	Appointment	10000.00	22-AUG-17
Kyle Roessler	QG9204	00	BBS Grad Asst - Research	Hire	Temp	Appointment	23403.30	22-AUG-17
Mason Rogers	US8416	01	Admissions Student Ambassador	Hire	Temp	Appointment	674.18	25-AUG-17
Matthew Rohner	UG8825	00	Grad Teaching Assistant	Hire	Temp	Appointment	10000.00	22-AUG-17
Kelsey Rokahr	UW8445	01	Reading Tutor	Hire	Temp	Appointment	1600.00	22-AUG-17
Logan Rolle	UW8048	00	Writing Center Tutor	Hire	Temp	Appointment	1600.00	22-AUG-17
Kelsey Rollins	UW8445	00	Reading Tutor	Hire	Temp	Appointment	1600.00	18-SEP-17
Paula Rombough	QE8726	00	Temp Dental Hygienist	Hire	Temp	Appointment	6912.00	22-SEP-17
Jessica Romero	US7974	00	Student Library Assistant	Hire	Temp	Appointment	6933.00	22-AUG-17
Ramon Rosario Restituyo	UG7504	00	Graduate Research Assistant	Hire	Temp	Appointment	7526.00	22-AUG-17
Jake Rosburg	UG8614	00	Graduate Teaching Assistant	Hire	Temp	Appointment	8400.00	22-AUG-17
Lee Rose	US8317	13	Car Washer	Hire	Temp	Appointment	4224.68	22-AUG-17
Katie Rosenstengel	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Parisa Rostamkhani	UW7403	00	ACPC Workstudy	Hire	Temp	Appointment	3300.00	28-AUG-17
M. Raisul Rubel	QW9479	00	BBS Work Study Lab Assistant	Hire	Temp	Appointment	3000.00	30-AUG-17
Audrianna Ruble	QW9479	00	BBS Work Study Student	Hire	Temp	Appointment	2700.00	28-AUG-17
Rachel Rucker	US7745	00	Tech Fellow	Hire	Temp	Appointment	9189.99	22-AUG-17
Joshua Rudnik	UG8784	01	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-17
Rachel Ruffinott	UG8716	00	Graduate Admin Assistant	Hire	Temp	Appointment	8112.00	25-SEP-17
Thomas Rush	UW7379	00	SVRC Fall/Spring Work Study	Hire	Temp	Appointment	1600.00	06-SEP-17
Haley Rust	US7745	00	Tech Fellow	Hire	Temp	Appointment	9999.00	22-AUG-17
Karli Ryan	QW9380	00	Office Assistant	Hire	Temp	Appointment	1600.00	22-AUG-17
Shahaboddin Saeedi	UG7542	00	Graduate Research Assistant	Hire	Temp	Appointment	20000.00	22-AUG-17
Vanessa Salgado Perez	UG7901	00	Int'l Ofc Grad Admin Assistant	Hire	Temp	Appointment	9073.35	22-AUG-17
Samuel Sanderson	UW8436	00	Housing Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Eric Sandhurst	UG7506	06	Graduate Research Assistant	Hire	Temp	Appointment	18333.33	22-AUG-17
Hanna Sanyour	UG7417	10	Graduate Research Assistant	Hire	Temp	Appointment	16666.67	22-AUG-17
Roman Sarder	UG7543	00	Grad Assist - Lab	Hire	Temp	Appointment	11000.00	22-AUG-17
Briana Sargent	US8443	00	Teacher Assistant	Hire	Temp	Appointment	3748.05	22-AUG-17
Mamon Sarkar	UG8736	00	Grad Teach Assistant Lab	Hire	Temp	Appointment	11000.00	22-AUG-17
Richard Sauer	US7377	00	Charlie Coyote	Hire	Temp	Appointment	3899.70	22-AUG-17
Sarah Sauer	UW8201	01	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-17
Nathan Saunders	UG7757	00	Graduate Research Assistant	Hire	Temp	Appointment	16470.00	22-AUG-17
Stephanie Sauter	UW8201	00	Work Study	Hire	Temp	Appointment	1600.00	22-AUG-17
Eric Sazama	UG7610	00	Graduate Research Assistant	Hire	Temp	Appointment	13500.00	22-AUG-17
Hannah Schaefer	UW8003	00	Art Assistant	Hire	Temp	Appointment	1600.00	23-AUG-17
Kiah Schaeffer	US7983	01	Student Technical Assistant	Hire	Temp	Appointment	5397.34	22-AUG-17
Ashley Schara	UG8640	00	Graduate Teaching Assistant	Hire	Temp	Appointment	8400.00	22-AUG-17
Samantha Schartz	UW7379	00	SVRC Fall Work Study	Hire	Temp	Appointment	800.00	22-AUG-17
Mackenze Schauf-Benter	UG7395	00	GAA-Athletics/Mktg & Promotion	Hire	Temp	Appointment	9164.30	22-AUG-17
Haley Schild	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Alexander Schmer	UW7994	02	Student Office Assistant III	Hire	Temp	Appointment	1600.00	31-AUG-17
Emme Schmidt	US8109	00	Lab Assistant	Hire	Temp	Appointment	3958.20	22-AUG-17
Kristie Schmidt	UW7949	00	Honors Work Study	Hire	Temp	Appointment	1600.00	22-AUG-17
Nicole Schmidt	UG8723	00	Financial Aid Grad Admin Asst	Hire	Temp	Appointment	9073.35	22-AUG-17
Jessica Schmitz	US8416	00	Admissions Student Ambassador	Hire	Temp	Appointment	674.18	31-AUG-17
Bailey Schneider	US8515	00	Ath Ticket Office/Game Day	Hire	Temp	Appointment	3899.70	22-AUG-17
Heidi Schneider	US7745	00	Tech Fellow	Hire	Temp	Appointment	9189.99	22-AUG-17
Krayton Schnepf	US8416	00	Admissions Student Ambassador	Hire	Temp	Appointment	674.18	31-AUG-17
Staci Schoenfeld	UG8814	02	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-17
Jay Schroeder	UG7697	01	Graduate Teaching Assistant	Hire	Temp	Appointment	14500.00	22-AUG-17
Molly Schroeder	UG8529	00	Graduate Teaching Assistant	Hire	Temp	Appointment	7526.00	22-AUG-17
Quinn Schroeder	US8443	01	Teacher Assistant	Hire	Temp	Appointment	3748.05	22-AUG-17
Stephanie Schroeder	US8443	01	Teacher Assistant	Hire	Temp	Appointment	3373.24	13-OCT-17
Sammantha Schryvers	UW7994	00	Student Office Assistant III	Hire	Temp	Appointment	1600.00	11-SEP-17
Mckinley Schubert	UW8129	01	Office Assistant	Hire	Temp	Appointment	1600.00	05-SEP-17
Katelyn Schultz	UW8300	00	Wellness Center Fall/Spring WS	Hire	Temp	Appointment	1600.00	22-AUG-17
Rebecca Schuster	US7983	03	Student Technical Assistant	Hire	Temp	Appointment	5397.34	22-AUG-17
Amanda Schwartz	UW7403	02	ACPC Workstudy	Hire	Temp	Appointment	1600.00	28-AUG-17
Haley Schwenk	UG8843	00	Graduate Research Assistant	Hire	Temp	Appointment	9200.00	22-AUG-17
Rhiannon Sears	QG9188	00	BBS Grad Asst - Research	Hire	Temp	Appointment	23403.30	22-AUG-17
Cameron Seck	US7385	00	FB Summer Camp Counselor	Hire	Temp	Appointment	866.60	22-AUG-17

Tyler Seidel	UW8111 01	Lab Assistant	Hire Temp Appointment	2900.00	22-AUG-17
Alexis Sejnoha	US8309 00	Note Taker	Hire Temp Appointment	3509.73	22-AUG-17
Alexis Sejnoha	US8416 00	Admissions Telecounselor	Hire Temp Appointment	3373.24	30-AUG-17
Turner Serr	UW8517 00	Ath Work Study/Sports Med	Hire Temp Appointment	1600.00	22-AUG-17
Benjamin Severson	US8461 02	Student Prevention Asst	Hire Temp Appointment	8849.25	22-AUG-17
Rachael Severson	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Russell Shaffer	UG8805 00	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Basheerunnisa Shaik	US7383 00	Testing Center Temp Assist	Appointment	8792.00	22-AUG-17
Basheerunnisa Shaik	US8344 00	Ticket Writer	Hire Temp Appointment	7410.29	07-SEP-17
Prerana Sharma	UG7416 05	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-17
Emily Short	UG8625 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Emilee Shostrom	US7405 00	SI Tutor	Hire Temp Appointment	2316.60	22-AUG-17
Carmelita Shouldis	QW9479 02	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Anita Shrestha	UG8623 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Monika Shrestha	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Monika Shrestha	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Jackson Shriver	US8416 03	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Alexandria Sievert	UG8850 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Ganesh Sigdel	UG8830 01	Grad Teach Assist- Lab	Hire Temp Appointment	11000.00	22-AUG-17
Rebecca Simoni-Ryan	UG8862 00	Graduate Teaching Assistant	Hire Temp Appointment	10241.79	22-AUG-17
Kanwarjot Singh	US8362 00	Temp Grounds Keeper	Hire Temp Appointment	7410.29	11-SEP-17
Jakob Sjovold	UW7403 00	Desk Assistant	Hire Temp Appointment	1600.00	25-SEP-17
John Slunecka	QS9540 00	Student Driver	Hire Temp Appointment	778.50	22-AUG-17
Harrison Smith	UG7392 01	TRIO SSS GAA	Hire Temp Appointment	9049.32	22-AUG-17
Hunter Smith	UG8831 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Jordan Smith	US7974 00	Library Student Assistant	Hire Temp Appointment	5997.05	22-AUG-17
Rachel Smith	US8001 00	Art Model	Hire Temp Appointment	2218.40	18-SEP-17
Rachel Smith	UW7985 00	Student Technical Assistant	Hire Temp Appointment	1600.00	25-AUG-17
Madison Sneller	UG8847 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Alexis Soldatke	US8515 02	Ath Ticket Office/Game Day	Hire Temp Appointment	4224.68	27-AUG-17
Eva Soluk	US8109 09	Research Assistant	Hire Temp Appointment	1039.80	22-AUG-17
Sara Sommers	UG8726 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Joshua Sorbe	US8073 00	Student Ambassador	Hire Temp Appointment	500.04	22-SEP-17
Jenna Sorensen	QC9175 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Julia Sorfonden	US8416 00	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Lauren Soulek	UW8147 00	Work Study	Hire Temp Appointment	1600.00	06-SEP-17
Samara Spencer	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Molly Sperlich	US7745 00	Tech Fellow	Hire Temp Appointment	9999.00	22-AUG-17
Marguerite Squyer	US8109 03	Lab Assistant	Hire Temp Appointment	693.20	22-AUG-17
Lauren Stacks	US7983 01	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Rebecca Stading	US7745 03	Tech Fellow	Hire Temp Appointment	11950.02	22-AUG-17
Scott Stallmann	UW8048 00	Fall/Spring WS	Hire Temp Appointment	1564.00	22-AUG-17
Maddie Stanek	US8443 01	Teacher Assistant	Hire Temp Appointment	3745.45	22-AUG-17
Clarissa Staton	UG8768 01	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Peyton Stearns	US8506 00	Intramural Official	Hire Temp Appointment	3791.38	22-AUG-17
Nicole Steele	US7407 00	Student Library Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Garett Steers	QS9540 00	Student Tutor	Hire Temp Appointment	1800.00	22-SEP-17
Lacy Steiger	UW7380 01	Student Assistant	Hire Temp Appointment	3200.00	05-OCT-17
Tanner Steineke	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	1600.00	11-SEP-17
Alexander Steinley	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Cazzie Steinzor	UG8610 00	Graduate Research Assistant	Hire Temp Appointment	7600.00	22-AUG-17
Lindsay Stephens	UG8818 02	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Elizabeth Sterling	UG8770 00	Grad Teaching Assistant IOR	Hire Temp Appointment	8526.00	22-AUG-17
Carly Sternhagen	US8452 00	TRIO SSS Tutor	Hire Temp Appointment	3899.70	22-AUG-17
Michaela Sterrett	UW8300 02	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Sawyer Stevens	US7377 00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-17
Jena Stewart	US7974 00	Library Student Assistant	Hire Temp Appointment	6933.00	22-AUG-17
Kianna Stewart	UW8201 00	Work Study	Hire Temp Appointment	1600.00	22-SEP-17
Ryan Stewart	UG8527 00	Graduate Research Assistant	Hire Temp Appointment	9000.00	22-AUG-17
Trina Stewart	US7380 00	Student Library Assistant	Hire Temp Appointment	2998.96	06-SEP-17
Nathan Stockfleth	UW7379 00	SVRC Fall/Spring Work Study	Hire Temp Appointment	4000.00	22-AUG-17
Lukas Stoebner	UW7994 00	Student Office Assistant	Hire Temp Appointment	1600.00	08-SEP-17
Autumn Stoltenburg	US8344 00	Special Events	Hire Temp Appointment	7410.29	15-SEP-17
Autumn Stoltenburg	US8344 01	Ticket Writer	Hire Temp Appointment	7410.29	15-SEP-17
Colby Stoos	US7377 00	Charlie Coyote	Hire Temp Appointment	3899.70	22-AUG-17
Colby Stoos	US7385 00	Athletics - Charlie Coyote	Hire Temp Appointment	3899.70	22-SEP-17
Adam Stratmeyer	UG7906 00	Human Subjects Grad Assistant	Hire Temp Appointment	9360.00	22-AUG-17
Subrat Subedi	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17

Subrat Subedi	US7385 01	Ath Events/Parking Attendant	Hire Temp Appointment	5069.61	22-SEP-17
Lane Suing	UW8418 02	Admissions Student Ambassador	Hire Temp Appointment	1600.00	07-SEP-17
Sydney Suttten	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	24-AUG-17
Felicia Swallow	UW8463 00	SCC Fall/Spring Work Study	Hire Temp Appointment	1600.00	11-SEP-17
Abigail Swan	UW8012 00	Student Office Assistant III	Hire Temp Appointment	1600.00	22-SEP-17
Cyrisha Swanson	UW8517 00	Work Study Ath/Sports Medicine	Hire Temp Appointment	1600.00	18-SEP-17
Layne Swanson	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	25-AUG-17
Megan Swets	US8046 01	Writing Center Tutor	Hire Temp Appointment	2855.07	22-AUG-17
Sadie Swier	US8262 00	Student Marketing Office Asst	Hire Temp Appointment	3899.70	22-AUG-17
Allison Syman	UG8790 01	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Elie Tabet	UG7557 02	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Adrianna Taft	US7405 01	Office Assistant	Hire Temp Appointment	3899.70	28-AUG-17
Ethan Tasa	UW8012 00	Gallery Assistant	Hire Temp Appointment	1600.00	22-SEP-17
Dakotah Taylor	UG7423 00	Graduate Admin Assistant	Hire Temp Appointment	7525.22	22-AUG-17
Dakotah Taylor	US7377 00	Asst Cheer Coach	Hire Temp Appointment	3899.70	22-AUG-17
Kali Teasley	US8434 03	CV Desk Worker	Hire Temp Appointment	3050.43	22-SEP-17
Taylor Telford	UW8300 01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	25-AUG-17
Nathaniel Terveen	US8434 01	CV Desk Worker	Hire Temp Appointment	2998.44	22-SEP-17
Julie Teslow	US8199 00	Beacom Tutor	Hire Temp Appointment	3899.70	22-AUG-17
Robel Tewelde	UW8517 01	Ath WS/Game Day Production	Hire Temp Appointment	1600.00	22-AUG-17
Kulatheepan Thanabalasingam	UG7904 00	EH&S Grad Admin Assistant	Hire Temp Appointment	12376.26	22-AUG-17
Audrey Thien	UG8857 00	Graduate Teaching Assistant	Hire Temp Appointment	10241.79	22-AUG-17
Paige Thoelke	UW8436 00	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-17
Ashley Thompson	UG8864 00	Graduate Teaching Assistant	Hire Temp Appointment	10241.79	22-AUG-17
Austin Thompson	US8344 01	Ticket Writer	Hire Temp Appointment	7410.29	05-SEP-17
Austin Thompson	US8344 04	Special Events	Hire Temp Appointment	7410.29	05-SEP-17
Brittany Thompson	US7394 02	Lifeguard	Hire Temp Appointment	5407.58	22-AUG-17
Brittany Thompson	US7394 03	Water Safety Instructor	Hire Temp Appointment	5927.54	22-AUG-17
Brittany Thompson	UW8463 00	SCC Fall/Spring WS	Hire Temp Appointment	1600.00	28-AUG-17
Mason Thompson	UW8463 00	SCC Fall/Spring WS	Hire Temp Appointment	1600.00	30-AUG-17
Noah Thompson	US7745 02	Tech Fellow	Hire Temp Appointment	11027.99	22-AUG-17
Alexondrea Thong Vanh	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	23-AUG-17
Jack Thony	UW7413 02	Ath Work Study/Ticket Office	Hire Temp Appointment	1600.00	22-AUG-17
Kenan Tiaht	US7745 03	Tech Fellow	Hire Temp Appointment	11950.02	22-AUG-17
Camden Tolvanen	UW8517 00	Ath Work Study/SCSC Equip Room	Hire Temp Appointment	1600.00	11-SEP-17
Taige Tople	US8317 01	Dispatcher	Hire Temp Appointment	4224.68	23-AUG-17
Julia Torgersen	QG9205 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Andrea Tostado	UW7985 02	Student Technical Assistant	Hire Temp Appointment	1600.00	15-SEP-17
Hanna Townsley	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Genevieve Towner	UW7403 00	ACPC Workstudy	Hire Temp Appointment	1600.00	28-AUG-17
Madison Trabing	UW8102 00	Chemistry Office Assistant -WS	Hire Temp Appointment	1600.00	06-SEP-17
Hannah Trierweiler	US8082 00	Student Math Tutor II	Hire Temp Appointment	1559.88	22-AUG-17
Amy Trivedi	US7974 00	Library Student Assistant	Hire Temp Appointment	5997.05	22-AUG-17
Amy Trivedi	US8309 00	Note Taker	Hire Temp Appointment	3509.73	22-AUG-17
Aaron Trunt	UG8661 00	Graduate Research Assistant	Hire Temp Appointment	14166.67	22-AUG-17
Kastuv Tuladhar	UG7739 00	Graduate Research Assistant	Hire Temp Appointment	5750.00	22-AUG-17
Connor Tummond	US7385 00	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Alexis Tuttle	UG8740 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Kerstin Tuttle	UG8793 01	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Brittany Two Elk	UW7377 00	NSS Fall/Spring Work Study	Hire Temp Appointment	1600.00	31-AUG-17
Michael Ugrich	UG8742 00	Graduate Teaching Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Haley Unzen	UW8264 01	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Sarwudit Upadhyay	US7385 00	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Sarwudit Upadhyay	US7385 01	Ath Events Ticket Taker/Usher	Hire Temp Appointment	3899.70	22-SEP-17
Taylor Van Gerpen	QG9171 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Lauren Van Hove	QS9477 00	BBS Student Lab Assistant	Hire Temp Appointment	3466.40	02-OCT-17
Chelsey Van Ness	UG8611 00	Graduate Teaching Assistant	Hire Temp Appointment	7599.95	22-AUG-17
Taylor Van Wyhe	US8010 01	Student Gallery Assistant	Hire Temp Appointment	3509.73	22-AUG-17
Taylor Van Wyhe	UW8012 01	Gallery Assistant	Hire Temp Appointment	600.00	22-SEP-17
Parker Van Zee	UG8558 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Parker Van Zee	UG8569 00	Graduate Research Assistant	Hire Temp Appointment	2822.25	22-SEP-17
Joseph Vanduzer	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	28-AUG-17
Jill Vanersvelde	US7394 00	Lifeguard	Hire Temp Appointment	4333.00	05-SEP-17
Shelton Varapragasam	UG7547 03	Graduate Research Assistant	Hire Temp Appointment	695.65	22-AUG-17
Shelton Varapragasam	UG7547 04	Graduate Research Assistant	Hire Temp Appointment	1304.35	01-SEP-17
Shelton Varapragasam	UG7547 05	Graduate Research Assistant	Hire Temp Appointment	18000.00	22-SEP-17
Denis Verbovskiy	UW7380 01	Work Study	Hire Temp Appointment	2400.00	13-SEP-17
Austin Vetter	US7983 02	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17

Matthew Vidal	US7983 00	Student Technical Assistant	Hire Temp Appointment	4797.64	25-SEP-17
Emily Vidler	US8046 02	Writing Center Tutor	Hire Temp Appointment	338.03	22-AUG-17
Thomas Vierhout	US7508 00	Research Assistant	Hire Temp Appointment	13866.40	22-AUG-17
Luis Villamizar Rangel	UG7683 00	Graduate Research Assistant	Hire Temp Appointment	13000.00	22-AUG-17
Alyssa Voege	UW8264 00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Tyler Vogel	US7402 00	IP Student Assistant	Hire Temp Appointment	8713.44	22-AUG-17
Alison Vogelsang	QG9222 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Alison Vogelsang	UG7429 00	Graduate Research Assistant	Hire Temp Appointment	702.36	22-AUG-17
Johnathan Vogl	UG7731 00	Graduate Research Assistant	Hire Temp Appointment	14000.00	22-AUG-17
Chase Vogt	UW8409 00	Financial Aid WS Assistant	Hire Temp Appointment	1600.00	28-AUG-17
Elizabeth Vosburg	UW7994 00	Student Office Assistant III	Hire Temp Appointment	1600.00	12-SEP-17
Brennan Vote	UW8201 01	Work Study	Hire Temp Appointment	800.00	22-AUG-17
Hannah Voudry	UW8409 01	Financial Aid WS Assistant	Hire Temp Appointment	5000.00	22-AUG-17
Nikul Vyas	QS9378 00	Clinical Ed Student Assistant	Hire Temp Appointment	1980.00	12-SEP-17
Nikul Vyas	US8434 00	OPS Crew	Hire Temp Appointment	3373.24	05-SEP-17
Madisyn Waage	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Mitchell Wagner	UG7751 05	Graduate Research Assistant	Hire Temp Appointment	16470.00	22-AUG-17
Helena Wali	FS9968 00	Temp. Part-time Secretary	Hire Temp Appointment	12355.20	05-SEP-17
Katelyn Waligoske	QS9477 02	MSRP Student Lab Assistant	Hire Temp Appointment	601.85	22-AUG-17
Ellie Walker	UW8102 00	Chemistry Work Study	Hire Temp Appointment	1600.00	07-SEP-17
Kyle Walters	UG8773 00	Graduate Research Assistant	Hire Temp Appointment	8000.00	22-AUG-17
Elizabeth Waltner	QG9224 00	LEND Grad Research Assistant	Hire Temp Appointment	7713.00	22-AUG-17
Xuan Wang	UG7648 00	Graduate Research Assistant	Hire Temp Appointment	5750.00	22-AUG-17
Erica Wankum	UW7421 04	Student Curatorial Assistant	Hire Temp Appointment	1600.00	24-AUG-17
Karli Ward	UG7411 00	Graduate Research Assistant	Hire Temp Appointment	3763.00	22-AUG-17
Karlie Warne	UG8721 00	Admsns Recruit Grad Admin Asst	Hire Temp Appointment	9062.78	22-AUG-17
Blake Warner	UW8463 02	SCC Fall/Spring WS	Hire Temp Appointment	1600.00	29-AUG-17
Grace Waters	US8362 00	Temp Grounds Keeper	Hire Temp Appointment	7410.29	11-SEP-17
Thayme Watson	UG8840 00	Graduate Admin Assistant	Hire Temp Appointment	9157.55	22-AUG-17
Kelsey Watterson	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Tiffany Waturuocha	UW8517 00	Work Study Ath/Arena Equip Rm	Hire Temp Appointment	1600.00	06-SEP-17
Patrick Waugh	UG8600 00	Graduate Teaching Assistant	Hire Temp Appointment	1220.00	22-AUG-17
Patrick Waugh	UG8600 01	Grad Instructor of Record	Continuing Education/Extension	6780.00	22-AUG-17
Michael Webb	UG8774 00	Graduate Research Assistant	Hire Temp Appointment	974.00	22-AUG-17
Michael Webb	UG8774 01	Graduate Research Assistant	Hire Temp Appointment	6689.78	22-SEP-17
Katie Weber	UW8300 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	23-AUG-17
Morgan Weber	US7405 00	Tutor	Hire Temp Appointment	3293.08	22-SEP-17
Megan Wegher	QG8915 01	Graduate Research Assistant	Hire Temp Appointment	4200.00	22-AUG-17
Brianna Wegner	UW7403 01	ACPC Workstudy	Hire Temp Appointment	2900.00	28-AUG-17
Rongmei Wei	UG7714 00	Graduate Research Assistant	Hire Temp Appointment	20000.00	22-AUG-17
Jaron Weich	US8317 00	Dispatcher	Hire Temp Appointment	4116.35	22-AUG-17
Jenna Weich	US8488 00	Marketing Retail Clerk	Hire Temp Appointment	4333.00	11-SEP-17
Amy Weichler	QS9477 02	BBS AP Student Lab Assistant	Hire Temp Appointment	3529.23	22-AUG-17
Amy Weichler	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Megan Weidner	UG8525 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Stephan Weikert	US7974 00	Student Library Assistant	Hire Temp Appointment	6933.00	22-AUG-17
Dakota Weisbecker	US8416 01	Admissions Student Ambassador	Hire Temp Appointment	674.18	25-AUG-17
Laura Weiss	UW8418 01	Admissions Student Worker	Hire Temp Appointment	1600.00	22-AUG-17
Elizabeth Welk	US7745 01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Austin Welker	US8461 01	Student Prevention Asst	Hire Temp Appointment	6656.18	22-AUG-17
Logan Welker	UG8771 00	Graduate Research Assistant	Hire Temp Appointment	7600.00	22-AUG-17
Theresa Welter	UG8823 00	Graduate Teaching Assist IOR	Hire Temp Appointment	10000.00	22-AUG-17
Amy West	UG8757 00	Grad Teaching Assistant - IOR	Hire Temp Appointment	12500.00	22-AUG-17
Kallan Westergaard	US8046 01	Writing Center Tutor	Hire Temp Appointment	3432.33	22-AUG-17
Wednesday Westerhold	UW8463 00	SCC Fall/Spring WS	Hire Temp Appointment	1600.00	28-AUG-17
Claire Wetzel	UG8708 00	Student Counseling Ctr GCA	Hire Temp Appointment	7526.00	22-AUG-17
Dylan Whalen	UW7403 00	Tutor	Hire Temp Appointment	1600.00	22-SEP-17
Isaac Wheelock-Bouwman	US7402 00	Student Technical Writer	Hire Temp Appointment	3250.00	10-OCT-17
Jackson Whitaker	US7983 00	Student Technical Assistant	Hire Temp Appointment	5397.34	06-SEP-17
Stephanie Whitlow	UG8861 01	Graduate Teaching Assistant	Hire Temp Appointment	12000.00	22-AUG-17
Amber Wickstrom	US8416 00	Recycling Program Worker	Hire Temp Appointment	2998.44	03-OCT-17
Amy Widman	UG8559 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Alexis Wiebe	US8309 00	Note Taker	Hire Temp Appointment	3509.73	19-SEP-17
Derek Wiebers	US8362 02	Temp Grounds Assist	Hire Temp Appointment	3380.13	22-AUG-17
Kenna Wieczorek	QW9353 00	Occup Therapy Workstudy	Hire Temp Appointment	1600.00	28-AUG-17
Jonathan Wieger	UG7889 00	Graduate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Kassie Willard	US8443 01	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Madeline Willemssen	UW7404 00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	13-SEP-17

Ella Williams	US7983	00	Student Technical Assistant	Hire Temp Appointment	5397.34	01-SEP-17
Kjerstin Williams	US7745	03	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Monae Williams	UW8436	02	Housing Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Nathan Williams	UG8615	00	Graduate Teaching Assistant	Hire Temp Appointment	13900.13	22-AUG-17
Rachel Willson	UG8835	00	Graudate Research Assistant	Hire Temp Appointment	7526.00	22-AUG-17
Janette Willsey	QS9567	00	Temp ASD Clinic Evaluator	Hire Temp Appointment	2887.50	22-AUG-17
Patrick Wilson	QW9479	00	BBS Work Study Lab Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Tanner Wilson	UG8733	01	Grad Assist - Lab	Hire Temp Appointment	11000.00	22-AUG-17
Emily Winckler	US7385	01	Ath Events Parking Attendant	Hire Temp Appointment	5632.90	16-SEP-17
Emily Winckler	US7385	02	Ath Events Ticket Taker/Usher	Hire Temp Appointment	4333.00	16-SEP-17
Miranda Winterringer	UW8264	00	Student Office Assistant	Hire Temp Appointment	1600.00	22-AUG-17
Cody Wirth	UW8490	00	WS- Marketing Retail Clerk	Hire Temp Appointment	1600.00	22-SEP-17
Laura Wolf	UW8300	01	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Whitney Wolf	US7983	00	Student Technical Assistant	Hire Temp Appointment	5397.34	22-AUG-17
Hannah Wollenzien	QG9166	00	BBS Grad Asst - Research	Hire Temp Appointment	23403.30	22-AUG-17
Nicholas Wood	QS9477	05	BBS Student Lab Assistant	Hire Temp Appointment	3899.70	22-AUG-17
Remington Wood	US8506	00	Climbing Wall Assistant	Hire Temp Appointment	3791.38	22-AUG-17
Nathan Wooden Knife	US7745	01	Tech Fellow	Hire Temp Appointment	10112.02	22-AUG-17
Tatum Wren	US8443	02	Teacher Assistant	Hire Temp Appointment	3748.05	22-AUG-17
Chase Wright	US8434	00	Resident Assistant	Hire Temp Appointment	3373.24	22-AUG-17
Jason Wyenberg	UG7744	02	Graduate Research Assistant	Hire Temp Appointment	24000.00	22-AUG-17
Jazmine Yaeger	UG7894	01	Graduate Research Assistant	Hire Temp Appointment	28333.33	22-AUG-17
Liuding Yang	QG9243	00	BBS Grad Research Asst	Hire Temp Appointment	23403.30	22-AUG-17
John Yearry	UG8809	04	Graduate Teaching Assistant	Hire Temp Appointment	14500.00	22-AUG-17
Griffin York	US7402	00	Compliance Student Worker	Hire Temp Appointment	5850.00	22-AUG-17
Carson Zubke	UW8300	00	Wellness Center Fall/Spring WS	Hire Temp Appointment	1600.00	22-AUG-17
Brad Zwart	UG7463	00	WC Grad Admin Assistant	Hire Temp Appointment	12019.59	22-AUG-17
Alexander Zephier	UE9398	00	Upward Bound Field Advisor	Appointment	32727.24	18-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Haley Andrews	US8416	00	Recycling Program Worker	Permanent Additional Duties	3373.24	3568.23	194.99	
Chelsy Bailly	UW8436	00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1300.00	1598.00	298.00	
Quintin Brady	UW8436	00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00	
Rebecca Cordie	QW9479	00	BBS Work Study Student	Sal Adj-Unusual Circumstance	1600.00	1600.00	0.00	
Jerrel Harris	UW8517	02	Ath WS/Facilities & Events	Sal Adj-Unusual Circumstance	800.00	3200.00	2400.00	
Jordan Jones	UW8300	03	Wellness Center Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	1600.00	0.00	
Kaci Kruger	US7974	00	Library Student Assistant	Change Salary Rate/Pay Grade	6101.04	6239.70	138.66	
Jessica Landsman	QG9024	00	LEND Grad Research Assistant	Sal Adj-Unusual Circumstance	7713.00	10023.00	2310.00	
Madison Michels	UW8418	02	Admissions WS Student Worker	Sal Adj-Unusual Circumstance	4500.00	4500.00	0.00	
Afiwa Missoh	UW8436	00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00	
Joshua Nelson	US7974	00	Library Student Assistant	Change Salary Rate/Pay Grade	6101.04	6239.70	138.66	
Michelle Novak	QG8916	00	LEND Grad Research Assistant	Sal Adj-Unusual Circumstance	7713.00	10023.00	2310.00	
Ashley Peters	QG9168	00	LEND Grad Research Assistant	Sal Adj-Unusual Circumstance	7713.00	10023.00	2310.00	
Samantha Petersen	UW8436	00	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	2900.00	1300.00	
Zhynek Surovec	US8488	01	Student Video/photographer	Permanent Additional Duties	3748.05	4159.68	411.63	
Taylor Van Gerpen	QG9171	00	LEND Grad Research Assistant	Sal Adj-Unusual Circumstance	7713.00	10023.00	2310.00	
Monae Williams	UW8436	02	Housing Fall/Spring WS	Sal Adj-Unusual Circumstance	1600.00	3000.00	1400.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Sydney Breen	UE9665	00	Teacher Aide	TV013	22-AUG-17
Cathrine Brendstuen	UG8817	00	Graduate Teaching Assistant	TV012	21-SEP-17
Kade Brotsky	QE8667	00	Standardized Patient	TV013	21-OCT-17
Kade Brotsky	QE8667	01	Standardized Patient	TV013	21-OCT-17
Kade Brotsky	QS9540	00	Standardized Patient	TV013	21-SEP-17
Mei Kwan Chan	US7385	02	Athletics Game Day Production	TV012	11-SEP-17
Joshua Childs	UG7687	05	GMP Research Assistant	TV012	21-SEP-17
Joshua Childs	US7508	00	Research Assistant	TV012	21-SEP-17
Emily Clark	US8208	00	HS Sitter	TV012	15-SEP-17
Benjamin Connors	UG8728	02	Grad Teaching Assistant	TV012	21-SEP-17

Casey Crandall	US7377	00	Welcome Week Student Asst	TV012	21-SEP-17
Jake David	US7385	01	Athletics Game Day Production	TV012	10-SEP-17
Jason Emmick	US8109	00	Research Assistant	TV012	21-SEP-17
Angela Farrier	UG8568	00	Graduate Research Assistant	TV012	21-SEP-17
Madelaine Fels	US7428	00	Resident Assistant-ACA	TV012	21-OCT-17
Madelaine Fels	US8434	00	Resident Assistant	TV012	21-OCT-17
Eric Fjerestad	UG7604	00	Graduate Teaching Assistant	TV012	29-SEP-17
Aaron Fleischer	QS9477	03	BBS Student Lab Assistant	TV012	31-AUG-17
Jennifer Gillaspie	QS9477	00	BRIN Student Lab Assistant	TV012	22-SEP-17
Jennifer Gillaspie	QS9477	01	BRIN Student Lab Assistant	TV012	21-OCT-17
Nicholas Gillund	US8515	00	Athletics Ticket Office Worker	TV012	21-OCT-17
Matthew Gilray	US7385	00	FB Summer Camp Counselor	TV012	21-SEP-17
Jason Gully	UG8853	01	Graduate Admin Assistant	TV012	21-SEP-17
Amanda Gunderson	UG7811	00	Head Start Grad Assistant	TV012	21-SEP-17
Morgan Hartenstein	US8416	02	Admissions Student Ambassador	TV012	21-SEP-17
Mariah Hoffman	US7508	00	Graduate Research Assistant	TV012	21-SEP-17
Md Yeathad Hossan	UG7508	06	Graduate Research Assistant	TV012	21-SEP-17
Jessica Jandera	US8199	01	Student Worker	TV012	21-SEP-17
Callie Jarman	UE8450	01	Teacher Assistant	TV013	21-SEP-17
Hannah Kieliszewski	US7385	00	Ath Events Ticket Taker/Usher	TV012	21-SEP-17
Kimberley Klein	US8362	01	Temp Grounds Assist	TV012	08-SEP-17
Jordan Kramer	UG7544	00	Graduate Research Assistant	TV012	21-SEP-17
Juliana Layman	US7377	00	Welcome Week Student Asst	TV012	21-SEP-17
Jared Long	US8506	00	Front Desk Assistant	TV012	21-OCT-17
Tiffany Lowery	UG7605	00	Graduate Teaching Assistant	TV012	18-SEP-17
Lucas Lund	US8452	01	UB Instructor	TV012	21-SEP-17
Maggie Malathip	UW7403	01	ACPC Desk Assistant	TV012	25-SEP-17
Sasha McDowell	US8046	00	English Ambassador	TV012	21-OCT-17
Joshua McWhirt	QS9477	00	BBS SPURA Student Lab Asst	TV012	30-SEP-17
Celia Mendez	UW7380	00	Work Study	TV012	21-OCT-17
Lyn Metzger	US8488	01	Marketing Retail Clerk	TV012	23-AUG-17
Matthew Miller	US8046	00	English Ambassador	TV012	21-OCT-17
Madeline Mockler	UE8306	01	ITS Temp Hire	TV013	21-SEP-17
Madeline Mockler	UE8450	02	Teacher Assistant	TV012	21-SEP-17
Shekendra Morgan	US7983	00	Student Technical Assistant	TV012	04-OCT-17
Jack Padmore	US7385	00	Athletics/FB Videographer	TV012	21-SEP-17
Brett Page	UG8568	00	Graduate Research Assistant	TV012	21-SEP-17
Kami Pearson	QS9477	02	BBS Student Lab Hourly	TV012	31-AUG-17
Quinn Pieper	UG8565	00	Graduate Research Assistant	TV012	21-SEP-17
Kimberly Reeter	US8443	00	Student Volunteer Coordinator	TV012	21-OCT-17
Theresa Rhoads	UG8609	00	Graduate Teaching Assistant	TV012	21-SEP-17
Derek Richae	US8199	02	FAST Grant Student Research	TV012	01-OCT-17
Mathew Rico	US8479	03	Charlie Coyote-Student Service	TV012	21-SEP-17
Paula Rombough	QE8726	00	Temp Dental Hygienist	TV013	21-SEP-17
Cameron Seck	US7385	00	FB Summer Camp Counselor	TV012	21-SEP-17
Basheerunnisa Shaik	US7383	00	Testing Center Temp Assist	TV012	21-OCT-17
Jordan Sheets	QG9177	05	Grad Assist - Research	TV012	21-SEP-17
Emilee Shostrom	US7405	00	SI Tutor	TV012	21-SEP-17
Philip Spelmann	UG7669	00	Grad Research Assist Clinic	TV012	21-SEP-17
Sawyer Stevens	US8416	00	Admissions - Tour Guide	TV012	21-SEP-17
Connor Tummond	US7385	00	Ath Events Ticket Taker/Usher	TV012	21-SEP-17
Brooke Van Gerpen	US8434	02	CV Desk Worker	TV012	21-OCT-17
Taylor Van Wyhe	US8010	01	Student Gallery Assistant	TV012	21-SEP-17
Parker Van Zee	UG8558	00	Graduate Research Assistant	TV012	21-SEP-17
Shelton Varapragasam	UG7547	03	Graduate Research Assistant	TV012	31-AUG-17
Shelton Varapragasam	UG7547	04	Graduate Research Assistant	TV012	21-SEP-17
Emily Vidler	US8046	02	Writing Center Tutor	TV012	21-SEP-17
Katelyn Walligoske	QS9477	02	MSRP Student Lab Assistant	TV012	24-AUG-17
Janette Wilsey	QS9567	00	Temp ASD Clinic Evaluator	TV012	21-SEP-17

Faculty Benefit Eligible (FAC1)
Appointments (AA)

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Nicole Ackman	UE7459	10	Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Jonathan Allender-Zivic	UE8250	00	Gifted Camp Staff	Supplemental Appointment	1000.00	22-AUG-17
Michael Allgrunn	UE9071	36	Consumer Finance & Econ Educ	Hire Temp Appointment	9000.00	22-SEP-17

Chet Barney	UE9501 19	Assistant Professor	Continuing Education/Extension	3600.00	22-AUG-17
Klaus Beckmann	UE6774 02	Assistant Professor	Continuing Education/Extension	800.00	22-AUG-17
Teresa Bellis	UE9196 08	LEND Discipline Head	Hire Temp Appointment	3249.99	22-AUG-17
Christopher Berghoff	UE9045 00	Assistant Professor	Appointment	68000.00	22-AUG-17
Kathryn Birkeland	UE9016 30	Associate Professor	Continuing Education/Extension	1200.00	22-AUG-17
Barbara Brockevelt	QE9830 35	Professor	Continuing Education/Extension	11145.28	22-AUG-17
S Caraway	UE9191 10	LEND Discipline Head	Hire Temp Appointment	5499.99	22-AUG-17
Shana Cerny	QE9768 06	Assistant Professor	Continuing Education/Extension	4800.00	22-AUG-17
Shana Cerny	QE9768 07	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-17
Dale Clark	UE9136 00	Visiting Lecturer	Appointment	45000.00	22-AUG-17
Bruce Cuevas	QE9008 00	Assistant Professor	Appointment	90000.00	22-AUG-17
Karen Davies	UE9192 00	Instructor in Accounting	Appointment	72000.00	22-AUG-17
Matthew Fairholm	UE9523 23	Professor	Overload for Teaching	7207.51	22-SEP-17
Jose Flores	UE9946 00	Interim Chair Computer Science	Department Chair/Dean Duties	27671.15	22-AUG-17
Lauren Freese	UE9081 00	Assistant Professor of Art	Appointment	43000.00	22-AUG-17
Matthew Friedman	UE8874 00	Visiting Assist. Econ Professo	Appointment	72000.00	22-AUG-17
Stephanie Fuller	UE8468 05	SCC Student Supervisor	Hire Temp Appointment	5280.00	22-AUG-17
Ioana Galu	UE9130 04	NMM Live Performer	Hire Temp Appointment	200.00	22-SEP-17
Istvan Gombocz	UE9056 08	Interim Chair-Modern Languages	Department Chair/Dean Duties	4704.44	22-AUG-17
Istvan Gombocz	UE9056 09	Professor	Overload for Teaching	4516.28	22-AUG-17
Susan Gray	UE9175 35	NMM Live Performer	Hire Temp Appointment	100.00	22-SEP-17
Daniel Hajovsky	UE9436 03	LEND Discipline Head	Hire Temp Appointment	5499.99	22-AUG-17
Elizabeth Hanson	UE9517 15	LEND Discipline Head	Hire Temp Appointment	7000.02	22-AUG-17
Bartlomiej Hanus	UE9012 00	Assistant Prof. Decision Scien	Appointment	110000.00	22-AUG-17
Thomas Horton	UE9128 17	Heidepriem Fellowship	Hire Temp Appointment	10993.56	22-AUG-17
Joshua Houy	UE6801 14	Lecturer	Continuing Education/Extension	3600.00	22-AUG-17
Marni Johnson Martin	UE9506 05	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-17
Kwabena Kesse	UE9161 00	Assistant Professor of Finance	Appointment	120000.00	22-AUG-17
Cory Knedler	UE8268 00	Gifted Camp Staff	Supplemental Appointment	150.00	22-SEP-17
John Korkow	QE9740 50	Assistant Professor	Hire Temp Appointment	350.00	22-SEP-17
Shannon Kortan	UE7281 17	Instructor	Continuing Education/Extension	1650.00	22-AUG-17
Leon Korte	UE9163 31	Associate Professor	Overload for Teaching	10228.00	22-AUG-17
Laura Kruger	UE7543 00	Instructor	Appointment	45000.00	22-AUG-17
Laura Kruger	UE7543 01	Fitness Instructor	Supplemental Appointment	72.00	22-AUG-17
Rachael Lebo	QE9758 00	Asst Lib/Health Sciences Lib	Appointment	58500.00	02-OCT-17
Jillian Linster	UE7939 00	Instructor	Appointment	40000.00	22-AUG-17
Paul Lombardi	UE9088 22	Assistant Professor	Continuing Education/Extension	4146.00	22-AUG-17
Travis Loof	UE7545 00	Assistant Professor	Appointment	64000.00	22-AUG-17
Talin Louder	UE9144 00	Assistant Professor	Appointment	55500.00	22-AUG-17
Sara Madden	QE8895 00	Instructor	Appointment	56170.00	22-AUG-17
Mark Madsen	UE7077 00	Instructor	Appointment	34842.00	22-AUG-17
Mark Madsen	UE7077 15	Instructor	Continuing Education/Extension	150.00	22-AUG-17
Thomas Martin	UE7771 08	Instructor Op Management	Hire Temp Appointment	1200.00	22-AUG-17
Thomas Martin	UE7771 09	Instructor	Continuing Education/Extension	400.00	22-AUG-17
Kristen Maxon	UE7593 41	Instructor	Continuing Education/Extension	4140.00	22-AUG-17
Jessica McHugh	QE9801 00	Assistant Professor	Appointment	80000.00	22-AUG-17
Cassandra McKeown	UE8907 20	Associate Professor	Overload for Teaching	5595.28	22-AUG-17
Molly Molencamp	QE9845 02	Instructor	Hire Temp Appointment	350.00	22-SEP-17
Scott Mollman	UE9438 04	Gifted Camp Instructor	Overload for Teaching	1000.00	22-AUG-17
Scott Mollman	UE9438 06	Knutson Distinguished Professo	Hire Temp Appointment	1000.00	22-AUG-17
David Moskowitz	UE9158 41	Professor	Continuing Education/Extension	12690.48	22-AUG-17
Erik Mutterer	QE9846 07	Professor	Continuing Education/Extension	3663.88	22-AUG-17
Erik Mutterer	QE9846 08	Lecturer	Hire Temp Appointment	1350.00	22-SEP-17
Erin Nielsen Ogdahl	QE8903 42	Instructor	Continuing Education/Extension	3200.00	22-AUG-17
Jack Niemonen	UE8877 01	Harrington Lecture	Hire Temp Appointment	1000.00	22-SEP-17
Evelyn Norton	UE7462 00	Instructor	Appointment	42000.00	22-AUG-17
Evelyn Norton	UE7462 01	Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Kari Oyen	UE9479 00	Assistant Professor	Appointment	54500.00	22-AUG-17
Kari Oyen	UE9479 01	Assistant Professor	Supplemental Appointment	8220.32	22-SEP-17
Anne Pithan	QE9788 00	Lecturer	Appointment	70000.00	22-AUG-17
Jason Porter	UE7444 11	Associate Professor	Overload for Teaching	11707.40	22-AUG-17
Nicholas Provenzale	UE9440 00	Assistant Professor of Music	Appointment	48000.00	22-AUG-17
Katherine Rasmussen	UE9560 25	Instructor	Continuing Education/Extension	6663.28	22-AUG-17
Carissa Regnerus	QE9734 25	Instructor	Hire Temp Appointment	350.00	22-SEP-17
Deborah Ripperda	QE8910 02	LEND Discipline Head	Hire Temp Appointment	7000.02	22-AUG-17
Louisa Roberts	UE8872 00	Assistant Professor	Appointment	61200.00	22-AUG-17
David Sanderson	UE9182 00	Assistant Professor of Music	Appointment	46000.00	22-AUG-17
David Sanderson	UE9182 01	Associate Professor	Continuing Education/Extension	2750.00	22-AUG-17

David Sanderson	UE9182 02	Dakota Days judge	Supplemental Appointment	350.00	22-SEP-17
Ana Sariol	UE9020 05	i2i Coordinator	Hire Temp Appointment	9199.98	22-SEP-17
Timothy Schorn	UE9139 17	Associate Professor	Overload for Teaching	5756.64	22-SEP-17
Michael Seminara	UE9541 00	Interim Arch/Spec Col Lib	Hire Temp Appointment	58000.00	22-AUG-17
Gemma Skillman	UE6813 17	Lecturer	Continuing Education/Extension	4146.00	22-AUG-17
Gemma Skillman	UE6813 18	Lecturer	Continuing Education/Extension	6750.00	22-AUG-17
Martha Steil	QE9046 21	Instructor	Hire Temp Appointment	292.08	22-AUG-17
Martha Steil	QE9046 21	Instructor	Appointment	350.00	22-SEP-17
Yongchen Sun	UE7022 00	Chair-Physics	Department Chair/Dean Duties	21196.82	22-AUG-17
Lana Svien	QE9814 11	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-17
Jill Tyler	UE9550 46	Associate Professor	Hire Temp Appointment	450.00	22-SEP-17
Bess Vlasisavljevich	UE7295 00	Assistant Professor	Appointment	66200.00	22-AUG-17
Darin Wadley	UE9412 27	Dakota Days judge	Supplemental Appointment	350.00	22-SEP-17
Gabriela Walker	UE7588 06	LEND Discipline Head	Hire Temp Appointment	6499.98	22-AUG-17
Heidi Waters	QE9790 00	Instructor	Appointment	56170.00	22-AUG-17
Mandie Weinandt	UE7217 27	Instructor	Continuing Education/Extension	800.00	22-AUG-17
Lasandra Wilson	QE9822 00	Clinical Instructor	Appointment	31500.00	22-AUG-17
Nicholas Wulf	UE6834 00	Instructor	Appointment	40000.00	22-AUG-17
Hyung Yang	UE7113 00	Assistant Professor	Appointment	53000.00	06-OCT-17
Hong Zheng	QE9780 00	Assistant Professor	Appointment	85000.00	22-SEP-17
Rebecca Zimmerman	UE9532 00	Visiting Assistant Professor	Appointment	40000.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Teresa Chasing Hawk	UE7481 00		Instructor	FY Salary Increase	39130.40	39130.40	0.00	
Matthew Fairholm	UE9523 00		Professor/Dir. Grad Programs	Change in Appointment Type	90093.78	100104.20	10010.42	
Jose Flores	UE9061 00		Professor	Change in Appointment Type	99616.15	83013.46	-16602.69	
Amy Pohlson	UE7275 00		Instructor	Sal Adj-Unusual Circumstance	40844.14	47000.00	6155.86	
Carissa Regnerus	QE9734 00		Instructor	Change in Appointment Type	66262.70	66262.70	0.00	
Quoc-Nam Tran	UE9004 02		Professor	Change in Appointment Type	98955.23	118746.27	19791.04	
Luis Viquez Cordoba	UE9014 01		Assistant Professor	FY Salary Increase	47152.40	46200.00	-952.40	
Katie Williams	QE9039 00		Lecturer	FY Salary Increase	48982.94	48982.94	0.00	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Shelie Vacek	QE8654 01		University Center Librarianshi	Temporary Additional Duties	10400.00	11555.56	21955.56	

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Nicole Hamonic	UE9009 00		Assistant Professor	LWOP Personal Reason	55853.54	22-AUG-17
Karen Koster	UE9041 00		Assoc Chair, Biology/Professor	Sabbatical Leave	102692.54	22-AUG-17
Constantin Picioroaga	UE9515 00		Associate Professor	Sabbatical Leave	71848.68	22-AUG-17
John Pizzuto	UE9150 00		Professor	Sabbatical Leave	70743.99	22-AUG-17
XiaoTian Wang	UE9475 00		Professor	Sabbatical Leave	99048.09	22-AUG-17

Faculty Benefit Eligible (FAC1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Melissa Castillo	QE8735 00		Assistant Professor	TV001	31-AUG-17
Jonathan Allender-Zivic	UE8250 00		Gifted Camp Staff	TV013	21-SEP-17
Chet Barney	UE9501 19		Assistant Professor	TV013	21-SEP-17
Klaus Beckmann	UE6774 02		Assistant Professor	TV013	21-SEP-17
Kathryn Birkeland	UE9016 30		Associate Professor	TV013	21-SEP-17
Ioana Galu	UE9130 04		NMM Live Performer	TV013	21-OCT-17
Susan Gray	UE9175 35		NMM Live Performer	TV013	21-OCT-17
Joshua Houy	UE6801 14		Lecturer	TV013	21-SEP-17

Cory Knedler	UE8268 00	Gifted Camp Staff	TV013	21-OCT-17
John Korkow	QE9740 50	Assistant Professor	TV013	21-OCT-17
Shannon Kortan	UE7281 17	Instructor	TV013	21-SEP-17
Laura Kruger	UE7543 01	Fitness Instructor	TV013	21-SEP-17
Mark Madsen	UE7077 15	Instructor	TV013	21-SEP-17
Thomas Martin	UE7771 08	Instructor Op Management	TV013	21-SEP-17
Thomas Martin	UE7771 09	Instructor	TV013	21-SEP-17
Kristen Maxon	UE7593 41	Instructor	TV013	21-SEP-17
Molly Molencamp	QE9845 02	Instructor	TV013	21-OCT-17
Scott Mollman	UE9438 04	Gifted Camp Instructor	TV013	21-SEP-17
Scott Mollman	UE9438 06	Knutson Distinguished Professo	TV013	21-SEP-17
Erik Mutterer	QE9846 08	Lecturer	TV013	21-OCT-17
Erin Nielsen Ogdahl	QE8903 42	Instructor	TV013	21-SEP-17
Jack Niemonen	UE8877 01	Harrington Lecture	TV012	21-OCT-17
Carissa Regnerus	QE9734 25	Instructor	TV013	21-OCT-17
David Sanderson	UE9182 02	Dakota Days judge	TV013	21-OCT-17
Gemma Skillman	UE6813 18	Lecturer	TV013	21-SEP-17
Martha Steil	QE9046 21	Instructor	TV013	21-SEP-17
Martha Steil	QE9046 21	Instructor	TV013	21-OCT-17
Jill Tyler	UE9550 46	Associate Professor	TV013	21-OCT-17
Darin Wadley	UE9412 27	Dakota Days judge	TV013	21-OCT-17
Mandie Weinandt	UE7217 27	Instructor	TV013	21-SEP-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Sarah Achterhoff	QE9393	00	BSN Clinical Faculty - SF	Hire Temp Appointment	1658.50	22-AUG-17
Frederick Aderhold	UE7053	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Saira Akhlaq	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Shari Alarie	QE9393	03	BSN Clinical Faculty - SF	Hire Temp Appointment	2759.00	22-AUG-17
Ariadne Albright	UE8007	01	Art Adjunct	Hire Temp Appointment	2900.00	22-AUG-17
Melissa Allen	QE8664	03	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-17
Susan Anderson	UE8205	00	Adjunct	Hire Temp Appointment	8400.00	22-AUG-17
William Armstrong	UE7056	00	Adjunct Instructor	Continuing Education/Extension	1300.00	22-AUG-17
Mark Baas	UE7475	14	Adjunct Instructor	Continuing Education/Extension	4146.00	22-SEP-17
Rebecca Bailey	UE7989	01	Theatre Adjunct	Hire Temp Appointment	12438.00	22-AUG-17
Ashley Baker	UE7053	04	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Suneel Bandarpalli	UE7056	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Suneel Bandarpalli	UE7475	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Kimberly Bartling	UE7054	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Bradley Beauvais	QE8664	03	Adjunct Instructor	Continuing Education/Extension	6946.00	22-AUG-17
Michael Berhow	UE7056	02	Adjunct Instructor	Continuing Education/Extension	11970.00	22-AUG-17
Bridgett Block	QE9393	04	BSN Clinical Faculty - SF	Hire Temp Appointment	1581.00	22-AUG-17
Carly Borr	QE9393	00	BSN Clinical Faculty - SF	Hire Temp Appointment	1658.50	22-AUG-17
Katie Brockberg	QE9393	04	BSN Clinical Faculty - SF	Hire Temp Appointment	2201.00	22-AUG-17
Christin Broscha	QE9393	01	BSN Clinical Faculty - Verm	Hire Temp Appointment	3301.50	22-AUG-17
Barbara Buss	QE9393	01	BSN Clinical Faculty - Verm	Hire Temp Appointment	5094.00	22-AUG-17
Terryl Cadwell	UE7056	02	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-17
Jill Cahill	QE9393	05	BSN Clinical Faculty - Verm	Hire Temp Appointment	2201.00	22-AUG-17
Timothy Case	UE7989	01	Theatre Adjunct	Hire Temp Appointment	8292.00	22-AUG-17
Lesley Clack	UE7055	00	Adjunct Instructor	Continuing Education/Extension	9000.00	22-AUG-17
Laney Clark	QE9393	00	BSN Clinical Faculty - RC	Hire Temp Appointment	2034.00	22-AUG-17
Shannon Cole	UE8052	02	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-17
William Cooper	UE7056	04	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Lucien Costley	QE8664	02	Adjunct Instructor	Continuing Education/Extension	10742.00	22-AUG-17
Terry Crandall	UE8259	00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-17
Marshall Damgaard	UE8079	12	Adjunct Instructor	Hire Temp Appointment	3150.00	22-AUG-17
Zachary Damon	UE7053	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Melissa Dittberner	QE8664	05	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Carol Dreke	QE9393	03	BSN Clinical Faculty - SF	Hire Temp Appointment	1926.00	22-AUG-17
Amanda Dullerud	QE9393	02	BSN Clinical Faculty - SF	Hire Temp Appointment	1658.50	22-SEP-17
Lacey Eichacker	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	310.00	22-AUG-17
Tracie Erdmann	UE8259	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-17
Beth Etler-Thornton	UE7475	02	Adjunct Instructors	Continuing Education/Extension	3390.00	22-AUG-17
Barry Feinstein	UE8178	01	Faculty Adjunct	Hire Temp Appointment	5000.00	22-AUG-17
Jonathan Feilock	QE8664	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17

Jeff Fisher	UE7054	04	Adjunct Instructor	Continuing Education/Extension	3840.00	22-AUG-17
Scott Fleming	UE7056	00	Adjunct Instructors	Continuing Education/Extension	4146.00	22-AUG-17
Scott Fleming	UE7056	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Sarah Fowler	UE8007	00	Art Adjunct	Hire Temp Appointment	3390.00	22-AUG-17
Mary Ann Francis	UE7056	04	Adjunct Instructor	Continuing Education/Extension	13854.55	22-AUG-17
Armando Galicia-Silva	UE7056	00	Adjunct Instructor	Continuing Education/Extension	9040.00	22-AUG-17
Rachel Gangle	QE8664	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Reagan Hammer	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1100.50	22-SEP-17
Maren Hansen	UE7056	00	Adjunct Instructor	Continuing Education/Extension	2770.91	22-AUG-17
Sara Hanson	QE9393	04	BS Clinical Faculty - SF	Hire Temp Appointment	1379.50	22-AUG-17
Kevin Heineman	UE8079	08	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-17
Michael Hilson	UE7998	30	Guitar Class Adjunct	Hire Temp Appointment	900.00	22-AUG-17
Michael Hilson	UE7998	31	Music Lesson Adjunct	Hire Temp Appointment	8100.00	22-AUG-17
Joshua Hughes	QE8663	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Lynne Hunter	QE8664	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Ann Huss Mollman	QE8664	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Megan Ibach	QE9393	03	BSN Clinical Faculty - SF	Hire Temp Appointment	5781.50	22-AUG-17
Kyle Irvin	UE8178	01	Faculty Adjunct	Hire Temp Appointment	3200.00	22-AUG-17
Linda Jackson	QE9393	06	BSN Clinical Faculty - Verm	Hire Temp Appointment	3425.50	22-AUG-17
Sachin Jain	UE7053	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Marilyn Jensen	UE7475	06	Adjunct Instructor	Continuing Education/Extension	1130.00	22-AUG-17
Carli Johnson	QE9393	00	BSN Clinical Faculty - SF	Hire Temp Appointment	5022.00	22-AUG-17
Kerri Johnston	QE8671	04	Instructor	Hire Temp Appointment	350.00	22-SEP-17
Robert Joyce	UE7054	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Christopher Karr	UE8205	00	Adjunct	Hire Temp Appointment	8000.00	22-AUG-17
Jennifer Kassing	UE7053	03	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Michael Killian	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Stephanie Kocher	UE7998	36	Music Lessons Adjunct	Hire Temp Appointment	2025.00	22-AUG-17
Benjamin Kohls	UE7053	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Audrey Larsen	UE7056	02	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Audrey Larsen	UE8052	14	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-17
Michelle Laughlin	UE7055	04	Adjunct Instructor	Continuing Education/Extension	4500.00	22-AUG-17
Michelle Laughlin	UE7055	05	Adjunct Instructor	Continuing Education/Extension	3200.00	22-SEP-17
Amy Laursen	UE7998	00	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-17
Teresa Leiferman	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Kristi Leisinger	QE8664	04	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
David Levine	UE8052	02	Adjunct Instructor	Hire Temp Appointment	11300.00	22-AUG-17
Mark Lindell	UE7475	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Malene Little	UE7056	01	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Malene Little	UE7056	02	Adjunct Instructor	Continuing Education/Extension	150.00	22-AUG-17
Cody Lukkes	UE7053	02	Adjunct Instructor	Continuing Education/Extension	3050.00	22-AUG-17
Michelle Mayes	QE9393	05	BSN Clinical Faculty - Verm	Hire Temp Appointment	2759.00	22-AUG-17
Samuel McGee	QE9393	01	BSN Clinical Faculty - Verm	Hire Temp Appointment	1658.50	22-AUG-17
Nathalie Meyer	UE7475	12	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Lisa Millen	UE7056	05	Adjunct Instructor	Continuing Education/Extension	16584.00	22-AUG-17
Stephen Miller	UE8097	13	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-17
Daniel Mollet	UE7056	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Sandra Mollman	UE7054	10	Adjunct Instructor	Continuing Education/Extension	12370.00	22-AUG-17
Martha Muellenberg	UE8259	00	Adjunct Lecturer	Hire Temp Appointment	4146.00	22-AUG-17
Joelle Mulder	QE9393	02	BSN Clinical Faculty - Verm	Hire Temp Appointment	3859.50	22-AUG-17
Joelle Mulder	QE9393	03	BSN Clinical Faculty - Verm	Hire Temp Appointment	372.00	22-SEP-17
Richard Muller	UE7055	04	Adjunct Instructor	Continuing Education/Extension	6800.00	22-AUG-17
Robert Nelson	QE9357	00	Lab Assistant	Hire Temp Appointment	100.00	22-AUG-17
Kendra Neugebauer	UE8142	02	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-17
Julie Ohl	UE7055	03	Adjunct Instructor	Continuing Education/Extension	4000.00	22-AUG-17
Roy Osborn	QE8664	00	Adjunct Instructor	Continuing Education/Extension	3000.00	22-AUG-17
Kristi Oskar-Groen	UE8250	00	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-17
Cynthia Ostrom	UE7056	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Xavier Pastrano	UE7475	03	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Emily Paulson	UE7055	00	Adjunct Instructor	Continuing Education/Extension	3600.00	22-AUG-17
Beth Peterson	QE9393	03	BSN Clinical Faculty - SF	Hire Temp Appointment	1658.50	22-AUG-17
Jessica Peterson	UE8133	00	Adjunct Instructor	Hire Temp Appointment	6780.00	22-AUG-17
Joleen Pietrzak	UE7056	06	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Joleen Pietrzak	UE7056	07	Adjunct Instructor	Continuing Education/Extension	600.00	22-AUG-17
John Prescott	UE8079	02	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-17
Erin Rasmussen	UE7056	02	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Robyn Rentschler	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1100.50	22-SEP-17
Mary Ring	UE7053	01	Adjunct Instructor	Continuing Education/Extension	5000.00	22-AUG-17

Mary Rogers	QE8664	05	Adjunct Instructor	Continuing Education/Extension	12838.00	22-AUG-17
Richard Rognstad	UE7998	03	Music Lessons Adjunct	Hire Temp Appointment	675.00	22-AUG-17
Denise Rotert	QE9357	21	Adjunct Instructor	Hire Temp Appointment	100.00	22-SEP-17
Ann Rowenhorst	QE9393	05	BSN Clinical Faculty - Verm	Hire Temp Appointment	1379.50	22-AUG-17
Matthew Rumsey	UE8142	04	Adjunct Instructor	Hire Temp Appointment	2764.00	22-AUG-17
Mallory Rykhus	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1100.50	22-AUG-17
Mallory Rykhus	QE9393	01	BSN Clinical Faculty - Verm	Hire Temp Appointment	1650.75	22-SEP-17
Mark Salter	UE8178	04	Faculty Adjunct	Hire Temp Appointment	2500.00	22-AUG-17
Dawn Sawtell	QE9393	03	BSN Clinical Faculty - Verm	Hire Temp Appointment	1658.50	22-AUG-17
Stacy Schepel	QE8664	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Amber Schleusner	QE8727	06	ASN Clinical Faculty - W	Hire Temp Appointment	342.00	22-AUG-17
Megan Schmitz	QE9393	01	BSN Clinical Faculty - Pierre	Hire Temp Appointment	2646.00	22-AUG-17
Bo Schoenwald	UE7056	02	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Jessica Schroer	QE9393	00	BSN Clinical Faculty - Verm	Hire Temp Appointment	1751.50	22-AUG-17
Molly Scott	UE7998	02	Music Lessons Adjunct	Hire Temp Appointment	525.00	22-AUG-17
John Seabolt	QE8664	02	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Aimee Shea	UE7053	09	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Heather Siebert	UE7056	04	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Tanner Sifferath	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Tanner Sifferath	UE7056	01	Adjunct Instructor	Continuing Education/Extension	600.00	22-AUG-17
Erin Silver	QE9393	01	BSN Clinical Faculty - SF	Hire Temp Appointment	310.00	22-AUG-17
Mark Skaff	UE7056	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Michael Slabaugh	UE7056	04	Adjunct Instructor	Continuing Education/Extension	8126.16	22-AUG-17
Michael Slabaugh	UE7056	04	Adjunct Instructors	Continuing Education/Extension	2770.91	22-AUG-17
Tony Slieman	UE7010	00	Adjunct Faculty	Hire Temp Appointment	4146.00	22-AUG-17
James Smith	UE8178	01	Faculty Adjunct	Hire Temp Appointment	5000.00	22-AUG-17
Traci Smith	UE8178	01	Faculty Adjunct	Hire Temp Appointment	3200.00	22-AUG-17
Michael Snell	UE7055	02	Adjunct Instructor	Continuing Education/Extension	3600.00	22-AUG-17
Dawn Spurlin	QE9393	08	BSN Clinical Faculty - Verm	Hire Temp Appointment	4402.00	22-AUG-17
Erin Stabnow	UE7053	00	Adjunct Instructor	Continuing Education/Extension	2764.00	22-AUG-17
Erin Stephens	QE9393	03	BSN Clinical Faculty - SF	Hire Temp Appointment	1100.50	22-AUG-17
Daniela Syed	UE7053	02	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-17
Loretta Thomas	UE7998	29	Music Lessons Adjunct	Hire Temp Appointment	225.00	22-AUG-17
Janelle Thornton	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Tyler Tigges	UE8178	03	Faculty Adjunct	Hire Temp Appointment	1250.00	22-AUG-17
Kenneth Tusha	QE9054	01	Temp Dentist	Hire Temp Appointment	750.00	22-AUG-17
Kenneth Tusha	QE9054	01	Temp Dentist	Hire Temp Appointment	1800.00	22-SEP-17
Richard Van Lente	UE7056	06	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Keith Venhuizen	QE9465	00	Temp Dentist	Hire Temp Appointment	21600.00	22-AUG-17
Stephanie Vonderahe	UE8007	01	Art Adjunct	Hire Temp Appointment	9292.00	22-AUG-17
Anna Vorhes Sandberg	DE9850	00	Adjunct Instructor	Hire Temp Appointment	3228.00	22-AUG-17
Anna Vorhes Sandberg	UE7054	02	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Margaret Walker	QE8664	02	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-17
Robert Welch	UE7056	00	Adjunct Instructor	Continuing Education/Extension	8292.00	22-AUG-17
Robert Welch	UE8097	00	Adjunct Instructor	Hire Temp Appointment	3390.00	22-AUG-17
Katie Westra	UE7056	02	Adjunct Instructor	Continuing Education/Extension	10170.00	22-AUG-17
Arley Williams	UE7056	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Aubrey Windish	UE7475	00	Adjunct Instructor	Continuing Education/Extension	6780.00	22-AUG-17
Steven Wise	UE7056	02	Adjunct Instructor	Continuing Education/Extension	5100.00	22-AUG-17
Sandra Wollan	QE9393	04	BSN Clinical Faculty - Verm	Hire Temp Appointment	4138.50	22-AUG-17
Aaron Woodard	UE7056	01	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Darin Young	UE7056	00	Adjunct Instructor	Continuing Education/Extension	3390.00	22-AUG-17
Debra Young	QE8664	00	Adjunct Instructor	Continuing Education/Extension	4500.00	22-AUG-17
Adam Zellmer	UE7053	04	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Heather Zweifel	UE7056	03	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Adam Hardy	UE9035	00	Visiting Assistant Professor	Appointment	45000.00	22-AUG-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Amber Hansen	UE9059	00	Assistant Professor	FY Salary Increase	43000.00	44000.00	1000.00	

Faculty Non-Benefit Eligible (FAC2)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Mark Baas	UE7475	14	Adjunct Instructor	TV013	21-OCT-17
Lacey Eichacker	QE9393	00	BSN Clinical Faculty - Verm	TV013	21-SEP-17
Kerri Johnston	QE8671	04	Instructor	TV013	21-OCT-17
Michelle Laughlin	UE7055	05	Adjunct Instructor	TV013	21-OCT-17
Malene Little	UE7056	02	Adjunct Instructor	TV013	21-SEP-17
Joelle Mulder	QE9393	02	BSN Clinical Faculty - Verm	TV013	21-SEP-17
Robert Nelson	QE9357	00	Lab Assistant	TV013	21-SEP-17
Joleen Pietrzak	UE7056	07	Adjunct Instructor	TV013	21-SEP-17
Denise Rotert	QE9357	21	Adjunct Instructor	TV013	21-OCT-17
Ann Rowenhorst	QE9393	05	BSN Clinical Faculty - Verm	TV013	21-OCT-17
Mallory Rykhus	QE9393	00	BSN Clinical Faculty - Verm	TV013	21-SEP-17
Amber Schleusner	QE8727	06	ASN Clinical Faculty - W	TV013	21-SEP-17
Tanner Sifferath	UE7056	01	Adjunct Instructor	TV013	21-SEP-17
Erin Silver	QE9393	01	BSN Clinical Faculty - SF	TV013	21-SEP-17
Erin Stephens	QE9393	03	BSN Clinical Faculty - SF	TV013	21-SEP-17
Kenneth Tusha	QE9054	01	Temp Dentist	TV013	21-SEP-17
Kenneth Tusha	QE9054	01	Temp Dentist	TV013	21-OCT-17

ECLS 45 Volunteers

Banner ID	Name	Department	Institution
A00221383	Orhan Ayasli	Biology	USD
A00199403	Belissa Fernandez	Biology	USD
A00199404	Jessica Fernandez	Biology	USD
A00211342	Isaac Hanson	Biomedical Engineering	USD
A00204532	Zachary Hansen	Chemistry	USD
A00221158	Ethan Hare	Chemistry	USD
A00221723	Clark Anderston	Child Care Services	USD
A00221724	Helen Anderton	Child Care Services	USD
A00221493	Anna Bottesini	Child Care Services	USD
A00216817	Jessica Brown	Child Care Services	USD
A00148017	Shelby Brunick	Child Care Services	USD
A00221567	Esmane Cariaga	Child Care Services	USD
A00221726	Shayden Cournoyer	Child Care Services	USD
A00205952	Mikenzie Crocker	Child Care Services	USD
A00206011	Amy Davis	Child Care Services	USD
A00146565	Gina Dendinger	Child Care Services	USD
A00164279	Zachary Dockter	Child Care Services	USD
A00221491	Jacob Edsill	Child Care Services	USD
A00221494	Haily Ericsson	Child Care Services	USD
A00221495	Kayla Ericsson	Child Care Services	USD
A00221568	Reyanna Felicia	Child Care Services	USD
A00221496	Sydney Franken	Child Care Services	USD
A00221569	Tasia French	Child Care Services	USD
A00216860	Emily Grathoff	Child Care Services	USD
A00221498	Tia Gunhammer	Child Care Services	USD
A00199416	Brooklyn Hansen	Child Care Services	USD
A00181796	Dustin Javers	Child Care Services	USD
A00221727	Lauren Kadinger	Child Care Services	USD
A00221570	Brianna Kiger	Child Care Services	USD
A00192324	Dacey Kocer	Child Care Services	USD
A00221571	Makayla Morey	Child Care Services	USD
A00221572	Brittany Neagbour	Child Care Services	USD
A00221502	Madison O'Connor	Child Care Services	USD
A00221504	Carly Peckham	Child Care Services	USD
A00206505	Stephanie Sanderson	Child Care Services	USD
A00135409	Katie Schuelke	Child Care Services	USD
A00221505	India Sierra	Child Care Services	USD
A00154582	Nicole Sikkink	Child Care Services	USD
A00190386	Austin Simmons	Child Care Services	USD
A00221506	Savannah Simmons	Child Care Services	USD

A00221507	John Sweeney	Child Care Services	USD
A00204897	Stephanie Trautman	Child Care Services	USD
A00221492	Payden Trowbridge	Child Care Services	USD
A00177448	Jennifer Walz	Child Care Services	USD
A00161705	William Whitlock	Child Care Services	USD
A00198582	Izabella Zepher	Child Care Services	USD
A00201431	Chesney Arend	Dean of the Med - Basic Biomed Sc	USD
A00170139	Brook Busselman	Dean of the Med - Basic Biomed Sc	USD
A00149509	David Christianson	Dean of the Med - Basic Biomed Sc	USD
A00218981	Phil Dohn	Dean of the Med - Basic Biomed Sc	USD
A00190262	Anthony Drazick	Dean of the Med - Basic Biomed Sc	USD
A00120685	Timothy Hanna	Dean of the Med - Basic Biomed Sc	USD
A00188727	Jessie Sadlon	Dean of the Med - Basic Biomed Sc	USD
A00196961	Tylar Greenleaf	Dental Hygiene	USD
A00212228	Melissa Smith	Dental Hygiene	USD
A00220539	Ashmita Ghosh	Education & Counseling	USD
A00165305	Hannah Horn	Education & Counseling	USD
A00220948	Kirsten May	Education & Counseling	USD
A00219791	Sarah Abanise	Family Medicine	USD
A00219792	Jay Allen	Family Medicine	USD
A00162835	Paul Berndt	Family Medicine	USD
A00221575	George Ceremuga	Family Medicine	USD
A00219797	Cindy Erwin	Family Medicine	USD
A00219799	Blaine Gibby	Family Medicine	USD
A00219800	Sara Granville	Family Medicine	USD
A00082779	Amber Groninger	Family Medicine	USD
A00219803	Jamie Hillmer	Family Medicine	USD
A00119230	Amber Holmes	Family Medicine	USD
A00219804	Paige Kreegel	Family Medicine	USD
A00017705	Deborah Kullerd	Family Medicine	USD
A00219806	Gavin Maurer	Family Medicine	USD
A00040249	Courtney Merkwan	Family Medicine	USD
A00175748	Michelle Turner	Family Medicine	USD
A00198895	Joseph Villa	Family Medicine	USD
A00001279	David Gottsleben	Intercolleg Athletics	USD
A00219794	Mohammad Alsumrain	Internal Medicine	USD
A00219795	Masaru Chiba	Internal Medicine	USD
A00219796	Eric Chow	Internal Medicine	USD
A00221270	Kunut Kijsirichareanchai	Internal Medicine	USD
A00219805	Charoen Mankongpaisarnrung	Internal Medicine	USD
A00221369	Michael McGuire	Internal Medicine	USD
A00194838	Philip Meyer	Internal Medicine	USD
A00221370	Uma Motapothula	Internal Medicine	USD
A00017521	Mark Oppenheimer	Internal Medicine	USD
A00074119	Darrell Plumage	Internal Medicine	USD
A00221371	Carolyn Savioz	Internal Medicine	USD
A00217100	Efrat Feldman	Neurosciences	USD
A00044392	Michelle Krohn	Obstetrics-Gynecology	USD
A00011870	Amal Salama	Obstetrics-Gynecology	USD
A00221372	Christine Stehly	Obstetrics-Gynecology	USD
A00221268	Joseph Gormley	Pathology	USD
A00221273	Andrew Maiers	Pathology	USD
A00122064	Karah Odegaard	Pathology	USD
A00218488	Bryan Blacker	Pediatrics	USD
A00221269	Sarah Jackson	Pediatrics	USD
A00221271	Aimee Koenig	Pediatrics	USD
A00221272	Molly Linn	Pediatrics	USD
A00019982	Timothy Ryschon	Pediatrics	USD
A00218358	Michael Turner	Pediatrics	USD
A00221373	Shawna Young	Pediatrics	USD
A00137172	Paul Bindert	Physical Therapy	USD
A00048158	Mitchel Boeck	Physical Therapy	USD
A00068120	Joseph Bures	Physical Therapy	USD
A00221967	Kelly Hoover	Physical Therapy	USD
A00064777	Kyle Hubsch	Physical Therapy	USD
A00221925	Raquel Jahnke	Physical Therapy	USD
A00022395	Jessica Rozeboom	Physical Therapy	USD
A00221932	Grant Schramm	Physical Therapy	USD

A00221971	Amy Strohm	Physical Therapy	USD
A00221926	Charles Vannatta	Physical Therapy	USD
A00073603	Amy Weller	Physical Therapy	USD
A00142109	Brenda Bullerman	Physician Assistant	USD
A00142845	Judith Nelson	Physician Assistant	USD
A00001891	Christina Keller	Physics	USD
A00220940	Amanda Black	Psychiatry	USD
A00075993	Julie Kittelsrud	Psychiatry	USD
A00062092	Veronica Radigan	Psychiatry	USD
A00190259	Matthew Decker	School of Education	USD
A00192706	Abbey Hilt	School of Education	USD
A00201467	Megan Horkey	School of Education	USD
A00190921	Skyler Kidd	School of Education	USD
A00207699	Tari Knock	School of Education	USD
A00194013	Taylor Wiley	School of Education	USD
A00201518	Hadley Zeigler	School of Education	USD
A00078302	Cynthia Tobin	Social Work	USD
A00196504	Eldon Becker	Surgery	USD
A00219802	Wesley Halseth	Surgery	USD
A00040285	Riley Lamb	Surgery	USD
A00217101	David Lonbaken	Surgery	USD
A00217102	Jenna Schiefelbein	Surgery	USD
A00219808	Elizabeth Tacl	Surgery	USD
A00162356	Danielle Thornburg	Surgery	USD
A00219809	Breanna Wimmeler	Surgery	USD
A00217103	Joseph Wyatt	Surgery	USD
A00219634	James Moos	University Center	USD
A00217790	Lois Rem	University Center	USD
A00217403	Douglas Starr	University Center	USD

Medical School Rank Approvals

ID	NAME	RANK	DEPARTMENT
A00122064	Karah Odegaard	Instructor	Laboratory Medicine
A00221273	Andrew Maiers	Instructor	Laboratory Medicine
A00221268	Joseph Gormley	Instructor	Laboratory Medicine
A00122064	Karah Odegaard	Instructor	Pathology
A00221273	Andrew Maiers	Instructor	Pathology
A00221268	Joseph Gormley	Instructor	Pathology
A00222114	Michael Dawson	Associate Professor	Internal Medicine
A00222121	Douglas Yim	Professor	Internal Medicine
A00219805	Charoen Mankongpaisarnrung	Assistant Professor	Internal Medicine
A00219794	Mohammad Alsumrain	Assistant Professor	Internal Medicine
A00222112	Mohammad Ahmed	Instructor	Internal Medicine
A00221369	Michael McGuire	Assistant Professor	Internal Medicine
A00221270	Kunut Kijisrichareanchai	Assistant Professor	Internal Medicine
A00219796	Eric Chow	Assistant Professor	Internal Medicine
A00222118	Jolene Mitchell	Assistant Professor	Internal Medicine

A00222117	Alisha Hemraj	Assistant Professor	Internal Medicine
A00219795	Masaru Chiba	Assistant Professor	Internal Medicine
A00221594	Elizabeth Haller	Instructor	Internal Medicine
A00221370	Uma Motapothula	Assistant Professor	Internal Medicine
A00222119	Prince Sethi	Instructor	Internal Medicine
A00221371	Carolyn Savioz	Assistant Professor	Internal Medicine
A00221372	Christine Stehly	Assistant Professor	Obstetrics-Gynecology
A00218488	Bryan Blacker	Instructor	Pediatrics
A00221373	Shawna Young	Instructor	Pediatrics
A00218358	Michael Turner	Instructor	Pediatrics
A00221271	Aimee Koenig	Instructor	Pediatrics
A00221269	Sarah Jackson	Instructor	Pediatrics
A00220940	Amanda Black	Instructor	Psychiatry
A00075993	Julie Kittelsrud	Assistant Professor	Psychiatry
A00216182	Chloe Olson	Instructor	Psychiatry
A00062092	Veronica Radigan	Instructor	Psychiatry
A00219802	Wesley Halseth	Instructor	Surgery
A00222120	Robert Van Demark	Instructor	Surgery
A00221936	Patrick Kenney	Assistant Professor	Surgery
A00217102	Jenna Schiefelbein	Instructor	Surgery
A00217103	Joseph Wyatt	Assistant Professor	Surgery
A00217101	David Lonbaken	Assistant Professor	Surgery
A00217100	Efrat Feldman	Assistant Professor	Neurosciences
A00122064	Karah Odegaard	Instructor	Laboratory Medicine
A00221273	Andrew Maier	Instructor	Laboratory Medicine
A00221268	Joseph Gormley	Instructor	Laboratory Medicine
A00219804	Paige Kreegel	Assistant Professor	Family Medicine
A00222113	Michael daSilva	Instructor	Family Medicine
A00219791	Sarah Abanise	Instructor	Family Medicine
A00219806	Gavin Maurer	Instructor	Family Medicine
A00219803	Jamie Hillmer	Instructor	Family Medicine
A00219799	Blaine Gibby	Instructor	Family Medicine
A00219792	Jay Allen	Instructor	Family Medicine
A00121080	Trevor Kindle	Instructor	Family Medicine

A00222115	Daniel Delaney	Instructor	Family Medicine
A00222116	Jacob Evans	Instructor	Family Medicine
A00219800	Sara Granville	Instructor	Family Medicine
A00219797	Cindy Erwin	Instructor	Family Medicine
A00119230	Amber Holmes	Instructor	Family Medicine
A00219804	Paige Kreegel	Assistant Professor	Family Medicine
A00222113	Michael daSilva	Instructor	Family Medicine
A00219791	Sarah Abanise	Instructor	Family Medicine
A00219806	Gavin Maurer	Instructor	Family Medicine
A00219803	Jamie Hillmer	Instructor	Family Medicine
A00219799	Blaine Gibby	Instructor	Family Medicine
A00219792	Jay Allen	Instructor	Family Medicine
A00121080	Trevor Kindle	Instructor	Family Medicine
A00222115	Daniel Delaney	Instructor	Family Medicine
A00222116	Jacob Evans	Instructor	Family Medicine
A00219800	Sara Granville	Instructor	Family Medicine
A00219797	Cindy Erwin	Instructor	Family Medicine
A00119230	Amber Holmes	Instructor	Family Medicine
A00222114	Michael Dawson	Associate Professor	Internal Medicine
A00222121	Douglas Yim	Professor	Internal Medicine
A00219805	Charoen Mankongpaisarnrung	Assistant Professor	Internal Medicine
A00219794	Mohammad Alsumrain	Assistant Professor	Internal Medicine
A00222112	Mohammad Ahmed	Instructor	Internal Medicine
A00221369	Michael McGuire	Assistant Professor	Internal Medicine
A00221270	Kunut Kijisrichareanchai	Assistant Professor	Internal Medicine
A00219796	Eric Chow	Assistant Professor	Internal Medicine
A00222118	Jolene Mitchell	Assistant Professor	Internal Medicine
A00222117	Alisha Hemraj	Assistant Professor	Internal Medicine
A00219795	Masaru Chiba	Assistant Professor	Internal Medicine
A00221594	Elizabeth Haller	Instructor	Internal Medicine
A00221370	Uma Motapothula	Assistant Professor	Internal Medicine
A00222119	Prince Sethi	Instructor	Internal Medicine
A00221371	Carolyn Savioz	Assistant Professor	Internal Medicine
A00122064	Karah Odegaard	Instructor	Pathology

A00221273	Andrew Maiers	Instructor	Pathology
A00221268	Joseph Gormley	Instructor	Pathology
A00217100	Efrat Feldman	Assistant Professor	Neurosciences
A00221372	Christine Stehly	Assistant Professor	Obstetrics-Gynecology
A00218488	Bryan Blacker	Instructor	Pediatrics
A00221373	Shawna Young	Instructor	Pediatrics
A00218358	Michael Turner	Instructor	Pediatrics
A00221271	Aimee Koenig	Instructor	Pediatrics
A00221269	Sarah Jackson	Instructor	Pediatrics
A00220940	Amanda Black	Instructor	Psychiatry
A00075993	Julie Kittelsrud	Assistant Professor	Psychiatry
A00216182	Chloe Olson	Instructor	Psychiatry
A00062092	Veronica Radigan	Instructor	Psychiatry
A00219802	Wesley Halseth	Instructor	Surgery
A00222120	Robert Van Demark	Instructor	Surgery
A00219809	Breanna Wimmmler	Instructor	Surgery
A00074119	Darrell Plumage	Instructor	Internal Medicine
A00219809	Breanna Wimmmler	Instructor	Surgery
A00074119	Darrell Plumage	Instructor	Internal Medicine
A00221272	Molly Linn	Instructor	Pediatrics
A00221272	Molly Linn	Instructor	Pediatrics
A00040285	Riley Lamb	Assistant Professor	Surgery
A00196504	Eldon Becker	Assistant Professor	Surgery
A00198895	Joseph Villa	Assistant Professor	Family Medicine
A00198895	Joseph Villa	Assistant Professor	Family Medicine
A00115510	Kirstin Hockhausen	Instructor	Family Medicine
A00115510	Kirstin Hockhausen	Instructor	Family Medicine
A00162835	Paul Berndt	Instructor	Family Medicine
A00162835	Paul Berndt	Instructor	Family Medicine
A00082779	Amber Groninger	Instructor	Family Medicine
A00082779	Amber Groninger	Instructor	Family Medicine
A00221936	Patrick Kenney	Assistant Professor	Surgery
A00217102	Jenna Schiefelbein	Instructor	Surgery
A00217103	Joseph Wyatt	Assistant Professor	Surgery

A00217101	David Lonbaken	Assistant Professor	Surgery
A00040285	Riley Lamb	Assistant Professor	Surgery
A00196504	Eldon Becker	Assistant Professor	Surgery

PZRNJOB

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

11/07/2017 08:36:59

Ver: 072011.28a

Career Service Benefit Eligible (CSA1)
Terminated

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Gary Lang	RE9918	00	Information Technology Spec1st	TI002	13-OCT-17

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Janice Minder	UE7056	00	Adjunct Instructor	Continuing Education/Extension	4146.00	22-AUG-17
Ellen Walker	RE9916	00	Temp Program/Fiscal Analyst	Hire Temp Appointment	4303.34	22-AUG-17

ECLS 45 Volunteers
Banner ID Name

Department

Institution

There are no volunteers for the dates entered

PZRNJOB

South Dakota Board of Regents
BOR Routine
Date Range : 22-AUG-17 thru 21-OCT-17
For :SDSD

11/07/2017 08:34:45

Ver: 072011.28a

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

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Ronald McKenzie	HE9927	00	Audiology Technician	Appointment	35000.00	16-OCT-17

ECLS 45 Volunteers

Banner ID Name

Department

Institution

There are no volunteers for the dates entered

PZRNJOB

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

11/07/2017 08:36:08

Ver: 072011.28a

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Kathleen Karjalainen	VE9960	00	Cook	Appointment	16785.28	02-OCT-17

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Tessa Riggs	VE9971	00	Student Health Nurse	Sal Adj to 5% Range at 6 mo	32759.37	34397.34	1637.97	

Name	POSN	SUFF	Job Desc	Change Reason Desc	Eff. Date
Juliana Peterson	VE9960	00	Cook	TV011	21-SEP-17

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	Effective Date
Diane Agnitsch	VE9946	00	Sub - Labor	Hire Temp Appointment	3866.88	22-AUG-17
Penny Krogstrand	VE9946	00	Sub - Labor	Hire Temp Appointment	3110.40	22-AUG-17
Jayne Reuer	VE9946	00	Sub - Labor	Hire Temp Appointment	1057.92	22-AUG-17

Name	POSN	SUFF	Job Desc	Change Reason Desc	Ann. Sal.	New Base	Diff.	New Adj.
Tevan Fischbach 4846.50	NE9669	00	NSU Adj Inst SPED 434/534	Shared Employee Agreement	2154.00		2692.50	

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

Department

Institution

DAKOTA STATE UNIVERSITY									
Name	Position	Title	Effective Date	Job Change Reason	New Rate	Salary	Previous Rate	Previous Salary	% Increase
Lisa Fox	DE9533	Program Assistant I	22-Aug-17	Reclassification	\$15.75	\$32,759.37	\$13.35	\$27,769.55	15.23
Megan Leisinger	DE9716	Senior Admissions Counselor	22-Sep-17	Sal Adj-Unusual Circumstance	\$18.03	\$37,500.00	\$15.87	\$33,000.00	12.00
Daniel Rindels	DE9717	Sr Building Maintenance Worker	22-Sep-17	Change Salary Rate/Pay Grade	\$16.00	\$33,279.36	\$14.26	\$29,668.02	10.85
Barbara Stacey-Olajide	DE9614	Digital Marketing Coordinator	22-Aug-17	Reclassification	\$23.08	\$48,000.00	\$18.89	\$39,296.00	18.13
Matthew Stone	DE9805	Senior Admissions Counselor	22-Sep-17	Sal Adj-Unusual Circumstance	\$18.03	\$37,500.00	\$16.59	\$34,500.00	8.00

NORTHERN STATE UNIVERSITY									
Name	Position	Title	Effective Date	Job Change Reason	New Rate	Salary	Previous Rate	Previous Salary	% Increase
Gratia Brown	NE9447	Assistant Professor	22-Aug-17	Change Faculty Rank	\$25.64	\$40,000.00	\$23.72	\$37,000.00	7.50
Jodi Casanova	NE9979	Dir IT Security/Networking	22-Aug-17	Reclassification	\$38.07	\$79,181.00	\$33.26	\$69,181.00	12.63
Amber Mathern	NE9539	Assistant Professor	22-Aug-17	Change Faculty Rank	\$48.01	\$74,890.06	\$45.29	\$70,651.00	5.66
Tara Santjer	NE9898	Senior Secretary	22-Sep-17	Change Salary Rate/Pay Grade	\$14.22	\$29,577.03	\$13.50	\$28,079.46	5.06
Sara Schmidt	NE9581	Associate Professor	22-Aug-17	Change Faculty Rank	\$84.10	\$98,398.00	\$77.87	\$91,109.00	7.41

SD SCHOOL OF MINES & TECHNOLOGY									
Name	Position	Title	Effective Date	Job Change Reason	New Rate	Salary	Previous Rate	Previous Salary	% Increase
Lila Baskerville	ME9914	Sr Secretary	22-Aug-17	Reclassification	\$14.83	\$11,567.84	\$13.90	\$10,842.42	6.27

SOUTH DAKOTA STATE UNIVERSITY									
Name	Position	Title	Effective Date	Job Change Reason	New Rate	Salary	Previous Rate	Previous Salary	% Increase
Linda Burdette	SE6725	Assistant Dean	22-Aug-17	Change Faculty Rank	\$59.71	\$124,204.00	\$49.51	\$77,234.00	37.82
Courtney Eyer	SE9380	Assistant Librarian	22-Sep-17	Change Salary Rate/Pay Grade	\$32.69	\$68,000.00	\$29.71	\$61,800.00	9.12
Greg Heiberger	SE7744	Assistant Professor	22-Aug-17	Change in Appointment Type	\$48.08	\$75,000.00	\$32.00	\$66,559.00	11.26
Michael Lockrem	SE9934	Chief Public Relations Officer	22-Sep-17	Change Salary Rate/Pay Grade	\$60.10	\$125,000.00	\$46.62	\$96,976.00	22.42
Meredith McCuen	SE6390	Road Maintenance Worker	22-Aug-17	Change Salary Rate/Pay Grade	\$15.50	\$32,239.38	\$14.22	\$29,577.03	8.26
Dana Rausch	SE8511	Research Associate II	22-Aug-17	Change in Appointment Type	\$23.43	\$48,733.46	\$21.92	\$45,592.72	6.45
Zhiling Zhang	SE9251	Research Assistant	22-Sep-17	Change in Appointment Type	\$19.65	\$24,523.20	\$18.36	\$22,415.36	8.60

UNIVERSITY OF SOUTH DAKOTA									
Name	Position	Title	Effective Date	Job Change Reason	New Rate	Salary	Previous Rate	Previous Salary	% Increase
Brookney Delgado	UE9806	Admissions Counselor	22-Sep-17	Permanent Additional Duties	\$19.92	\$41,430.77	\$17.98	\$37,392.39	9.75
Matthew Fairholm	UE9523	Professor/Dir. Grad Programs	22-Aug-17	Change in Appointment Type	\$57.75	\$100,104.20	\$57.75	\$90,093.78	10.00
Cindy Knutson	UE9487	Center Teacher	22-Aug-17	Sal Adj-Unusual Circumstance	\$17.16	\$31,229.83	\$17.16	\$17,845.03	42.86
Lacy Knutson	QE8959	Behavior Specialist	22-Sep-17	Permanent Additional Duties	\$25.48	\$53,000.00	\$23.95	\$49,816.25	6.01
Connor Larson	UE9399	Admissions Counselor	22-Sep-17	Permanent Additional Duties	\$18.75	\$39,001.60	\$16.92	\$35,200.00	9.75
Ashlin Peitzmeier	UE9814	Campus Visit Coordinator	22-Sep-17	Permanent Additional Duties	\$18.25	\$37,967.59	\$16.48	\$34,267.50	9.75
Amy Pohlson	UE7275	Instructor	22-Aug-17	Sal Adj-Unusual Circumstance	\$27.12	\$47,000.00	\$23.56	\$40,844.14	13.10
Jeffrey Seagren	UE8047	Admissions Counselor	22-Sep-17	Permanent Additional Duties	\$18.75	\$39,001.60	\$16.92	\$35,200.00	9.75

Jane Stewart	QE8701	Accounting Assistant	22-Sep-17	Sal Adj-Unusual Circumstance	\$16.18	\$33,653.75	\$14.65	\$30,479.46	9.43
Quoc-Nam Tran	UE9004	Professor	22-Aug-17	Change in Appointment Type	\$76.12	\$118,746.27	\$76.12	\$98,955.23	16.67
Danielle Vanderlei	UE7179	Admissions Counselor	22-Sep-17	Permanent Additional Duties	\$18.75	\$39,000.67	\$16.92	\$35,199.16	9.75
Shelby Webb	UE9815	Admissions Counselor	22-Sep-17	Permanent Additional Duties	\$18.75	\$39,001.60	\$16.92	\$35,200.00	9.75

SOUTH DAKOTA BOARD OF REGENTS

Board Work

AGENDA ITEM: 1 – E
DATE: December 5-7, 2017

SUBJECT

Rolling Calendar

PERTINENT HISTORY

None

CONTROLLING STATUTE, RULE, OR POLICY

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

BACKGROUND / DISCUSSION

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

IMPACT AND RECOMMENDATIONS

This will establish the December 2018 Board of Regents' meeting dates and location as December 4-6, 2018 at Northern State University in Aberdeen.

ATTACHMENTS

Attachment I – Proposed calendar of 2018 dates and locations

Attachment II – Important dates to avoid

Attachment III – 2018 calendar

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

DRAFT MOTION 20171205_1-E:

I move to approve December 4-6 as the dates and NSU in Aberdeen as the location for the December 2018 Board of Regents' meeting.

2018 Calendar

BOR ITEMS DUE (from campus)	BOR MAILOUT	BOR MEETINGS	BOR MEETING LOCATION	BOR MEETING DATE APPROVAL	COPS TOPICS DUE FROM COPS	COPS MAILOUT	COPS MEETING
March 2	March 20	March 27-29, 2018 (Tues-Thurs)	BHSU, Spearfish	Approved 3/29/17	April 5	April 10	April 17
April 13	May 1	May 8-10, 2018 (Tues-Thurs)	USD, Vermillion	Approved 5/10/17; Revised 10/03/17	May 17	May 22	May 29
June 1	June 19	June 26-28, 2018 (Tues-Thurs)	SDSU, Brookings	Approved 6/28/17; Revised 10/03/17	July 5	July 10	July 17
July 13	July 31	Aug. 7-9, 2018 (Tues-Thurs)	Pierre	Approved 8/10/17	Aug. 16	Aug.21	Aug. 28
Sept. 7	Sept. 25	Oct. 2-4, 2018 (Tues-Thurs)	SD Mines, Rapid City	Approved 10/03/17	Oct. 11	Oct. 16	Oct. 23
Nov. 8	Nov. 27	Dec. 4-6, 2018 (Tues-Thurs)	NSU, Aberdeen	Draft	Dec.13	Dec.14	Dec.18

DATES TO KEEP IN MIND 2018

January 1, Monday

January 9, Tuesday

January 15, Monday**February 19, Monday**

March 5-9, Mon – Fri

March 9, Friday

March 17, Saturday

March 26, Monday

March 30, Friday

April 1, Sunday

April 22-24, Sun-Tues

April 30-May 4, Mon – Fri

May 5, Saturday

May 7-8, Mon – Tues

May 28, Monday

June 24-27, Sun – Wed

July 4, Wednesday

July 9-13, Tues-Friday

August 6-12, Mon – Sun

August 6-9, Mon – Thurs

September 3, Monday

September 28, Friday

October 8, Monday

October 20, Saturday

October 19-20, Fri – Sat

November 11, Sunday**November 12, Monday****November 22, Thursday**

December 6-12, Thurs – Wed

December 15, Saturday

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

Session Begins

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

Spring Break

Last day of main run of session

St. Patrick's Day

Veto Day

Good Friday

Easter

AGB (San Francisco, CA)

Finals Week at Campuses

Commencements

WICHE (Montana)

Memorial Day

NACUA Annual Conference (Minneapolis, MN)

Independence Day

SHEEO Annual Meeting (Park City, UT)

Sturgis Rally

SHEEO Higher Education Policy Conference
(Denver, CO)**Labor Day**

Buffalo Roundup

Native American Day

First day of Pheasant Hunting Season

Governor's Hunt

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

Finals Week at Campuses

Commencement at Campuses

Christmas

HOLIDAYS IN 2018

NEW YEAR'S DAY
Monday, January 1

M.L. KING JR. DAY
Monday, January 15

ASH WEDNESDAY
Wednesday, February 14

PRESIDENT'S DAY
Monday, February 19

ST. PATRICK'S DAY
Saturday, March 17

GOOD FRIDAY
Friday, March 30

PASSOVER
Sundown, March 30 through April 7

EASTER
Sunday, April 1

MOTHER'S DAY
Sunday, May 13

MEMORIAL DAY
Monday, May 28

FATHER'S DAY
Sunday, June 17

INDEPENDENCE DAY
Wednesday, July 4

LABOR DAY
Monday, September 3

ROSH HASHANAH
Sundown, Sept. 9 through Sept. 10

YOM KIPPUR
Sundown, Sept. 18 through Sept. 19

COLUMBUS DAY
Monday, October 8

ELECTION DAY
Tuesday, November 6

VETERANS DAY
Sunday, November 11

THANKSGIVING DAY
Thursday, November 22

HANUKKAH
Sundown, Dec. 2 through Dec. 10

CHRISTMAS
Tuesday, December 25

2018

JANUARY

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

JULY

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

FEBRUARY

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

AUGUST

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

MARCH

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

SEPTEMBER

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

APRIL

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

OCTOBER

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

MAY

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

NOVEMBER

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

JUNE

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

DECEMBER

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

YEAR	January	March/April	May	June	August	October	December
2018		3/27-29, BHSU	8-10, SDSU	26-28, USD	7-9, Pierre	2-4, SDSMT	
2017		3/28-30, BHSU	9-11, SDSU	27-29, NSU	8-10, Pierre	3-5, DSU	5-7, SDSD
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

Regents' Workshop

AGENDA ITEM: 2 – A
DATE: December 5-7, 2017

SUBJECT

Campus Financial Presentations

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

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
2. Comparison of Core Expenditures to Peers
3. Changes in Total Cash
4. Changes in Uncommitted Cash Balance
5. HLC Ratios
6. Credit Hour Production and Student FTE On-campus and Off-campus
7. Review of Audit Findings and Adjustments for FY16 (none available at this time)
8. Federal Grants and Contracts

The schedule is as follows:

USD	4:30-4:50 p.m.
NSU	4:50-5:10 p.m.
BHSU	5:10-5:30 p.m.
DSU	5:30-5:50 p.m.
SDSM&T	5:50-6:10 p.m.
SDSU	6:10-6:30 p.m.

IMPACT AND RECOMMENDATION

N/A

ATTACHMENTS

Attachment I – Campus Financial Information

INFORMATIONAL ITEM

BHSU Revenues			
	FY12	FY16	FY17
Tuition and Fees	\$22,626,756.34	\$23,866,603.96	\$23,320,380.58
State Appropriations	\$7,356,191.00	\$8,915,112.03	\$9,707,374.00
Auxiliaries	\$6,153,629.81	\$5,836,178.11	\$6,103,756.43
Other Sales and Services	\$3,359,482.02	\$2,810,053.28	\$2,817,547.44
Grants and Contracts	\$8,603,481.26	\$7,532,264.19	\$6,560,439.52
Miscellaneous	\$41,124.41	\$25,847.97	\$23,562.93
	\$48,140,664.84	\$48,986,059.54	\$48,533,060.90
		Prior Year	-0.92%
		5-Year	0.82%

BHSU Operating Expenses by Program			
	FY12	FY16	FY17
Instruction (1)	\$15,177,629.42	\$16,452,958.79	\$16,362,358.38
Research (2)	\$1,825,265.03	\$1,835,796.11	\$1,640,322.64
Public Service (3)	\$1,867,862.09	\$1,027,993.29	\$989,992.44
Academic Support (4)	\$3,843,478.07	\$4,160,639.35	\$4,353,327.29
Student Services (5)	\$4,580,604.56	\$5,777,390.35	\$6,782,456.24
Institutional Support (6)	\$4,720,376.63	\$5,980,694.46	\$6,123,194.62
O&M of Plant (7)	\$3,191,882.76	\$5,876,954.17	\$5,829,060.18
Scholarships and Fellowshi	\$5,740,667.97	\$2,621,635.73	\$2,249,080.33
Auxiliary Enterprises (9)	\$6,896,854.37	\$6,378,631.61	\$6,206,136.28
Other Expenses (10)	\$124,279.54	\$0.00	\$0.00
Unallocated Depreciation	\$0.00	\$0.00	\$0.00
	\$47,968,900.44	\$50,112,693.86	\$50,535,928.40
		Prior Year	0.84%
		5-Year	5.35%

**BHSU, DSU, and NSU Carnegie Classification Comparison
FY15**

Institution Name	Total Core Expenditures	FTE Fall Enrollment	Total Degrees Awarded	Actual Expenditures per FTE	Actual Expenditures per Degree
Black Hills State University	\$ 42,165,073	3,106	619	\$ 13,575	\$ 68,116
Dakota State University	\$ 33,288,620	2,056	374	\$ 16,191	\$ 89,007
Northern State University	\$ 34,951,732	2,227	428	\$ 15,695	\$ 79,798
	Average Core Expenditures	Average FTE Fall Enrollment	Average Degrees Awarded	Average Expenditures per FTE	Average Expenditures per Degree
Master's Colleges & Universities: Small Programs	\$ 73,909,225	3,891	943	\$ 21,175	\$ 92,588

All Data is IPEDS 2014-2015 Final Release

4302 Core Expenditures includes: Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Scholarships/Fellowships and Other Expenses
Degrees Awarded includes - Associate's, Bachelor's, Master's & Doctor's - Research, Professional & Other

**Black Hills State University
Total Cash Statement**

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$991,300	\$761,195	\$710,489	\$589,372	\$576,793	\$681,819
Sales and Services	\$5,456,642	\$1,990,119	\$1,542,756	\$1,955,491	\$2,052,519	\$1,547,724
Other Enterprises	\$81,626	\$108,405	\$236,282	\$92,102	\$190,973	\$165,760
Tuition	\$1,411,742	\$4,339,369	\$5,360,665	\$5,502,320	\$5,454,340	\$5,003,197
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>	<u>\$2,156,600</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$9,535,761	\$8,522,148	\$9,122,280	\$9,161,257	\$10,005,964	\$9,555,100
Plant Funds	\$3,567,233	\$4,825,554	\$11,501,975	\$2,354,136	\$1,097,126	\$2,055,202
Clearing Funds	(\$271,360)	(\$236,380)	(\$343,128)	(\$516,833)	(\$777,671)	(\$662,567)
Auxiliary System	\$3,065,913	\$3,935,177	\$3,373,351	\$3,000,833	\$1,829,351	\$1,886,931
Other Restricted	\$44,987	\$207,510	(\$42,599)	\$70,204	\$183,554	(\$82,150)
Agency Funds	\$1,564,871	\$1,628,743	\$1,721,751	\$1,610,134	\$1,276,807	\$732,559
Grants and Fed. Approp.	<u>(\$138,817)</u>	<u>(\$377,090)</u>	<u>(\$168,048)</u>	<u>(\$149,009)</u>	<u>(\$396,474)</u>	<u>(\$828,665)</u>
Subtotal Restricted	\$7,832,827	\$9,983,515	\$16,043,302	\$6,369,464	\$3,212,693	\$3,101,310
Campus Total	\$17,368,588	\$18,505,663	\$25,165,582	\$15,530,722	\$13,218,657	\$12,656,410

Black Hills State University
Uncommitted Cash Balances

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</u>
Unrestricted Cash Balance	\$ 9,231,939.00	\$ 10,849,265.00	\$ 9,555,100.00
General and Other Appropriated Funds	\$ (2,494.00)	\$ (1,925.00)	\$ -
Unrestricted Non-Appropriated Cash Balance	\$ 9,229,445.00	\$ 10,847,340.00	\$ 9,555,100.00
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	\$ (155,176.00)	\$ (139,054.00)	\$ (115,440.00)
Student Assns. and Student Gov't. Assn. Funds	\$ -	\$ (29,013.00)	\$ (9,616.41)
Commitments Against Cash			
Encumbrances Posted	\$ (227,627.40)	\$ (406,304.00)	\$ (167,624.69)
Payables	\$ (464,895.83)	\$ (567,041.00)	\$ (538,527.62)
Scholarships from Vending Profits	\$ -	\$ -	\$ -
Due the Board of Regents	\$ -	\$ -	\$ -
Cash Balance	\$ 8,381,745.77	\$ 9,705,928.00	\$ 8,723,891.28
Reserve Percentage	23.76% (1)	27.88% (2)	24.09% (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>\$ 6,883,921.77</u>	<u>\$ 8,705,928.00</u>	<u>\$ 8,723,891.28</u>
Uncommitted Cash Percentage	19.52% (1)	25.01% (2)	24.09% (3)

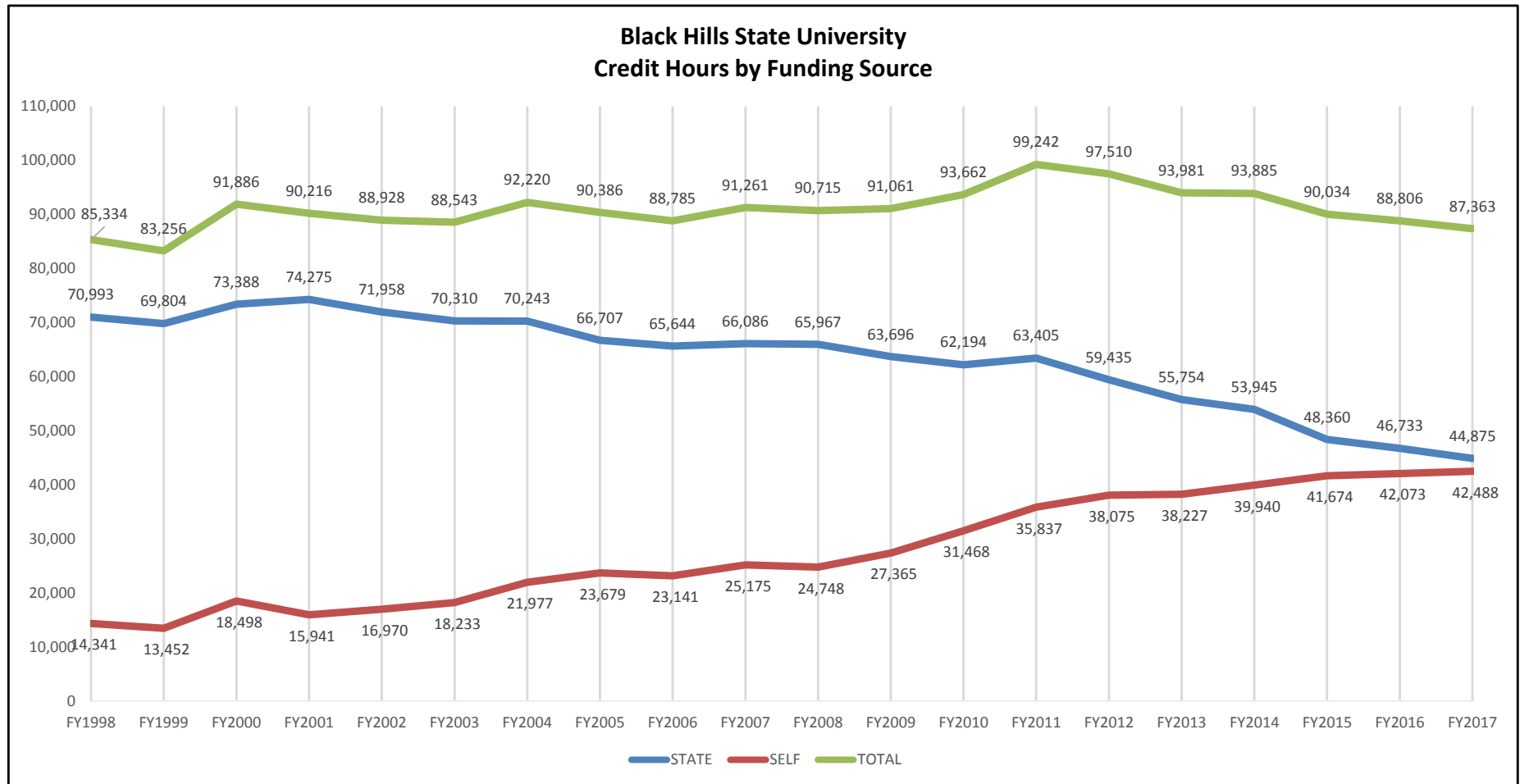
(1) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

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

(3) Calculated based upon FY17 General Fund Base Appropriation, FY16 Tuition and Fees, and FY16 General Sales & Service

Black Hills State University
Higher Learning Commission Financial Ratios

	2017	2016	2015	2014	2013
Primary Reserve Ratio	0.340	0.326	0.407	0.430	0.402
Net Operating Revenue Ratio	0.024	0.087	0.034	0.092	0.053
Return on Net Assets Ratio	0.022	0.075	0.048	0.103	0.055
Viability Ratio	0.509	0.465	0.482	0.495	0.546
Composite Financial Indicator	1.7	2.7	2.2	3.3	2.5



**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
Fall 2017	1,568
Δ Since 2010 (Percent)	-30.0%
Δ Since 2010 (Number)	-673

**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
Fall 2017	1,238
Δ Since 2010 (Percent)	23.8%
Δ Since 2010 (Number)	238

**University FTE
Excluding High School Students**

	BHSU
Fall 2013	3,031
Fall 2014	2,843
Fall 2015	2,791
Fall 2016	2,706
Fall 2017	2,646
Δ Since 2013 (Percent)	-12.7%
Δ Since 2013 (Number)	-385

**University FTE
On-Campus Including Distance
Hours from BHSU**

	BHSU
Fall 2013	2,112
Fall 2014	1,936
Fall 2015	1,898
Fall 2016	1,861
Fall 2017	1,832
Δ Since 2013 (Percent)	-13.2%
Δ Since 2013 (Number)	-280

Note: Includes BHSU distance hours taken by on-campus students.

Black Hills State University
Restricted Non-Appropriated Current Fund Expenditures

	State	Federal	Private	Total
FY12	\$718,621	\$3,690,168	\$62,496	\$4,471,285
FY13	\$334,896	\$4,215,800	\$58,406	\$4,609,102
FY14	\$256,699	\$2,700,483	\$85,964	\$3,043,146
FY15	\$554,322	\$2,369,614	\$133,747	\$3,057,683
FY16	\$271,729	\$2,915,845	\$326,391	\$3,513,965
FY17	\$458,668	\$3,070,285	\$356,333	\$3,885,286

DSU Revenues			
	FY12	FY16	FY17
Tuition and Fees	\$15,123,042.66	\$18,032,684.94	\$18,438,351.98
State Appropriations	\$8,350,133.00	\$9,480,682.59	\$9,806,262.15
Auxiliaries	\$3,891,473.46	\$4,517,444.36	\$4,828,402.82
Other Sales and Services	\$154,867.46	\$1,640,768.35	\$2,223,245.38
Grants and Contracts	\$6,692,937.64	\$6,051,283.10	\$6,321,963.16
Miscellaneous	\$21,031.20	\$34,453.28	\$25,876.27
	<u>\$34,233,485.42</u>	<u>\$39,757,316.62</u>	<u>\$41,644,101.76</u>

Prior Year 4.75%

5-Year 21.65%

DSU Operating Expenses by Program			
	FY12	FY16	FY17
Instruction (1)	\$12,019,939.69	\$13,396,099.20	\$14,477,241.88
Research (2)	\$1,269,592.54	\$1,601,819.51	\$1,941,353.04
Public Service (3)	\$3,183,650.39	\$1,849,102.00	\$2,877,489.75
Academic Support (4)	\$2,911,685.83	\$2,917,654.47	\$3,568,257.42
Student Services (5)	\$3,439,361.95	\$3,945,250.77	\$4,080,776.28
Institutional Support (6)	\$3,257,125.80	\$3,621,262.87	\$4,666,834.35
O&M of Plant (7)	\$3,489,348.64	\$3,780,730.34	\$3,852,995.50
Scholarships and Fellowships	\$1,734,506.42	\$1,641,091.97	\$2,439,000.05
Auxiliary Enterprises (9)	\$3,374,006.30	\$3,771,346.58	\$3,193,864.41
Other Expenses (10)	\$0.00	\$0.00	\$0.00
Unallocated Depreciation	\$0.00	\$227,822.32	\$253,557.89
	<u>\$34,679,217.56</u>	<u>\$36,752,180.03</u>	<u>\$41,351,370.57</u>

Prior Year 12.51%

5-Year 19.24%

**BHSU, DSU, and NSU Carnegie Classification Comparison
FY15**

Institution Name	Total Core Expenditures	FTE Fall Enrollment	Total Degrees Awarded	Actual Expenditures per FTE	Actual Expenditures per Degree
Black Hills State University	\$ 42,165,073	3,106	619	\$ 13,575	\$ 68,116
Dakota State University	\$ 33,288,620	2,056	374	\$ 16,191	\$ 89,007
Northern State University	\$ 34,951,732	2,227	428	\$ 15,695	\$ 79,798
	Average Core Expenditures	Average FTE Fall Enrollment	Average Degrees Awarded	Average Expenditures per FTE	Average Expenditures per Degree
Master's Colleges & Universities: Small Programs	\$ 73,909,225	3,891	943	\$ 21,175	\$ 92,588

All Data is IPEDS 2014-2015 Final Release

4310 Core Expenditures includes: Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Scholarships/Fellowships and Other Expenses
Degrees Awarded includes - Associate's, Bachelor's, Master's & Doctor's - Research, Professional & Other

**Dakota State University
Total Cash Statement**

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$295,636	\$226,726	\$232,290	\$213,119	\$321,560	\$467,424
Sales and Services	\$531,258	\$948,390	\$699,973	\$282,082	\$426,438	\$466,146
Other Enterprises	\$236,950	\$299,680	\$159,731	\$319,257	\$304,426	\$117,794
Tuition	\$2,904,808	\$2,455,447	\$2,332,272	\$2,735,187	\$4,136,130	\$4,422,189
Fees	<u>\$1,488,323</u>	<u>\$1,675,468</u>	<u>\$819,127</u>	<u>\$907,743</u>	<u>\$1,459,437</u>	<u>\$1,965,317</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$5,456,976	\$5,605,711	\$4,243,393	\$4,457,387	\$6,647,991	\$7,438,870
Plant Funds	\$304,728	\$311,198	\$316,330	\$319,398	\$11,340,535	\$2,048,374
Clearing Funds	(\$57,755)	(\$139,505)	(\$136,047)	(\$159,840)	(\$138,815)	(\$110,434)
Auxiliary System	\$1,685,170	\$1,585,775	\$1,749,543	\$1,641,908	\$2,389,450	\$2,807,113
Other Restricted	\$133,163	\$132,751	\$71,667	\$144,656	\$134,764	\$141,495
Agency Funds	\$78,495	\$100,397	\$130,266	\$175,390	\$146,340	\$184,849
Grants and Fed. Approp.	<u>(\$859,684)</u>	<u>(\$761,668)</u>	<u>(\$550,504)</u>	<u>(\$202,630)</u>	<u>\$233,993</u>	<u>(\$147,258)</u>
Subtotal Restricted	\$1,284,117	\$1,228,948	\$1,581,256	\$1,918,881	\$14,106,267	\$4,924,139
Campus Total	\$6,741,093	\$6,834,659	\$5,824,649	\$6,376,269	\$20,754,258	\$12,363,009

Dakota State University
Uncommitted Cash Balances

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</u>
Unrestricted Cash Balance	\$ 4,500,416.00	\$ 6,686,935.00	\$ 7,507,025.00
General and Other Appropriated Funds	\$ (9,606.00)	\$ (38,943.00)	\$ (68,155.00)
Unrestricted Non-Appropriated Cash Balance	\$ 4,490,810.00	\$ 6,647,992.00	\$ 7,438,870.00
Cash Held By Others			
Tuition System Pool	\$ -	\$ -	\$ -
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -
Clearing Funds (M&R Expenditures)	\$ -	\$ -	\$ -
Cash Held for Others			
EUC	\$ (101,180.64)	\$ -	\$ -
Clearing Funds	\$ -	\$ -	\$ -
University Centers	\$ -	\$ -	\$ -
Unclaimed Property	\$ -	\$ -	\$ -
Student Cards & Student Deposits	\$ (33,328.67)	\$ (42,819.00)	\$ (60,434.42)
Student Assns. and Student Gov't. Assn. Funds	\$ (81,126.84)	\$ (109,597.00)	\$ (159,215.39)
Commitments Against Cash			
Encumbrances Posted	\$ (73,972.10)	\$ (516,295.54)	\$ (339,686.17)
Payables	\$ (203,376.17)	\$ (109,360.00)	\$ (120,432.38)
Scholarships from Vending Profits	\$ -	\$ -	\$ -
Due the Board of Regents	\$ -	\$ -	\$ -
Cash Balance	\$ 3,997,825.58	\$ 5,869,920.46	\$ 6,759,101.64
Reserve Percentage	15.61% (1)	21.71% (2)	22.93% (3)
One-Time Commitments			
Uncommitted Cash Balance	<u>\$ 3,997,825.58</u>	<u>\$ 5,869,920.46</u>	<u>\$ 6,759,101.64</u>
Uncommitted Cash Percentage	15.61% (1)	21.71% (2)	22.93% (3)

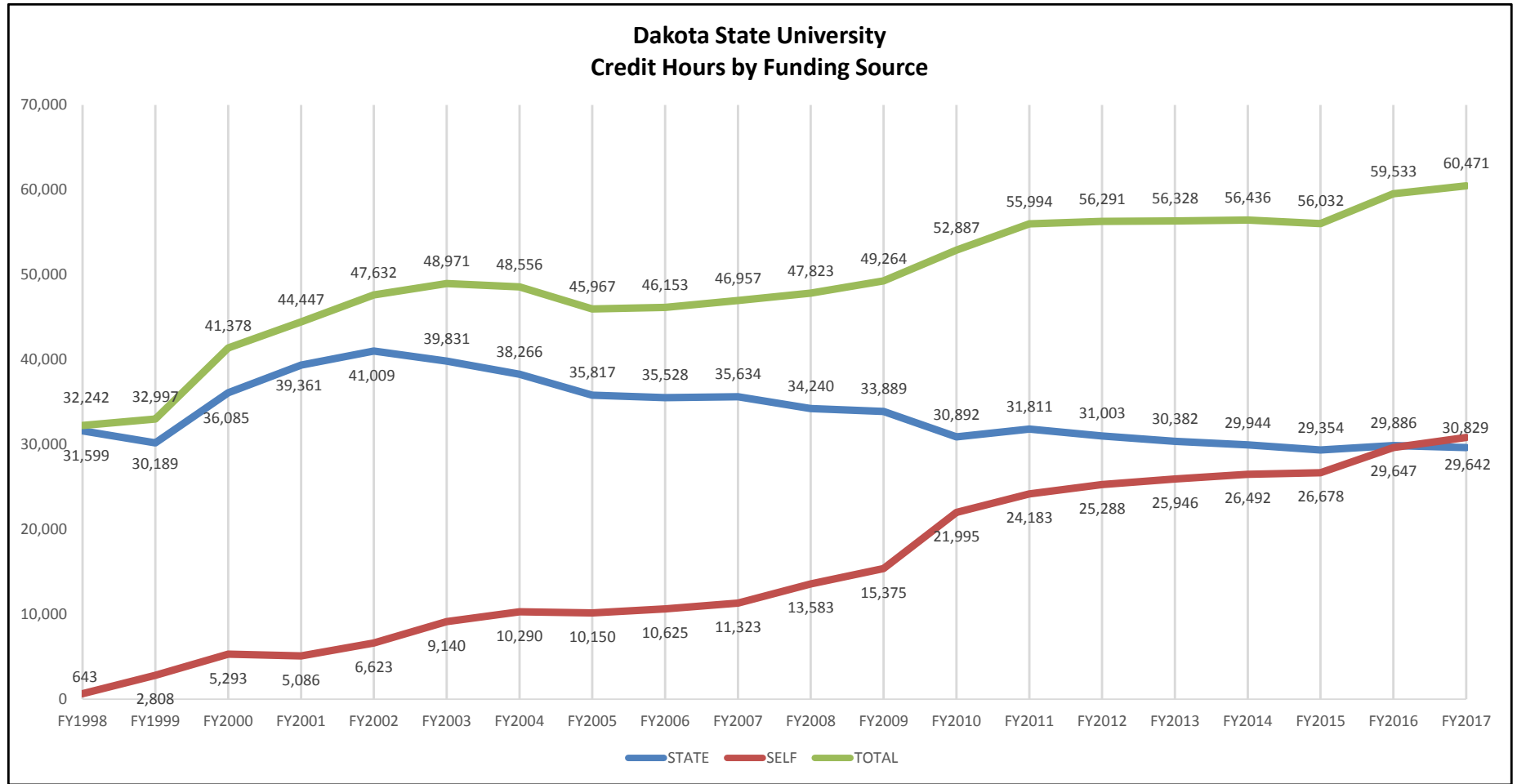
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(3) Calculated based upon FY17 General Fund Base Appropriation, FY16 Tuition and Fees, and FY16 General Sales & Service

Dakota State University
Higher Learning Commission Financial Ratios

	2017	2016	2015	2014	2013
Primary Reserve Ratio	0.214	0.238	0.203	0.130	0.105
Net Operating Revenue Ratio	-0.041	0.131	0.011	0.061	0.041
Return on Net Assets Ratio	0.164	0.257	0.177	0.146	0.160
Viability Ratio	0.391	0.367	0.565	0.336	0.214
Composite Financial Indicator	2.2	3.9	2.9	2.6	2.4



**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
Fall 2017	1,089
Δ Since 2010 (Percent)	1.2%
Δ Since 2010 (Number)	13

**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
Fall 2017	900
Δ Since 2010 (Percent)	42.4%
Δ Since 2010 (Number)	268

**University FTE
Excluding High School Students**

	DSU
Fall 2013	1,731
Fall 2014	1,719
Fall 2015	1,813
Fall 2016	1,863
Fall 2017	1,945
Δ Since 2013 (Percent)	12.4%
Δ Since 2013 (Number)	214

**University FTE
On-Campus Including Distance
Hours from DSU**

	DSU
Fall 2013	1,149
Fall 2014	1116.6
Fall 2015	1150.7
Fall 2016	1,174
Fall 2017	1,220
Δ Since 2013 (Percent)	6.2%
Δ Since 2013 (Number)	71

Note: Includes DSU distance hours taken by on-campus students.

Dakota State University
Restricted Non-Appropriated Current Fund Expenditures

	State	Federal	Private	Total
FY12	\$1,143,900	\$3,421,278	\$279,891	\$4,845,069
FY13	\$1,258,672	\$2,708,309	\$238,179	\$4,205,160
FY14	\$1,014,498	\$2,636,548	\$351,782	\$4,002,828
FY15	\$1,018,037	\$1,018,953	\$355,895	\$2,392,885
FY16	\$1,202,397	\$1,902,021	\$436,632	\$3,541,050
FY17	\$1,303,174	\$2,596,992	\$1,523,623	\$5,423,789

NSU Revenues			
	FY12	FY16	FY17
Tuition and Fees	\$13,920,249.58	\$14,444,839.03	\$14,301,278.32
State Appropriations	\$11,473,545.00	\$12,937,394.86	\$14,591,268.65
Auxiliaries	\$5,853,973.86	\$5,351,565.28	\$5,293,747.96
Other Sales and Services	\$1,559,755.50	\$2,199,103.50	\$2,325,112.02
Grants and Contracts	\$3,894,872.54	\$4,364,635.54	\$4,495,008.35
Miscellaneous	\$72,991.72	\$72,339.60	\$63,207.83
	<u>\$36,775,388.20</u>	<u>\$39,369,877.81</u>	<u>\$41,069,623.13</u>

Prior Year 4.32%

5-Year 11.68%

NSU Operating Expenses by Program			
	FY12	FY16	FY17
Instruction (1)	\$12,912,995.69	\$14,010,889.62	\$15,658,167.09
Research (2)	\$19,602.26	\$164,239.56	\$186,157.57
Public Service (3)	\$866,806.21	\$671,950.68	\$627,038.69
Academic Support (4)	\$4,211,414.46	\$4,448,772.06	\$4,498,278.66
Student Services (5)	\$5,318,882.46	\$5,918,614.17	\$6,508,752.82
Institutional Support (6)	\$3,595,309.14	\$3,862,459.77	\$3,840,735.21
O&M of Plant (7)	\$3,218,514.07	\$3,239,901.91	\$4,068,930.02
Scholarships and Fellowshi	\$2,185,106.12	\$1,765,758.04	\$1,799,083.30
Auxiliary Enterprises (9)	\$5,469,946.24	\$5,298,771.63	\$5,235,641.21
Other Expenses (10)	\$203,699.58	\$172,494.68	\$279,867.41
Unallocated Depreciation	\$69,976.74	\$106,000.77	\$106,000.77
	<u>\$38,072,252.97</u>	<u>\$39,659,852.89</u>	<u>\$42,808,652.75</u>

Prior Year 7.94%

5-Year 12.44%

**BHSU, DSU, and NSU Carnegie Classification Comparison
FY15**

Institution Name	Total Core Expenditures	FTE Fall Enrollment	Total Degrees Awarded	Actual Expenditures per FTE	Actual Expenditures per Degree
Black Hills State University	\$ 42,165,073	3,106	619	\$ 13,575	\$ 68,116
Dakota State University	\$ 33,288,620	2,056	374	\$ 16,191	\$ 89,007
Northern State University	\$ 34,951,732	2,227	428	\$ 15,695	\$ 79,798
	Average Core Expenditures	Average FTE Fall Enrollment	Average Degrees Awarded	Average Expenditures per FTE	Average Expenditures per Degree
Master's Colleges & Universities: Small Programs	\$ 73,909,225	3,891	943	\$ 21,175	\$ 92,588

All Data is IPEDS 2014-2015 Final Release

4318 Core Expenditures includes: Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Scholarships/Fellowships and Other Expenses
Degrees Awarded includes - Associate's, Bachelor's, Master's & Doctor's - Research, Professional & Other

**Northern State University
Total Cash Statement**

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$125,604	\$139,484	\$108,907	\$114,950	\$155,359	\$216,744
Sales and Services	\$1,008,415	\$755,062	\$669,863	\$875,337	\$969,140	\$998,715
Other Enterprises	\$122,726	\$86,886	\$99,370	\$83,405	\$63,572	\$81,883
Tuition	\$1,511,689	\$1,003,726	\$1,369,831	\$2,189,339	\$3,743,321	\$4,587,462
Fees	<u>\$1,670,215</u>	<u>\$1,800,561</u>	<u>\$2,238,242</u>	<u>\$2,649,848</u>	<u>\$2,687,762</u>	<u>\$3,069,314</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$4,438,649	\$3,785,719	\$4,486,213	\$5,912,878	\$7,619,154	\$8,954,118
Plant Funds	\$52,886	\$71,114	\$193,292	\$108,895	\$3,777,180	\$1,492,968
Clearing Funds	(\$2,832,770)	(\$2,510,511)	(\$2,211,967)	(\$1,939,104)	(\$2,046,680)	(\$1,691,370)
Auxiliary System	\$5,040,980	\$3,845,610	\$4,028,824	\$3,552,403	\$3,756,755	\$4,416,537
Other Restricted	\$416,193	\$330,658	\$378,808	\$578,545	\$599,562	\$609,952
Agency Funds	\$31,316	\$43,544	\$39,832	\$28,674	\$30,554	\$29,668
Grants and Fed. Approp.	<u>\$305,992</u>	<u>\$228,491</u>	<u>\$135,100</u>	<u>\$137,137</u>	<u>\$223,800</u>	<u>\$178,904</u>
Subtotal Restricted	\$3,014,598	\$2,008,906	\$2,563,889	\$2,466,550	\$6,341,171	\$5,036,659
Campus Total	\$7,453,247	\$5,794,624	\$7,050,102	\$8,379,428	\$13,960,325	\$13,990,777

**Northern State University
Uncommitted Cash Balances**

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</u>
Unrestricted Cash Balance	\$ 5,915,117.00	\$ 7,621,514.00	\$ 8,956,615.00
General and Other Appropriated Funds	\$ (2,239.00)	\$ (2,360.00)	\$ (2,497.41)
Unrestricted Non-Appropriated Cash Balance	\$ 5,912,878.00	\$ 7,619,154.00	\$ 8,954,117.59
Cash Held By Others			
Tuition System Pool	\$ -	\$ -	\$ -
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -
Clearing Funds	\$ 154,690.63	\$ 94,560.32	\$ 71,203.37
Cash Held for Others			
EUC	\$ (5,016.46)	\$ (5,016.46)	\$ (5,312.46)
Clearing Funds	\$ (132.91)	\$ (8,416.90)	\$ (99,309.67)
University Centers	\$ -	\$ -	\$ -
Unclaimed Property	\$ (8,313.10)	\$ (10,439.90)	\$ (12,670.50)
Student Cards & Student Deposits	\$ (52,385.00)	\$ (55,235.00)	\$ (69,785.00)
Student Assns. and Student Gov't. Assn. Funds	\$ (277,651.77)	\$ (252,461.35)	\$ (126,162.22)
Commitments Against Cash			
Encumbrances Posted	\$ (115,970.52)	\$ (168,430.26)	\$ (129,859.73)
Payables	\$ (173,946.22)	\$ (353,213.74)	\$ (90,420.32)
Scholarships from Vending Profits	\$ -	\$ -	\$ -
Due the Board of Regents	\$ -	\$ -	\$ -
Cash Balance	\$ 5,434,152.65	\$ 6,860,500.71	\$ 8,491,801.06
Reserve Percentage	18.42% (1)	26.21% (2)	27.07% (3)
One-Time Commitments			
Parking Lots (from Clearing Funds)	\$ (536,607.23)	\$ (472,607.23)	\$ (422,607.23)
Barnett Center Receivable (from Clearing Funds)	\$ (1,482,842.04)	\$ (1,265,876.08)	\$ (1,029,819.45)
Suite Construction Costs (from Clearing Fund)		\$ (151,205.88)	
Uncommitted Cash Balance	\$ 3,414,703.38	\$ 4,970,811.52	\$ 7,039,374.38
Uncommitted Cash Percentage	11.58% (1)	18.99% (2)	22.44% (3)

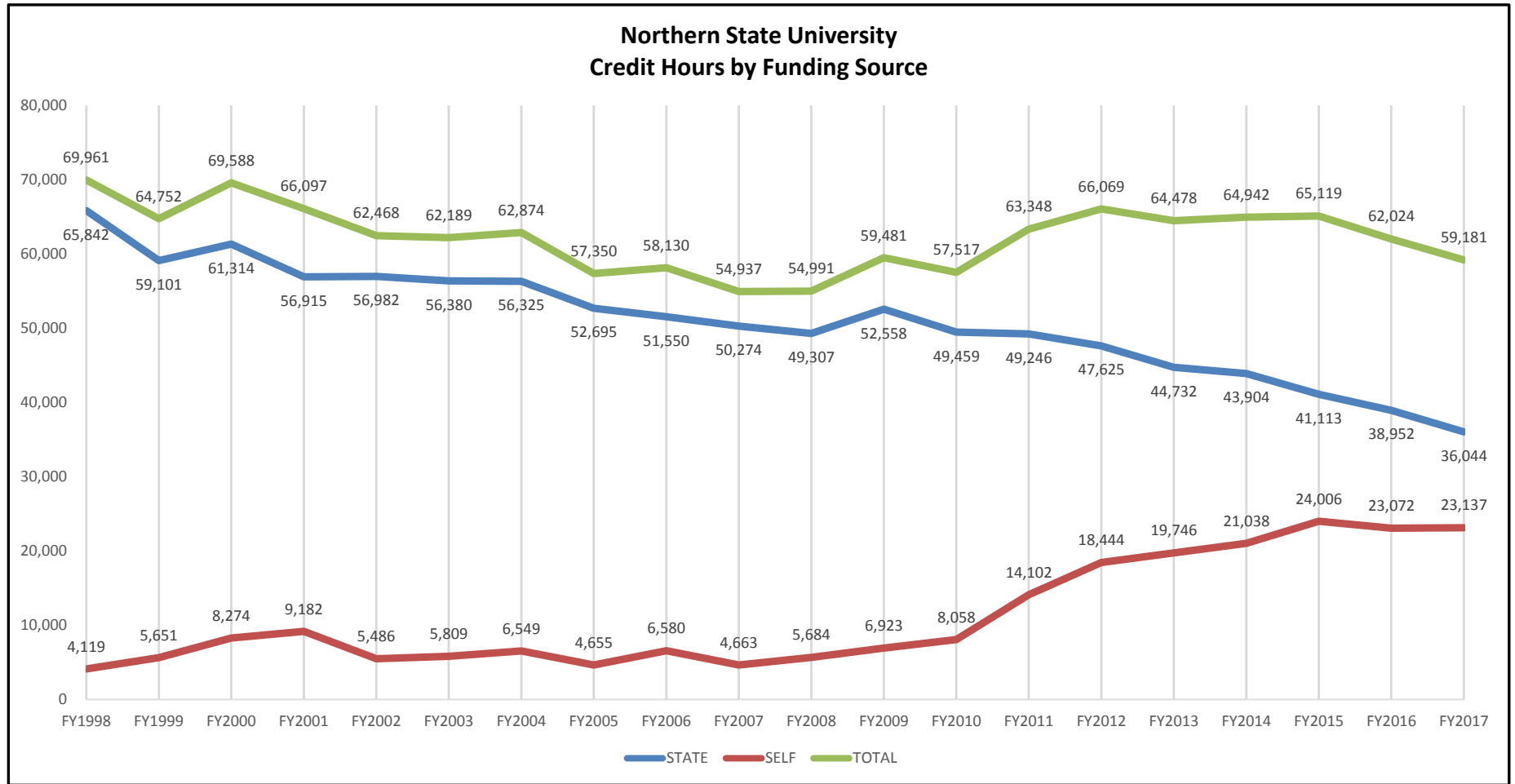
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(3) Calculated based upon FY17 General Fund Base Appropriation, FY16 Tuition and Fees, and FY16 General Sales & Service

Northern State University
Higher Learning Commission Financial Ratios

	2017	2016	2015	2014	2013
Primary Reserve Ratio	1.543	0.601	0.766	0.600	0.425
Net Operating Revenue Ratio	0.500	0.017	0.172	0.157	0.279
Return on Net Assets Ratio	0.560	0.082	0.203	0.178	0.462
Viability Ratio	2.860	1.043	1.234	0.877	0.684
Composite Financial Indicator	8.4	3.4	6.05	5.09	4.7



**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
Fall 2017	1,231
Δ Since 2010 (Percent)	-27.3%
Δ Since 2010 (Number)	-462

**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
Fall 2017	700
Δ Since 2010 (Percent)	73.3%
Δ Since 2010 (Number)	296

**University FTE
Excluding High School Students**

	NSU
Fall 2013	1,978
Fall 2014	1,927
Fall 2015	1,783
Fall 2016	1,720
Fall 2017	1,651
Δ Since 2013 (Percent)	-16.5%
Δ Since 2013 (Number)	-327

**University FTE
On-Campus Including Distance
Hours from NSU**

	NSU
Fall 2013	1,720
Fall 2014	1,587
Fall 2015	1,471
Fall 2016	1,403
Fall 2017	1,347
Δ Since 2013 (Percent)	-21.7%
Δ Since 2013 (Number)	-373

Note: Includes NSU distance hours taken by on-campus students.

Northern State University
Restricted Non-Appropriated Current Fund Expenditures

	State	Federal	Private	Total
FY12	\$101,109	\$811,673	\$58,461	\$971,243
FY13	\$251,619	\$936,444	\$51,136	\$1,239,199
FY14	\$377,703	\$791,921	\$248,688	\$1,418,312
FY15	\$1,447,953	\$1,120,104	\$412,585	\$2,980,642
FY16	\$74,591	\$1,436,356	\$812,586	\$2,323,533
FY17	\$91,639	\$1,310,123	\$770,564	\$2,172,326

SDSM&T Revenues			
	FY12	FY16	FY17
Tuition and Fees	\$17,666,707.24	\$27,831,837.84	\$28,553,507.98
State Appropriations	\$14,046,774.00	\$16,414,051.51	\$16,756,336.29
Auxiliaries	\$5,075,305.53	\$8,537,869.24	\$8,783,708.05
Other Sales and Services	\$1,211,015.63	\$1,313,605.24	\$1,592,915.89
Grants and Contracts	\$17,381,801.96	\$16,419,635.46	\$18,306,981.33
Miscellaneous	\$40,972.06	\$55,449.40	\$61,292.37
	\$55,422,576.42	\$70,572,448.69	\$74,054,741.91

Prior Year 4.93%

5-Year 33.62%

SDSM&T Operating Expenses by Program			
	FY12	FY16	FY17
Instruction (1)	\$17,543,397.07	\$21,319,878.49	\$22,004,767.25
Research (2)	\$15,104,115.23	\$12,479,167.16	\$12,808,898.86
Public Service (3)	\$691,449.15	\$653,141.24	\$349,663.73
Academic Support (4)	\$5,086,201.03	\$5,413,616.90	\$6,620,074.81
Student Services (5)	\$4,385,369.97	\$5,646,346.12	\$6,262,608.30
Institutional Support (6)	\$6,197,463.38	\$4,782,857.85	\$5,593,101.37
O&M of Plant (7)	\$5,088,027.26	\$4,835,206.22	\$6,282,802.30
Scholarships and Fellowshi	\$1,510,493.66	\$1,752,876.56	\$2,243,294.00
Auxiliary Enterprises (9)	\$5,115,905.30	\$8,081,558.16	\$8,845,278.53
Other Expenses (10)	\$0.00	\$0.00	\$0.00
Unallocated Depreciation	\$0.00	\$0.00	\$0.00
	\$60,722,422.05	\$64,964,648.70	\$71,010,489.15

Prior Year 9.31%

5-Year 16.94%

**SDSMT Peer Institutions
FY15**

Institution Name	Total Core Expenditures	FTE Fall Enrollment	Total Degrees Awarded	Actual Expenditures per FTE	Actual Expenditures per Degree
South Dakota School of Mines and Technology	\$ 57,025,066	2,892	392	\$ 19,718	\$ 145,472
Missouri University of Science and Technology	\$ 190,863,593	7,967	2,077	\$ 23,957	\$ 91,894
Montana Tech of the University of Montana	\$ 56,018,512	1,958	379	\$ 28,610	\$ 147,806
Michigan Technological University	\$ 206,462,092	6,722	1,536	\$ 30,714	\$ 134,415
Colorado School of Mines	\$ 207,843,759	5,725	1,387	\$ 36,305	\$ 149,851
	Average Core Expenditures	Average FTE Fall Enrollment	Average Degrees Awarded	Average Expenditures per FTE	Average Expenditures per Degree
Peer Institution Averages	\$ 143,642,604	5,053	1,154	\$ 27,861	\$ 133,888

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All Data is IPEDS 2014-2015 Final Release

Core Expenditures includes: Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Scholarships/Fellowships and Other Expenses

Degrees Awarded includes - Associate's, Bachelor's, Master's & Doctor's - Research, Professional & Other

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

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$1,696,559	(\$309,273)	(\$1,853,954)	(\$295,897)	\$1,645,853	\$3,306,586
Sales and Services	(\$1,616,533)	(\$799,031) ¹	(\$1,181,643) ¹	(\$389,991) ¹	\$393,704 ²	\$168,942 ³
Other Enterprises	\$359,658	\$505,281	\$673,125	\$816,827	\$1,076,838	\$1,374,893
Tuition	\$490,120	\$210,797	\$40,831	\$411,415	\$680,322	\$2,056,246
Fees	<u>\$1,505,941</u>	<u>\$438,393</u>	<u>(\$135,316)</u>	<u>\$599,353</u>	<u>\$2,221,704</u>	<u>\$3,351,859</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$2,435,745	\$46,167 ¹	(\$2,456,956) ¹	\$1,141,707 ¹	\$6,018,421 ²	\$10,258,526 ³
Plant Funds	\$268,277	\$154,517	\$6,410,768	\$969,233	\$624,503	(\$539,917)
Clearing Funds	(\$196,287)	(\$175,893)	(\$65,347)	\$33,614	(\$41,634)	(\$135,978)
Auxiliary System	\$4,844,890	\$4,816,324	\$5,906,046	\$6,527,757	\$7,341,251	\$7,430,794
Other Restricted	\$30,848	\$180,299	\$118,091	\$35,646	\$30,739	\$17,173
Agency Funds	\$115,101	\$114,566	\$121,878	\$110,062	\$86,648	\$79,932
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>	<u>(\$4,141,524)</u>
Subtotal Restricted	\$320,460	\$2,384,344	\$10,259,011	\$4,180,344	\$5,298,327	\$2,710,480
Campus Total	\$2,756,205	\$2,430,511	\$7,802,055	\$5,322,051	\$11,316,748	\$12,969,006

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

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

3 - Includes \$500,000 of cash on loan from the system tuition pool.

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

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$1,696,559	(\$309,273)	(\$1,853,954)	(\$295,897)	\$1,645,853	\$3,306,586
Sales and Services	(\$1,616,533)	(\$3,299,031)	(\$3,681,643)	(\$2,889,991)	(\$1,356,296)	(\$331,058)
Other Enterprises	\$359,658	\$505,281	\$673,125	\$816,827	\$1,076,838	\$1,374,893
Tuition	\$490,120	\$210,797	\$40,831	\$411,415	\$680,322	\$2,056,246
Fees	<u>\$1,505,941</u>	<u>\$438,393</u>	<u>(\$135,316)</u>	<u>\$599,353</u>	<u>\$2,221,704</u>	<u>\$3,351,859</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$2,435,745	(\$2,453,833)	(\$4,956,956)	(\$1,358,293)	\$4,268,421	\$9,758,526
Plant Funds	\$268,277	\$154,517	\$6,410,768	\$969,233	\$624,503	(\$539,917)
Clearing Funds	(\$196,287)	(\$175,893)	(\$65,347)	\$33,614	(\$41,634)	(\$135,978)
Auxiliary System	\$4,844,890	\$4,816,324	\$5,906,046	\$6,527,757	\$7,341,251	\$7,430,794
Other Restricted	\$30,848	\$180,299	\$118,091	\$35,646	\$30,739	\$17,173
Agency Funds	\$115,101	\$114,566	\$121,878	\$110,062	\$86,648	\$79,932
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>	<u>(\$4,141,524)</u>
Subtotal Restricted	\$320,460	\$2,384,344	\$10,259,011	\$4,180,344	\$5,298,327	\$2,710,480
Campus Total	\$2,756,205	(\$69,489)	\$5,302,055	\$2,822,051	\$9,566,748	\$12,469,006

South Dakota School of Mines & Technology
Uncommitted Cash Balances

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</u>
Unrestricted Cash Balance	\$ 1,325,072.68	\$ 6,022,152.00	\$ 10,262,335.00
General and Other Appropriated Funds	\$ (3,650.00)	\$ (3,731.00)	\$ (3,807.82)
Unrestricted Non-Appropriated Cash Balance	\$ 1,321,422.68	\$ 6,018,421.00	\$ 10,258,527.18
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	\$ (69,841.26)	\$ (72,773.00)	\$ (76,207.69)
Commitments Against Cash			
Encumbrances Posted	\$ (505,578.26)	\$ (225,229.18)	\$ (228,391.42)
Payables	\$ (1,571.76)	\$ (98,261.23)	\$ (157,536.87)
Scholarships from Vending Profits	\$ -	\$ -	\$ -
Due to Board of Regents	\$ (2,500,000.00)	\$ (1,750,000.00)	\$ (500,000.00)
Cash Balance	\$ (1,755,568.60)	\$ 3,872,157.59	\$ 9,296,391.20
Reserve Percentage	-4.22% (1)	8.91% (2)	20.30% (3)
One-Time Commitments			
Uncommitted Cash Balance	<u>\$ (1,755,568.60)</u>	<u>\$ 3,872,157.59</u>	<u>\$ 9,296,391.20</u>
Uncommitted Cash Percentage	-4.22% (1)	8.91% (2)	20.30% (3)

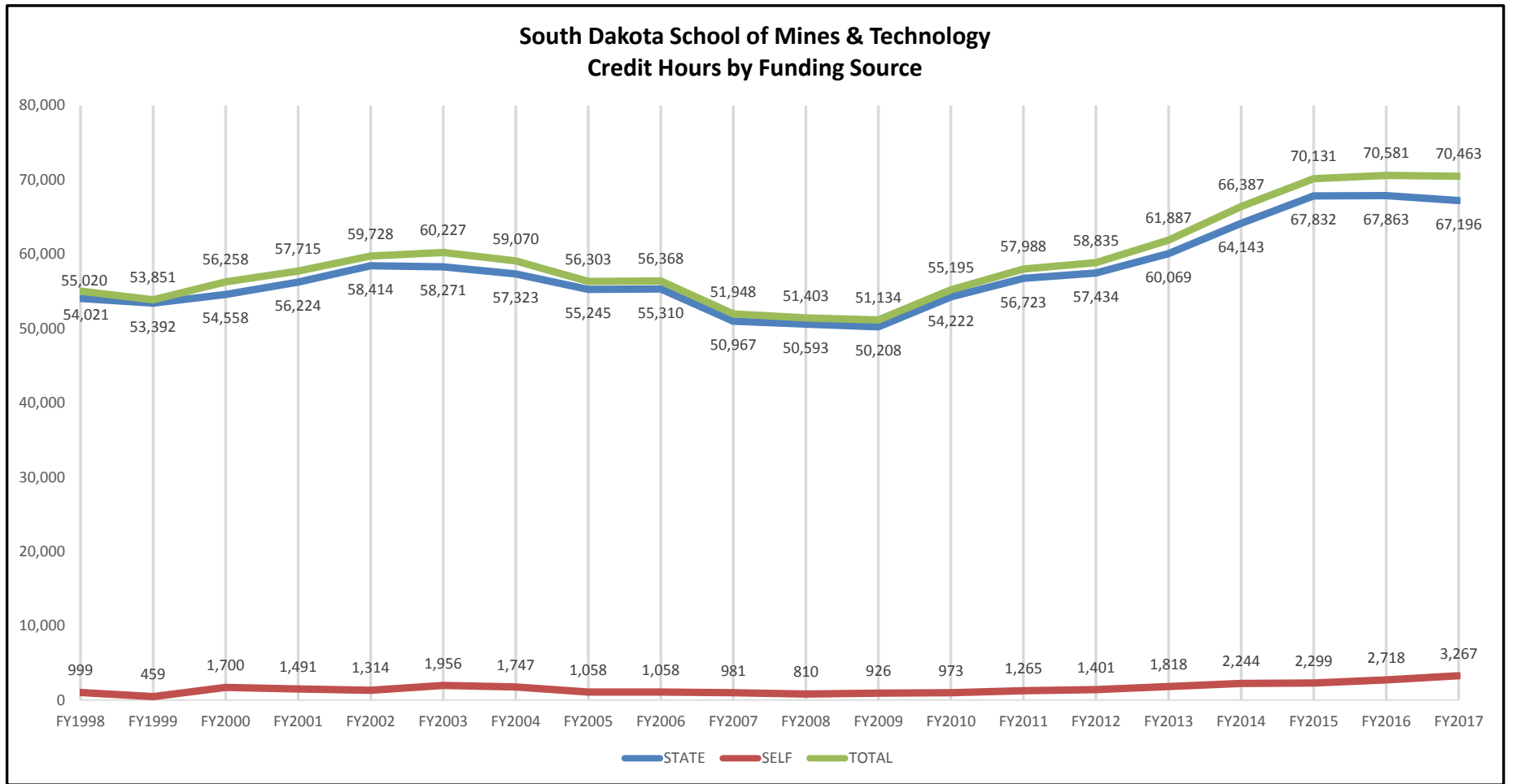
(1) Calculated based upon FY14 General Fund Base Appropriation, FY13 Tuition and Fees, and FY13 General Sales & Service

(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
Higher Learning Commission Financial Ratios**

	2017	2016	2015	2014	2013
Primary Reserve Ratio	0.284	0.306	0.182	0.185	0.055
Net Operating Revenue Ratio	0.139	0.241	0.119	0.078	(0.084)
Return on Net Assets Ratio	0.087	0.227	0.106	0.212	0.009
Viability Ratio	0.742	0.543	0.304	0.300	0.090
Composite Financial Indicator	2.8	4.3	2.7	3.3	(0.01)



**University FTE
On-Campus**

	SDSM&T
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
Fall 2017	2,233
Δ Since 2010 (Percent)	14.3%
Δ Since 2010 (Number)	280

**University FTE
Off-Campus**

	SDSM&T
Fall 2010	44
Fall 2011	38
Fall 2012	55
Fall 2013	51
Fall 2014	64
Fall 2015	76
Fall 2016	89
Fall 2017	93
Δ Since 2010 (Percent)	111.4%
Δ Since 2010 (Number)	49

**University FTE
Excluding High School Students**

	SDSM&T
Fall 2013	2,234
Fall 2014	2,384
Fall 2015	2,390
Fall 2016	2,375
Fall 2017	2,310
Δ Since 2013 (Percent)	3.4%
Δ Since 2013 (Number)	76

**University FTE
On-Campus Including Distance
Hours from SDSM&T**

	SDSM&T
Fall 2013	2,214
Fall 2014	2,366
Fall 2015	2,371
Fall 2016	2,350
Fall 2017	2,280
Δ Since 2013 (Percent)	3.0%
Δ Since 2013 (Number)	67

Note: Includes SDSM&T distance hours taken by on-campus students.

South Dakota School of Mines & Technology
Restricted Non-Appropriated Current Fund Expenditures

	State	Federal	Private	Total
FY12	\$1,018,061	\$14,181,877	\$396,646	\$15,596,584
FY13	\$1,450,947	\$7,781,238	\$390,226	\$9,622,411
FY14	\$1,632,992	\$6,929,693	\$382,415	\$8,945,100
FY15	\$1,971,529	\$9,392,957	\$1,780,205	\$13,144,691
FY16	\$2,158,686	\$10,181,745	\$1,355,942	\$13,696,373
FY17	\$2,382,257	\$10,711,935	\$1,227,923	\$14,322,115

SDSU Revenues			
	FY12	FY16	FY17
Tuition and Fees	\$84,410,717.64	\$101,635,228.19	\$102,321,963.90
State Appropriations	\$56,024,888.00	\$66,298,703.34	\$67,059,012.83
Auxiliaries	\$30,635,526.14	\$37,168,369.85	\$39,248,012.08
Other Sales and Services	\$26,288,330.66	\$31,002,510.61	\$32,282,513.44
Grants and Contracts	\$57,150,496.78	\$49,400,673.76	\$43,938,904.06
Miscellaneous	\$398,063.26	\$263,836.20	\$223,810.00
	<u>\$254,908,022.48</u>	<u>\$285,769,321.95</u>	<u>\$285,074,216.31</u>
		Prior Year	-0.24%
		5-Year	11.83%

SDSU Operating Expenses by Program			
	FY12	FY16	FY17
Instruction (1)	\$66,441,912.24	\$78,315,150.86	\$80,072,964.19
Research (2)	\$61,153,072.28	\$53,261,350.85	\$52,746,000.42
Public Service (3)	\$25,123,206.55	\$26,015,948.75	\$27,241,677.22
Academic Support (4)	\$13,417,207.31	\$14,132,576.65	\$15,339,788.24
Student Services (5)	\$16,799,293.44	\$20,808,969.56	\$23,605,416.05
Institutional Support (6)	\$17,258,969.71	\$25,590,762.92	\$24,921,584.61
O&M of Plant (7)	\$23,875,142.81	\$32,679,911.55	\$37,592,733.94
Scholarships and Fellowshi	\$7,745,452.11	\$6,761,460.78	\$8,079,272.41
Auxiliary Enterprises (9)	\$24,495,240.07	\$25,198,335.80	\$26,079,653.12
Other Expenses (10)	\$0.00	\$0.00	\$3,466.72
Unallocated Depreciation	\$68,744.84	\$52,475.39	\$0.00
	<u>\$256,378,241.36</u>	<u>\$282,816,943.11</u>	<u>\$295,682,556.92</u>
		Prior Year	4.55%
		5-Year	15.33%

**SDSU Peer Institutions
FY15**

Institution Name	Total Core Expenditures	FTE Fall Enrollment	Total Degrees Awarded	Actual Expenditures per FTE	Actual Expenditures per Degree
South Dakota State University	\$ 248,617,839	10,453	2,369	\$ 23,784	\$ 104,946
Utah State University	\$ 543,773,611	22,318	5,835	\$ 24,365	\$ 93,192
Montana State University	\$ 349,612,650	13,378	2,903	\$ 26,133	\$ 120,432
Oklahoma State University-Main Campus	\$ 615,984,482	22,394	5,794	\$ 27,507	\$ 106,314
North Dakota State University-Main Campus	\$ 362,802,185	12,765	2,996	\$ 28,422	\$ 121,096
University of Nevada-Reno	\$ 523,405,313	18,049	3,979	\$ 28,999	\$ 131,542
University of North Dakota	\$ 406,113,916	12,447	2,963	\$ 32,627	\$ 137,062
University of Idaho	\$ 333,790,190	9,733	2,581	\$ 34,295	\$ 129,326
University of Nebraska-Lincoln	\$ 787,105,902	22,892	5,045	\$ 34,383	\$ 156,017
	Average Core Expenditures	Average FTE Fall Enrollment	Average Degrees Awarded	Average Expenditures per FTE	Average Expenditures per Degree
Peer Institution Averages	\$ 463,467,343	16,048	3,829	\$ 28,946	\$ 122,214

All Data is IPEDS 2014-2015 Final Release

Core Expenditures includes: Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Scholarships/Fellowships and Other Expenses

Degrees Awarded includes - Associate's, Bachelor's, Master's & Doctor's - Research, Professional & Other

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

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$3,771,194	\$3,604,658	\$3,370,544	\$3,837,721	\$5,027,067	\$6,837,737
Sales and Services	\$11,025,512	\$8,974,641	\$13,715,139	\$15,953,747	\$16,663,855	\$16,232,934
Other Enterprises	\$535,052	\$569,259	\$608,083	\$1,131,130	\$845,773	\$948,742
Tuition	\$2,014,222	\$3,481,101	\$2,316,720	\$6,096,926	\$6,270,633	\$8,210,321
Fees	<u>\$6,470,047</u>	<u>\$6,883,912</u>	<u>\$7,798,553</u>	<u>\$9,035,519</u>	<u>\$11,871,741</u>	<u>\$10,190,357</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$23,816,027	\$23,513,572	\$27,809,038	\$36,055,043	\$40,679,069	\$42,420,091
Plant Funds	\$45,299,424	\$15,564,910	\$7,280,170	\$5,415,778	\$9,741,934	\$25,127,385
Clearing Funds	(\$842,468)	(\$560,975)	(\$715,791)	(\$873,807)	(\$504,138)	(\$1,701,094)
Auxiliary System	\$6,274,181	\$6,904,740	\$6,026,309	\$8,368,380	\$10,102,123	\$11,779,859
Other Restricted	\$1,569,543	\$1,304,609	\$1,402,003	\$1,733,530	\$1,616,064	\$2,084,183
Agency Funds	\$369,678	\$303,667	\$336,082	\$285,835	\$507,899	\$155,920
Grants and Fed. Approp.	<u>(\$7,386,515)</u>	<u>(\$8,272,801)</u>	<u>(\$7,383,720)</u>	<u>(\$4,113,377)</u>	<u>(\$3,699,510)</u>	<u>(\$5,931,445)</u>
Subtotal Restricted	\$45,283,841	\$15,244,150	\$6,945,053	\$10,816,339	\$17,764,372	\$31,514,808
Campus Total	\$69,099,868	\$38,757,721	\$34,754,091	\$46,871,382	\$58,443,441	\$73,934,899

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

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</u>
Unrestricted Cash Balance	\$ 36,832,770.00	\$ 41,277,544.00	\$ 43,167,333.67
General and Other Appropriated Funds	\$ (2,494.00)	\$ (2,549.99)	\$ 171,910.00
Unrestricted Non-Appropriated Cash Balance	\$ 36,830,276.00	\$ 41,274,994.01	\$ 43,339,243.67
Cash Held By Others			
Tuition System Pool	\$ -	\$ -	\$ -
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -
Clearing Funds	\$ -	\$ -	\$ -
Endo/Ecto Parasiticide Revenue	\$ -	\$ -	\$ -
Cash Held for Others			
EUC	\$ (3,897.08)	\$ -	\$ -
Clearing Funds	\$ (8,371.50)	\$ (50,345.50)	\$ (9,150.00)
University Centers	\$ -	\$ -	\$ -
Unclaimed Property	\$ (15,742.50)	\$ (63,163.85)	\$ (93,550.12)
Student Cards & Student Deposits	\$ (658,778.36)	\$ (651,871.72)	\$ (735,360.57)
Student Assns. and Student Gov't. Assn. Funds	\$ (518,733.92)	\$ (544,475.01)	\$ (950,153.03)
Commitments Against Cash			
Encumbrances Posted	\$ (1,383,274.00)	\$ (1,354,732.00)	(1,902,183.00)
Payables	\$ (3,505,648.10)	\$ (3,804,804.00)	(3,043,936.00)
Scholarships from Vending Profits	\$ (1,282.00)	\$ -	\$ -
Due the Board of Regents	\$ -	\$ -	\$ -
Cash Balance	\$ 30,734,548.54	\$ 34,805,601.93	\$ 36,604,910.95
Reserve Percentage	18.85% (1)	20.46% (2)	18.21% (3)
One-Time Commitments			
Wagner Simulation Lab - Nursing	\$ (236,930.00)		
Solberg Computer Lab Remodel	\$ (17,500.00)		
Northern Plains BioStress Classroom	\$ (29,775.00)		
SD Art Museum	\$ (13,440.00)		
Wagner Classroom 125	\$ (25,121.00)		
Electrical Comp Phase II	\$ (277,072.00)	\$ (198,788.02)	
Frost Seating	\$ (280,674.00)	\$ (233,895.00)	
Harding Hall Project	\$ (1,450,759.00)	\$ (1,450,759.00)	

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

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</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 Recover	\$ (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)	\$ (1,236,042.00)
Avera Lab Renovations		\$ (1,104,000.00)	\$ (473,827.00)
ADRDL Planning		\$ (536,820.00)	
Facilities and Services Receiving and Service Yard		\$ (346,500.00)	
Performing Arts Interest Payment (FY18)		\$ (500,000.00)	\$ (375,000.00)
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)	
Frost Seating			\$ (187,116.00)
Daktronics Hall			\$ (1,450,759.00)
Daktronics Hall Phase II			\$ (198,788.00)
Harding Hall Project			\$ (2,500,000.00) *
Performing Arts Center			\$ (2,000,000.00) *
House Bill 1008 Property Purchase			\$ (661,000.00)
Animal Disease and Diagnostic Lab			\$ (1,000,000.00)
Uncommitted Cash Balance	<u>\$ 26,826,282.54</u>	<u>\$ 28,060,492.91</u>	<u>\$ 26,522,378.95</u>
Uncommitted Cash Percentage	16.45% (1)	16.50% (2)	13.20% (3)

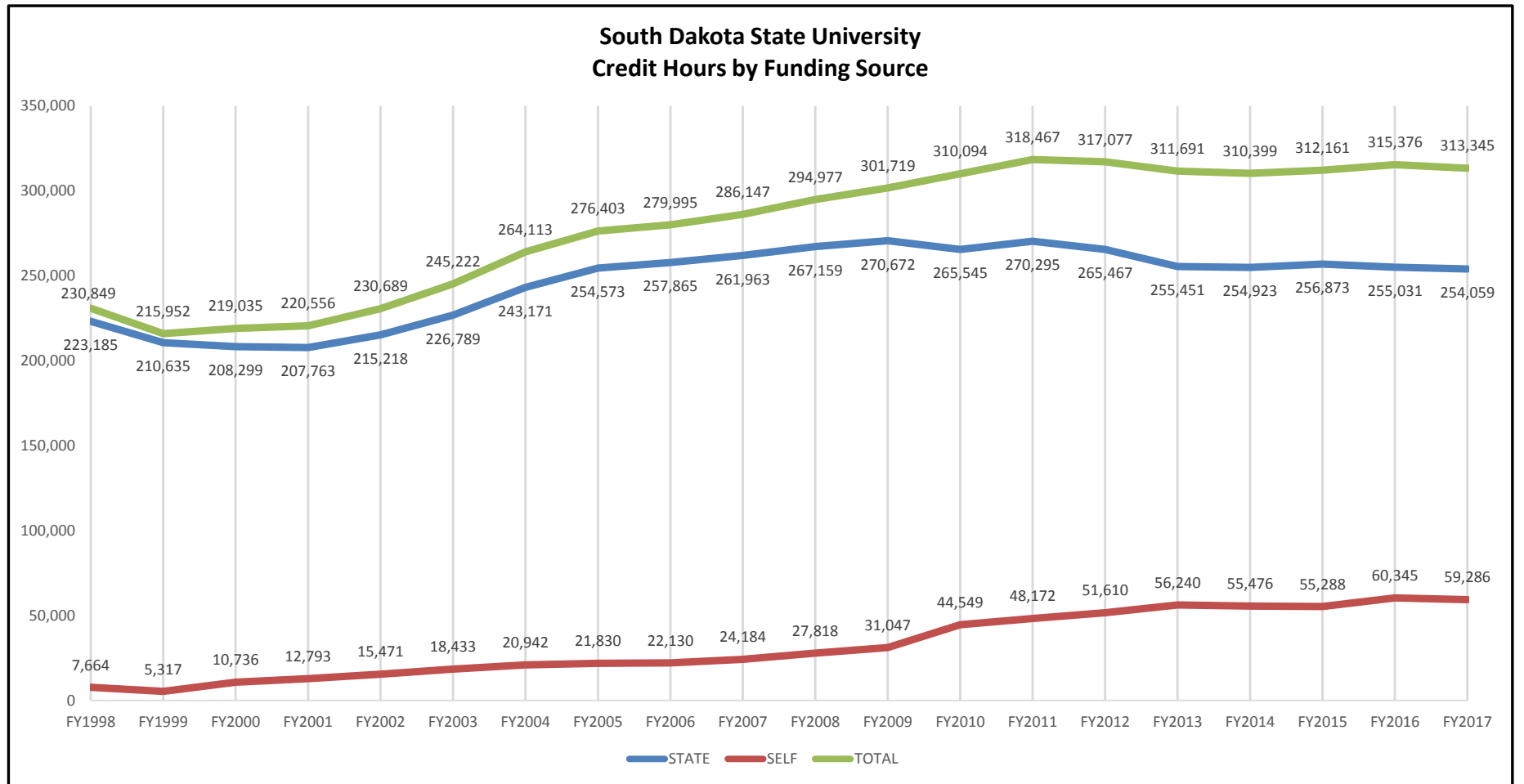
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* The Harding Hall commitment is one year of a two year \$5 million commitment. The fund sources identified for the project were the university's Strategic Investment and Risk Management funds. The Performing Arts Center commitment is one year of a three year \$6 million commitment. These funds are coming from an across the board budget reduction. If the total commitment of \$11 million dollars had been included for these two projects, SDSU's cash percentage would have dropped to 9.96%. This would have turned their indicator to a yellow.

- (1) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service
- (2) Calculated based upon FY16 General Fund Base Appropriation, FY15 Tuition and Fees, and FY15 General Sales & Service
- (3) Calculated based upon FY17 General Fund Base Appropriation, FY16 Tuition and Fees, and FY16 General Sales & Service

South Dakota State University
Higher Learning Commission Financial Ratios

	2017	2016	2015	2014	2013
Primary Reserve Ratio	0.318	0.239	0.232	0.203	0.134
Net Operating Revenue Ratio	(0.005)	0.030	0.019	0.031	0.035
Return on Net Assets Ratio	0.076	0.107	0.065	0.199	0.123
Viability Ratio	0.532	0.396	0.360	0.336	0.217
Composite Financial Indicator	2.0	2.3	1.7	3.0	2.0



**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
Fall 2017	8,035
Δ Since 2010 (Percent)	-10.1%
Δ Since 2010 (Number)	-902

**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
Fall 2017	2,073
Δ Since 2010 (Percent)	31.5%
Δ Since 2010 (Number)	497

**University FTE
Excluding High School Students**

	SDSU
Fall 2013	10,212
Fall 2014	10,137
Fall 2015	10,039
Fall 2016	10,007
Fall 2017	9,959
Δ Since 2013 (Percent)	-2.5%
Δ Since 2013 (Number)	-253

**University FTE
On-Campus Including Distance
Hours from SDSU**

	SDSU
Fall 2013	8,963
Fall 2014	8,949
Fall 2015	8,855
Fall 2016	8,887
Fall 2017	8,850
Δ Since 2013 (Percent)	-1.3%
Δ Since 2013 (Number)	-113

Note: Includes SDSU distance hours taken by on-campus students.

South Dakota State University
Restricted Non-Appropriated Current Fund Expenditures

	State	Federal	Private	Total
FY12	\$2,743,748	\$32,084,463	\$1,470,967	\$36,299,178
FY13	\$2,764,942	\$24,913,998	\$1,140,247	\$28,819,187
FY14	\$3,278,319	\$22,528,444	\$974,128	\$26,780,891
FY15	\$2,845,838	\$22,992,995	\$1,627,124	\$27,465,957
FY16	\$4,306,335	\$24,300,736	\$1,444,456	\$30,051,527
FY17	\$4,114,223	\$22,709,951	\$1,326,021	\$28,150,195

AES

FY12	\$441,921	\$10,432,688	\$3,777,947	\$14,652,556
FY13	\$688,597	\$9,504,725	\$5,159,903	\$15,353,225
FY14	\$341,045	\$8,950,192	\$4,929,265	\$14,220,502
FY15	\$281,219	\$7,905,583	\$4,969,796	\$13,156,598
FY16	\$683,339	\$7,731,975	\$4,479,583	\$12,894,897
FY17	\$872,840	\$7,021,193	\$4,720,707	\$12,614,740

Extension

FY12	\$176,574	\$1,711,046	\$21,263	\$1,908,883
FY13	\$116,949	\$1,941,255	\$988,256	\$3,046,460
FY14	\$104,888	\$1,453,399	\$89,825	\$1,648,112
FY15	\$132,538	\$1,358,252	\$72,717	\$1,563,507
FY16	\$134,334	\$2,053,114	\$122,331	\$2,309,779
FY17	\$224,783	\$2,985,115	\$61,497	\$3,271,395

USD Revenues			
	FY12	FY16	FY17
Tuition and Fees	\$64,413,935.42	\$76,304,521.68	\$79,319,269.46
State Appropriations	\$47,945,144.00	\$57,014,402.40	\$59,104,363.58
Auxiliaries	\$13,331,260.30	\$15,839,494.81	\$15,772,543.12
Other Sales and Services	\$21,384,169.47	\$24,207,682.59	\$25,172,952.25
Grants and Contracts	\$30,005,930.94	\$18,936,377.64	\$22,289,348.15
Miscellaneous	\$230,017.80	\$288,791.23	\$291,269.30
	<u>\$177,310,457.93</u>	<u>\$192,591,270.35</u>	<u>\$201,949,745.86</u>
		Prior Year	4.86%
		5-Year	13.90%

USD Operating Expenses by Program			
	FY12	FY16	FY17
Instruction (1)	\$61,634,881.10	\$68,394,210.51	\$70,028,307.60
Research (2)	\$15,724,884.37	\$10,959,405.74	\$13,395,918.99
Public Service (3)	\$11,685,751.18	\$11,616,490.85	\$12,014,324.84
Academic Support (4)	\$23,463,120.50	\$25,973,959.54	\$29,537,466.90
Student Services (5)	\$11,322,728.16	\$15,316,727.67	\$17,082,063.93
Institutional Support (6)	\$24,393,143.18	\$15,768,848.98	\$17,595,139.32
O&M of Plant (7)	\$8,126,860.86	\$24,689,576.36	\$25,447,771.34
Scholarships and Fellowshi	\$8,211,244.53	\$6,748,123.24	\$6,562,684.17
Auxiliary Enterprises (9)	\$9,246,587.99	\$11,568,764.97	\$12,037,530.71
Other Expenses (10)	\$928,357.10	\$260,684.90	\$0.00
Unallocated Depreciation	\$0.00	\$0.00	\$453,270.96
	<u>\$174,737,558.97</u>	<u>\$191,296,792.76</u>	<u>\$204,154,478.76</u>
		Prior Year	6.72%
		5-Year	16.83%

**USD Peer Institutions
FY15**

Institution Name	Total Core Expenditures	FTE Fall Enrollment	Total Degrees Awarded	Actual Expenditures per FTE	Actual Expenditures per Degree
University of South Dakota	\$ 180,237,893	7,700	2,112	\$ 23,408	\$ 85,340
University of Missouri-Kansas City	\$ 310,966,107	12,622	3,596	\$ 24,637	\$ 86,476
The University of Montana	\$ 274,207,900	11,093	3,067	\$ 24,719	\$ 89,406
University of Rhode Island	\$ 376,750,452	15,083	3,685	\$ 24,978	\$ 102,239
University of North Dakota	\$ 406,113,916	12,447	2,963	\$ 32,627	\$ 137,062
University of Mississippi	\$ 719,799,679	21,644	5,137	\$ 33,256	\$ 140,121
University of Idaho	\$ 333,790,190	9,733	2,581	\$ 34,295	\$ 129,326
Southern Illinois University-Carbondale	\$ 722,932,998	15,235	4,873	\$ 47,452	\$ 148,355
University of Vermont	\$ 574,972,000	11,883	2,926	\$ 48,386	\$ 196,504
	Average Core Expenditures	Average FTE Fall Enrollment	Average Degrees Awarded	Average Expenditures per FTE	Average Expenditures per Degree
Peer Institution Averages	\$ 433,307,904	13,049	3,438	\$ 32,640	\$ 123,870

All Data is IPEDS 2014-2015 Final Release

Core Expenditures includes: Instruction, Research, Public Service, Academic Support, Student Services, Institutional Support, Scholarships/Fellowships and Other Expenses

Degrees Awarded includes - Associate's, Bachelor's, Master's & Doctor's - Research, Professional & Other

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

	6/30/2012	6/30/2013	6/30/2014	6/30/2015	6/30/2016	6/30/2017
Facilities and Administration	\$2,708,814	\$2,671,292	\$2,184,090	\$2,434,734	\$3,086,714	\$4,413,545
Sales and Services	\$5,614,674	\$5,392,934	\$5,310,576	\$4,515,802	\$5,652,798	\$5,673,540
Other Enterprises	\$663,086	\$747,002	\$469,352	\$515,888	\$643,464	\$758,331
Tuition	\$8,411,014	\$12,381,776	\$15,309,398	\$16,780,586	\$17,527,534	\$17,647,507
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>	<u>\$6,523,326</u>
General Funds	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$0</u>
Subtotal Unrestricted	\$19,969,672	\$25,912,512	\$28,942,537	\$30,156,154	\$36,716,919	\$35,016,249
Plant Funds	\$14,027,075	\$14,671,150	\$13,774,203	\$17,464,254	\$5,892,426	\$12,506,539
Clearing Funds	\$1,728,793	\$2,070,512	\$2,529,615	\$2,310,247	\$1,738,982	\$1,504,042
Auxiliary System	\$9,234,092	\$8,719,086	\$3,806,835	\$6,247,993	\$7,847,790	\$13,497,464
Other Restricted	\$3,342,309	\$2,995,828	\$2,529,371	\$2,000,983	\$2,571,118	\$2,836,976
Agency Funds	\$447,015	\$435,101	\$444,627	\$427,012	\$445,814	\$549,032
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>	<u>(\$1,117,034)</u>
Subtotal Restricted	\$28,865,002	\$27,424,258	\$23,325,409	\$28,894,822	\$18,939,594	\$29,777,019
Campus Total	\$48,834,674	\$53,336,771	\$52,267,946	\$59,050,976	\$55,656,513	\$64,793,268

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

	<u>6/30/2015</u>	<u>6/30/2016</u>	<u>6/30/2017</u>
Unrestricted Cash Balance	\$ 30,156,621.00	\$ 36,717,169.00	\$ 35,016,399.00
General and Other Appropriated Funds	\$ (467.00)	\$ (250.00)	\$ (150.00)
Unrestricted Non-Appropriated Cash Balance	\$ 30,156,154.00	\$ 36,716,919.00	\$ 35,016,249.00
Cash Held By Others			
Tuition System Pool	\$ -	\$ -	\$ -
Net Tuition Due from Other Campuses	\$ -	\$ -	\$ -
Clearing Funds	\$ 7,714.37	\$ (26,899.31)	\$ (10,058.81)
Cash Held for Others			
EUC	\$ (35,906.95)	\$ -	\$ -
Clearing Funds	\$ -	\$ -	\$ -
University Centers	\$ (185,104.39)	\$ (285,489.59)	\$ (69,319.96)
Unclaimed Property	\$ -	\$ -	\$ -
Student Cards & Student Deposits	\$ -	\$ -	\$ -
Student Assns. and Student Gov't. Assn. Funds	\$ (74,636.31)	\$ (100,201.68)	\$ (99,577.92)
Wegner Library	\$ (200,956.74)	\$ (133,663.16)	\$ (58,152.73)
Commitments Against Cash			
Encumbrances Posted	\$ (1,260,598.74)	\$ (1,033,155.42)	\$ (960,528.33)
Payables	\$ (889,435.29)	\$ (730,123.55)	\$ (63,330.40)
Scholarships from Vending Profits	\$ (57,889.57)	\$ (63,821.44)	\$ (68,568.48)
Due the Board of Regents	\$ -	\$ -	\$ -
Cash Balance	\$ 27,459,340.38	\$ 34,343,564.85	\$ 33,686,712.37
Reserve Percentage	21.01% (1)	23.69% (2)	21.06% (3)
One-Time Commitments			
Physics Renovations	\$ (278,000.00)	\$ (70,000.00)	
HSC classroom/labs		\$ (950,000.00)	\$ (1,700,000.00)
Uncommitted Cash Balance	<u>\$ 26,266,340.38</u>	<u>\$ 31,373,564.85</u>	<u>\$ 31,986,712.37</u>
Uncommitted Cash Percentage	20.09% (1)	21.64% (2)	19.99% (3)

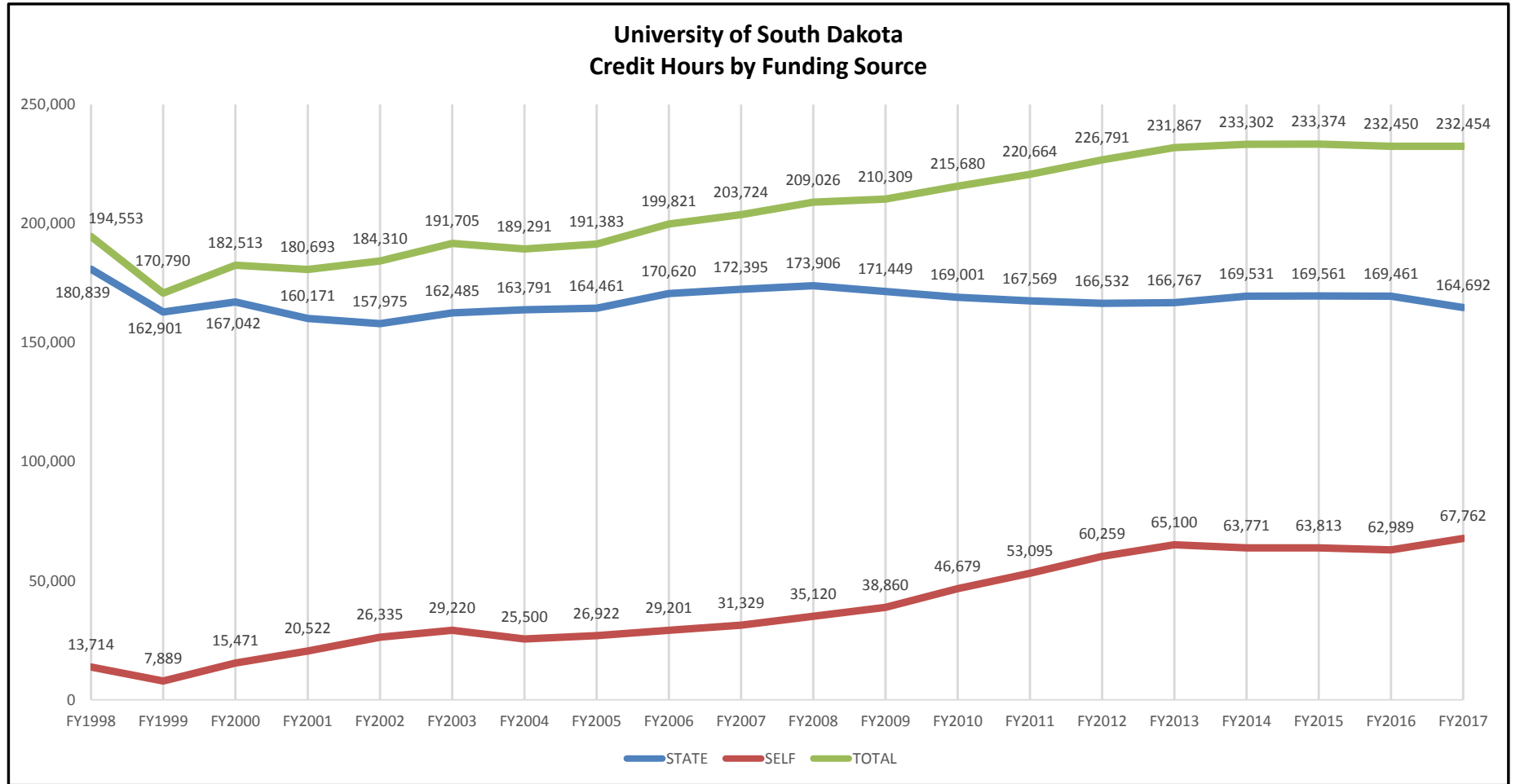
(1) Calculated based upon FY15 General Fund Base Appropriation, FY14 Tuition and Fees, and FY14 General Sales & Service

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

(3) Calculated based upon FY17 General Fund Base Appropriation, FY16 Tuition and Fees, and FY16 General Sales & Service

**University of South Dakota
Higher Learning Commission Financial Ratios**

	2017	2016	2015	2014	2013
Primary Reserve Ratio	0.573	0.639	0.723	0.782	0.566
Net Operating Revenue Ratio	(0.034)	0.034	(0.010)	0.034	(0.032)
Return on Net Assets Ratio	0.048	0.077	0.067	0.126	0.119
Viability Ratio	1.041	0.965	1.040	1.055	0.923
Composite Financial Indicator	2.6	3.5	3.4	4.5	3.7



**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
Fall 2017	5,084
Δ Since 2010 (Percent)	-4.9%
Δ Since 2010 (Number)	-261

**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
Fall 2017	2,389
Δ Since 2010 (Percent)	38.5%
Δ Since 2010 (Number)	664

**University FTE
Excluding High School Students**

	USD
Fall 2013	7,390
Fall 2014	7,280
Fall 2015	7,272
Fall 2016	7,233
Fall 2017	7,261
Δ Since 2013 (Percent)	-1.7%
Δ Since 2013 (Number)	-129

**University FTE
On-Campus Including Distance
Hours from USD**

	USD
Fall 2013	5,602
Fall 2014	5,655
Fall 2015	5,710
Fall 2016	5,661
Fall 2017	5,578
Δ Since 2013 (Percent)	-0.4%
Δ Since 2013 (Number)	-24

Note: Includes USD distance hours taken by on-campus students.

University of South Dakota
Restricted Non-Appropriated Current Fund Expenditures

	State	Federal	Private	Total
FY12	\$1,884,560	\$14,887,887	\$1,900,217	\$18,672,664
FY13	\$1,757,047	\$11,002,129	\$2,199,863	\$14,959,039
FY14	\$2,206,224	\$8,770,546	\$1,816,141	\$12,792,911
FY15	\$1,580,887	\$7,281,286	\$2,052,845	\$10,915,018
FY16	\$2,073,630	\$7,179,724	\$2,022,858	\$11,276,212
FY17	\$1,442,479	\$7,660,766	\$2,511,794	\$11,615,039

Sanford School of Medicine

FY12	\$375,494	\$12,777,803	\$1,095,256	\$14,248,553
FY13	\$309,521	\$13,619,832	\$1,038,385	\$14,967,738
FY14	\$309,874	\$9,771,021	\$748,385	\$10,829,280
FY15	\$259,837	\$7,779,480	\$695,306	\$8,734,623
FY16	\$526,387	\$9,145,622	\$642,436	\$10,314,445
FY17	\$282,014	\$11,923,227	\$945,708	\$13,150,949

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – A
DATE: December 5-7, 2017

SUBJECT

Graduation Lists

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:17](#) – Awarding of Degrees, Graduation Dates, and Catalog of Graduation

BACKGROUND / DISCUSSION

Board of Regents Policy 2:17 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.

IMPACT AND RECOMMENDATION

Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, and University of South Dakota request approval of the graduation lists provided at the links below for Fall 2017.

- [Black Hills State University](#)
- [Dakota State University](#)
- [Northern State University](#)
- [South Dakota School of Mines and Technology](#)
- [South Dakota State University](#)
- [University of South Dakota](#)

ATTACHMENTS

None

DRAFT MOTION 20171205_4-A:

I move to approve the Fall 2017 graduation lists for BHSU, DSU, NSU, SDSM&T, SDSU, and USD contingent upon the students’ completion of all degree requirements.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – B (1)

DATE: December 5-7, 2017

SUBJECT

Agreements on Academic Cooperation – SDSU

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:3](#) – Agreements and Contracts

BACKGROUND / DISCUSSION

Board of Regents Policy 5:3 requires board action on a range of items including “Affiliative agreements and other agreements that provide for joint sponsorship of educational programing for which credit shall be awarded.” To comply with this requirement, South Dakota State University seeks approval to enter into an agreement on academic cooperation with each of the following institutions:

- 1) Chung-Ang University (CAU), South Korea (Attachment I);
- 2) Dongguk University, Gyeongju (DUG), South Korea (Attachment II); and
- 3) University of Ulsan (UOU), South Korea (Attachment III)

IMPACT AND RECOMMENDATION

Each agreement will establish 2+2/Dual Degree academic program of study. These programs would then enable students who completed two years of studying in the College of Engineering at CAU, DUG, or UOU to pursue a Bachelor of Science degree through an additional two years in the Electrical Engineering & Computer Science Departments at SDSU. Students will retain their respective CAU, DUG, or UOU status once enrolled at SDSU.

Board Staff recommend approval.

ATTACHMENTS

Attachment I – Academic Agreement: Chung-Ang University (CAU)

Attachment II – Academic Agreement: Dongguk University, Gyeongju (DUG)

Attachment III – Academic Agreement: University of Ulsan (UOU)

DRAFT MOTION 20171205_4-B(1):

I move to approve each of the Agreements on Academic Cooperation between South Dakota State University and 1) Chung-Ang University (CAU), 2) Dongguk University, Gyeongju (DUG), and 3) University of Ulsan (UOU) in South Korea.

South Dakota
State
University
and
Chung-Ang
University

ACADEMIC AGREEMENT BETWEEN SOUTH DAKOTA STATE UNIVERSITY AND CHUNG-ANG UNIVERSITY, SOUTH KOREA

Chung-Ang University (hereinafter CAU), South Korea and South Dakota State University (hereinafter SDSU) agree to collaborate in the establishment of a **2+2/Dual Degree academic program** of study to enable students who completed two years of study in the College of Engineering, CAU, to pursue a Bachelor of Science degree through an additional two years in the Electrical Engineering & Computer Science Departments at SDSU while keeping their CAU status. This plan is as follows:

I. Scope of the Cooperation

- Article 1. Students enrolled at (CAU) who complete their first two years of study in the College of Engineering may be selected by CAU Administration to proceed to SDSU as special dual degree-seeking students.

- Article 2. To help insure the success of the students, it is the responsibility of CAU to nominate students for the program with a minimum cumulative GPA of 3.0/4.0. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5, or a minimum TOEIC score of 650. TOEFL or IELTS or TOEIC scores must be submitted within two years of examination date.

- Article 3. While staying at SDSU, program participants must hold their status at the CAU by paying the maintenance fees to CAU. If the student fails to maintain proper registration as a CAU student, SDSU will suspend his/her registration status as a visiting student upon request from CAU.

- Article 4. It is the general understanding and expectation that CAU students who complete their first two years of study at the CAU will be able to finish their undergraduate study at SDSU in two or two and a half additional years. CAU and SDSU will cooperate with each other and take necessary measures to facilitate studies so students can complete the BS degree within the expected time period. SDSU will develop a separate guideline agreement to be sure the equivalent courses that will transfer to SDSU to meet requirements for general education courses as well as the required courses within the Computer Science and Electrical Engineering major(s).

II. Appointment of Coordinators

Article 5. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for maintaining, revising, and/or renewing the agreement, as appropriate. In addition, each institution shall name at least one academic contact and this person will coordinate and oversee all academic and managerial matters relating to the program and the agreement. The program will be reviewed annually by the Academic Unit Contact at both CAU and SDSU.

Article 6. The following individuals at each institution will be responsible for coordinating and managing this agreement:

South Dakota State University	Chung-Ang University
PRIMARY CONTACT FOR AGREEMENT Name: Sally Gillman, Ph.D. Title: Director of 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: Dong-young, Lee Title: Program Coordinator for Americas & Oceania Office: Office of International Affairs Email: inbound@cau.ac.kr Telephone: +82-2-820-6744 Fax: +82-2-813-8069
ACADEMIC UNIT CONTACT Name: Sung Shin, Ph.D. Title: Professor/Graduate Coordinator-Computer Science Office: Daktronics Engineering Hall 117 Email: sung.shin@sdstate.edu Telephone: 605-688-6235 Fax: 605-688-4532	ACADEMIC UNIT CONTACT Name: Dr. Choi Young-Wan Title: Dean, College of ICT Engineering Office: School of Electrical And Electronics Engineering Email: ychoi@cau.ac.kr Telephone: +82-2-820-5326 Fax: +82-817-9131

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.

III. CAU's Responsibilities

- A. CAU will have each participant fill out an SDSU application form and the online residential room application form and will submit all necessary application documents.
- B. CAU will have each participant pay the applicable tuition, fees, and related costs for the credits in which they enroll at SDSU, directly to SDSU. The rate of tuition charged will be non-resident and all mandatory and course/discipline fees will be assessed.
- C. CAU will have each participant provide for the international travel costs of the CAU group to and from Brookings, SD, including all airport transfers and taxes.
- D. CAU will have each participant arrange for the appropriate Visa and related travel documents.
- E. Each student will pay directly and separately to their student account designated by SDSU.

- F. CAU students will obtain major medical insurance coverage through SDSU's International Student Accident & Medical Insurance Plan.
- G. CAU will have participants comply with all university rules and regulations.

IV. SDSU's Responsibilities

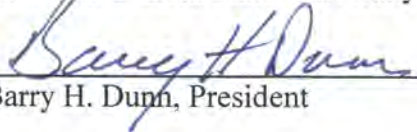
- A. SDSU in collaboration with the SDSU Academic Unit(s) will evaluate applications and review credits to transfer to SDSU. SDSU and CAU will mutually agree on the number of qualified students that can be accepted from CAU each semester/academic year.
- B. SDSU reserves the right to make all admissions decisions regarding students from CAU.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5 or a minimum TOEIC score of 650. TOEFL or IELTS or TOEIC scores must be submitted within two years of examination date. If students do not meet SDSU English proficiency requirements listed above, qualified undergraduate applicants may be given admission to the English Language & Cultural Institute (ELCI). Upon successful completion of the ELCI program, students will be eligible for admission as a degree-seeking international student at SDSU. Courses taken in the ELCI do not count toward the degree requirements.
- D. SDSU's Electrical Engineering & Computer Science Departments will provide academic advising.
- E. SDSU's Electrical Engineering & Computer Science Departments will appoint an administrator or faculty member to oversee the overall academic program and well-being of the students, and to work directly with CAU.
- F. SDSU will provide CAU with a student grade report/SDSU transcript upon completion of the program provided the CAU students have completed the necessary release and request forms.
- G. SDSU-Office of International Affairs (SDSU-OIA) will provide CAU with a list of anticipated costs each year.
- H. SDSU-OIA will provide CAU with application materials, updated cost information and pre-departure information by email.
- I. SDSU-OIA will provide each admitted student with the documents necessary to apply for a U.S. student visa at the appropriate U.S. Embassy or Consulate overseas.
- J. SDSU-OIA will provide orientation activities during the first days of the CAU students' arrival to include introductions to staff/teachers, academic orientation, orientation to housing and meals, review of the schedule, orientation to campus facilities, explanation of rules and regulations, and a campus tour.
- K. The SDSU-OIA will arrange for airport pickup on arrival days each semester.

V. Terms of Agreement

- Article 9. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination. This agreement can be renewed with a discussion between the parties, an updating of contacts, and new signatures. A termination of the agreement will not affect persons who have already begun the program under its provisions.
- Article 10. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange or participation in ESL, will require the execution of a separate agreement.
- Article 11. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- Article 12. Nothing in the above agreement shall be construed as being legally binding.
- Article 13. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

In the spirit of international friendship and cooperation, we hereby set our signatures:

for South Dakota State University


Barry H. Dunn, President

for Chung-Ang University

Dr. Kim Chang Soo, President

9-8-17
Date:

Date:

Appendix A: Curriculum Map of Courses to be transferred to SDSU

**GUIDELINE FOR UNDERGRADUATE EDUCATION COOPERATION
BETWEEN
SOUTH DAKOTA STATE UNIVERSITY
AND
CHUNG-ANG UNIVERSITY**

1. General Terms

- 1.1. This guideline is established under the academic cooperation agreement between South Dakota State University (SDSU) and Chung-Ang University (CAU).
- 1.2. This guideline aims to establish a standard process for a co-education program in the Department of Electrical Engineering and Computer Science in the College of Engineering at SDSU and the Department of Engineering at CAU.
- 1.3. This guideline will be reviewed annually by both SDSU and CAU. Modifications will be made through discussion and agreed by both parties.

2. Undergraduate 2+2 Process

- 2.1. The Department of Engineering/CAU every year will select junior undergraduate students (referred as 2+2 students) to continue their study at SDSU majoring in Electrical Engineering and Computer Science. The number of students selected to participate in the 2+2 program will be mutually decided each year by SDSU and the Department Engineering at CAU.
- 2.2. The Department of Electrical Engineering and Computer Science at SDSU will accept the Department of Engineering at CAU students if they meet SDSU academic and international transfer student requirements. The students who are not native speakers of English must demonstrate proficiency in English with one of the following:
 - A. Internet-based TOEFL Test (iBT) score, minimum-61
 - B. Paper-based TOEFL Test (PBT) score, minimum-500
 - C. IELTS score, minimum-5.5
 - D. TOIEC score, 650

TOEFL, TOIEC or IELTS scores must be submitted within two years of examination date. If students do not meet SDSU's English proficiency requirements listed above, qualified undergraduate applicants may be given admission to the English Language & Cultural Institute (ELCI - <http://www.sdstate.edu/international-affairs/esl/>). Upon successful completion of the ELCI program, students will be eligible for admission as an international student at SDSU.

- 2.3. Before coming to SDSU, the 2+2 students must have studied at the Department of Engineering at CAU for two academic years and successfully completed the required courses as specified in written agreement between the two academic units. The Department of Engineering at CAU will ensure course content matches the SDSU Department of Electrical Engineering and Computer Science major curriculum.

- 2.4. SDSU may waive the transcript certification (e.g. by WES) of the 2+2 students.
- 2.5. The 2+2 students will follow the SDSU Department of Electrical Engineering and Computer Science major curriculum and complete the junior and senior Department of Electrical Engineering and Computer Science courses together with other required courses at SDSU. The recommended time to complete these courses is two years, but can be extended to three years.
- 2.6. The 2+2 students who successfully complete all the required courses at the Department of Engineering at CAU and Department of Electrical Engineering and Computer Science at SDSU will receive an SDSU College of Engineering Bachelor of Science degree.
- 2.7. The 2+2 students are required and will be arranged to stay in the on-campus student dormitory during their first year study at SDSU. After one year, they are recommended, but not required to continue staying in one of the on-campus dormitories.

3. Responsibilities of SDSU and CAU

- 3.1. SDSU responsibilities include the following:
 - A. SDSU-Office of International Affairs (SDSU-OIA) will provide CAU with a list of anticipated costs each year.
 - B. SDSU-OIA will provide CAU with application materials, updated cost information and pre-departure information by email.
 - C. SDSU-OIA will provide each admitted student with the documents necessary to apply for a U.S. student visa at the appropriate U.S. Embassy or Consulate overseas. The visa type will be an F-1.
 - D. The SDSU-OIA will arrange for airport pickup on arrival days each semester.
 - E. SDSU-OIA will provide orientation activities during the first days of the 2+2 students' arrival to include introductions to staff/teachers, academic orientation, orientation to housing and meals, review of the schedule, orientation to campus facilities, explanation of rules and regulations, and a campus tour.
 - F. SDSU's *Academic Coordinator* will work directly with CAU to oversee the overall academic program and supervise the 2+2 students.
 - G. SDSU will provide CAU with a student grade report/SDSU transcript upon completion of the program, provided the 2+2 students have completed the necessary release and request forms.
- 3.2. CAU responsibilities include the following:
 - A. CAU will have each participant fill out an SDSU application form and residential room application form and will submit all necessary application documents.

- B. CAU will have each participant pay the applicable tuition, fees, and related costs for the credits in which they enroll at SDSU, directly to SDSU. The rate of tuition charged will be non-resident, and all mandatory and course/discipline fees will be assessed.
- C. CAU will have each participant provide for the international travel costs to and from Brookings, SD, including all airport transfers and taxes.
- D. CAU will have each participant arrange for visas and related travel documents.
- E. Each student will pay their own charges directly, as billed to their SDSU student account.
- F. CAU students will obtain major medical insurance coverage through SDSU's International Student Accident & Medical Insurance Plan.
- G. CAU will have participants comply with all university rules and regulations.

4. Contact Persons

SDSU and CAU will each assign a Department Head/Chair and an Academic Coordinator to be responsible for executing the guideline and serving as the process contact persons.

Department of Electrical Engineering and Computer Science South Dakota State University Name: Sung Y. Shin, Ph.D. Title: Professor & Graduate Coordinator Office EE & Computer Science Department College of Engineering Email: sung.shin@sdstate.edu Telephone: 605-688-6235 - office Fax: 605-688-4401 - fax	Department of Engineering Science Chung-Ang University Name: Dr. Choi Young-Wan Title: Dean, College of ICT Engineering Office: School of Electrical And Electronics Engineering Email: ychoi@cau.ac.kr Telephone: +82+2-820-5326 Fax: +82-817-9131
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By: _____
 Dr. Steven Hietpas, Department Head

Date: _____

By: _____
 Dr. Choi Young-Wan, Department Head

Date: _____

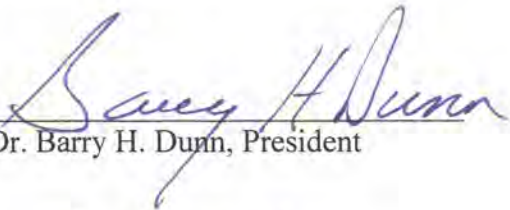
By: _____
 Dr. Sung Shin, Academic Coordinator

Date: _____

By: _____
 Dr. Choi Young-Wan, Academic Coordinator

Date: _____

South Dakota State University (SDSU)

By: 
Dr. Barry H. Dunn, President

Date: 9-8-17

Chung-Ang University (CAU)

By: _____
Dr. Kim Chang Soo, President

Date: _____

South Dakota
State
University
and
Dongguk
University,
Gyeongju

ACADEMIC AGREEMENT BETWEEN SOUTH DAKOTA STATE UNIVERSITY AND DONGGUK UNIVERSITY, GYEONGJU, SOUTH KOREA

Dongguk University, Gyeongju (hereinafter DUG), South Korea and South Dakota State University (hereinafter SDSU) agree to collaborate in the establishment of a **2+2/Dual Degree academic program** of study to enable students who completed two years of study in the College of Engineering, DUG, to pursue a Bachelor of Science degree through an additional two years in the Electrical Engineering & Computer Science Departments at SDSU while keeping their DUG status. This plan is as follows:

I. Scope of the Cooperation

- Article 1. Students enrolled at (DUG) who complete their first two years of study in the College of Engineering may be selected by DUG Administration to proceed to SDSU as special dual degree-seeking students.

- Article 2. To help insure the success of the students, it is the responsibility of DUG to nominate students for the program with a minimum cumulative GPA of 3.0/4.0. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5, or a minimum TOEIC score of 650. TOEFL or IELTS or TOEIC scores must be submitted within two years of examination date.

- Article 3. While staying at SDSU, program participants must hold their status at the DUG by paying the maintenance fees to DUG. If the student fails to maintain proper registration as a DUG student, SDSU will suspend his/her registration status as a visiting student upon request from DUG.

- Article 4. It is the general understanding and expectation that DUG students who complete their first two years of study at the DUG will be able to finish their undergraduate study at SDSU in two or two and a half additional years. DUG and SDSU will cooperate with each other and take necessary measures to facilitate studies so students can complete the BS degree within the expected time period. SDSU will develop a separate guideline agreement to be sure the equivalent courses that will transfer to SDSU to meet requirements for general education courses as well as the required courses within the Computer Science and Electrical Engineering major(s).

II. Appointment of Coordinators

- Article 5. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for maintaining, revising, and/or renewing the agreement, as appropriate. In addition, each institution shall name at least one academic contact and this person will coordinate and oversee all academic and managerial matters relating to the program and the agreement. The program will be reviewed annually by the Academic Unit Contact at both DUG and SDSU.
- Article 6. The following individuals at each institution will be responsible for coordinating and managing this agreement:

South Dakota State University	Dongguk University
PRIMARY CONTACT FOR AGREEMENT Name: Sally Gillman, Ph.D. Title: Director of 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: Seolhyang Baek, Ph.D. Title: Dean Office: Office of International Affairs Email: iiae@dongguk.ac.kr Telephone: 54-770-2882 Fax: 54-770-2385
ACADEMIC UNIT CONTACT Name: Sung Shin, Ph.D. Title: Professor/Graduate Coordinator-Computer Science Office: Daktronics Engineering Hall 117 Email: sung.shin@sdstate.edu Telephone: 605-688-6235 Fax: 605-688-4532	ACADEMIC UNIT CONTACT Name: Jeongyong Byun, Ph.D. Title: Professor Office: Department of Computer Engineering Email: byunjy@dongguk.ac.kr Telephone: 54-770-2882 Fax: 54-770-2816

- 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.

III. DUG's Responsibilities

- A. DUG will have each participant fill out an SDSU application form and the online residential room application form and will submit all necessary application documents.
- B. DUG will have each participant pay the applicable tuition, fees, and related costs for the credits in which they enroll at SDSU, directly to SDSU. The rate of tuition charged will be non-resident and all mandatory and course/discipline fees will be assessed.
- C. DUG will have each participant provide for the international travel costs of the DUG group to and from Brookings, SD, including all airport transfers and taxes.
- D. DUG will have each participant arrange for the appropriate Visa and related travel documents.
- E. Each student will pay directly and separately to their student account designated by SDSU.

- F. DUG students will obtain major medical insurance coverage through SDSU's International Student Accident & Medical Insurance Plan.
- G. DUG will have participants comply with all university rules and regulations.

IV. SDSU's Responsibilities

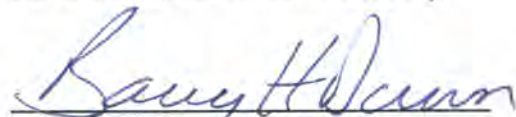
- A. SDSU in collaboration with the SDSU Academic Unit(s) will evaluate applications and review credits to transfer to SDSU. SDSU and DUG will mutually agree on the number of qualified students that can be accepted from DUG each semester/academic year.
- B. SDSU reserves the right to make all admissions decisions regarding students from DUG.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5 or a minimum TOEIC score of 650. TOEFL or IELTS or TOEIC scores must be submitted within two years of examination date. If students do not meet SDSU English proficiency requirements listed above, qualified undergraduate applicants may be given admission to the English Language & Cultural Institute (ELCI). Upon successful completion of the ELCI program, students will be eligible for admission as a degree-seeking international student at SDSU. Courses taken in the ELCI do not count toward the degree requirements.
- D. SDSU's Electrical Engineering & Computer Science Departments will provide academic advising.
- E. SDSU's Electrical Engineering & Computer Science Departments will appoint an administrator or faculty member to oversee the overall academic program and well-being of the students, and to work directly with DUG.
- F. SDSU will provide DUG with a student grade report/SDSU transcript upon completion of the program provided the DUG students have completed the necessary release and request forms.
- G. SDSU-Office of International Affairs (SDSU-OIA) will provide DUG with a list of anticipated costs each year.
- H. SDSU-OIA will provide DUG with application materials, updated cost information and pre-departure information by email.
- I. SDSU-OIA will provide each admitted student with the documents necessary to apply for a U.S. student visa at the appropriate U.S. Embassy or Consulate overseas.
- J. SDSU-OIA will provide orientation activities during the first days of the DUG students' arrival to include introductions to staff/teachers, academic orientation, orientation to housing and meals, review of the schedule, orientation to campus facilities, explanation of rules and regulations, and a campus tour.
- K. The SDSU-OIA will arrange for airport pickup on arrival days each semester.

V. Terms of Agreement

- Article 9. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination. This agreement can be renewed with a discussion between the parties, an updating of contacts, and new signatures. A termination of the agreement will not affect persons who have already begun the program under its provisions.
- Article 10. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange or participation in ESL, will require the execution of a separate agreement.
- Article 11. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- Article 12. Nothing in the above agreement shall be construed as being legally binding.
- Article 13. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

In the spirit of international friendship and cooperation, we hereby set our signatures:

for South Dakota State University


Barry H. Dunn, President

Date:

9-8-17

for Dongguk University, Gyeongju

Dae Won Lee, Gyeongju Campus President

Date:

Appendix A: Curriculum Map of Courses to be transferred to SDSU

**GUIDELINE FOR UNDERGRADUATE EDUCATION COOPERATION
BETWEEN
SOUTH DAKOTA STATE UNIVERSITY
AND
DONGGUK UNIVERSITY, GYEONGJU**

1. General Terms

- 1.1. This guideline is established under the academic cooperation agreement between South Dakota State University (SDSU) and Dongguk University, Gyeongju (DUG).
- 1.2. This guideline aims to establish a standard process for a co-education program in the Department of Electrical Engineering and Computer Science in the College of Engineering at SDSU and the Department of Computer Engineering at DUG.
- 1.3. This guideline will be reviewed annually by both SDSU and DUG. Modifications will be made through discussion and agreed by both parties.

2. Undergraduate 2+2 Process

- 2.1. The Department of Computer Engineering/DUG every year will select junior undergraduate students (referred as 2+2 students) to continue their study at SDSU majoring in Electrical Engineering and Computer Science. The number of students selected to participate in the 2+2 program will be mutually decided each year by SDSU and the Department Engineering at DUG.
- 2.2. The Department of Electrical Engineering and Computer Science at SDSU will accept the Department of Computer Engineering at DUG students if they meet SDSU academic and international transfer student requirements. The students who are not native speakers of English must demonstrate proficiency in English with one of the following:
 - A. Internet-based TOEFL Test (iBT) score, minimum-61
 - B. Paper-based TOEFL Test (PBT) score, minimum-500
 - C. IELTS score, minimum-5.5
 - D. TOIEC score, 650

TOEFL, TOIEC or IELTS scores must be submitted within two years of examination date. If students do not meet SDSU's English proficiency requirements listed above, qualified undergraduate applicants may be given admission to the English Language & Cultural Institute (ELCI - <http://www.sdstate.edu/international-affairs/esl/>). Upon successful completion of the ELCI program, students will be eligible for admission as an international student at SDSU.

- 2.3. Before coming to SDSU, the 2+2 students must have studied at the Department of Computer Engineering at DUG for two academic years and successfully completed the required courses as specified in written agreement between the two academic units. The Department of Computer Engineering at DUG will ensure course content matches the SDSU Department of Electrical Engineering and Computer Science major curriculum.
- 2.4. SDSU may waive the transcript certification (e.g. by WES) of the 2+2 students.

- 2.5. The 2+2 students will follow the SDSU Department of Electrical Engineering and Computer Science major curriculum and complete the junior and senior Department of Electrical Engineering and Computer Science courses together with other required courses at SDSU. The recommended time to complete these courses is two years, but can be extended to three years.
- 2.6. The 2+2 students who successfully complete all the required courses at the Department of Computer Engineering at DUG and Department of Electrical Engineering and Computer Science at SDSU will receive an SDSU College of Engineering Bachelor of Science degree.
- 2.7. The 2+2 students are required and will be arranged to stay in the on-campus student dormitory during their first year study at SDSU. After one year, they are recommended, but not required to continue staying in one of the on-campus dormitories.

3. Responsibilities of SDSU and DUG

- 3.1. SDSU responsibilities include the following:
 - A. SDSU-Office of International Affairs (SDSU-OIA) will provide DUG with a list of anticipated costs each year.
 - B. SDSU-OIA will provide DUG with application materials, updated cost information and pre-departure information by email.
 - C. SDSU-OIA will provide each admitted student with the documents necessary to apply for a U.S. student visa at the appropriate U.S. Embassy or Consulate overseas. The visa type will be an F-1.
 - D. The SDSU-OIA will arrange for airport pickup on arrival days each semester.
 - E. SDSU-OIA will provide orientation activities during the first days of the 2+2 students' arrival to include introductions to staff/teachers, academic orientation, orientation to housing and meals, review of the schedule, orientation to campus facilities, explanation of rules and regulations, and a campus tour.
 - F. SDSU's *Academic Coordinator* will work directly with DUG to oversee the overall academic program and supervise the 2+2 students.
 - G. SDSU will provide DUG with a student grade report/SDSU transcript upon completion of the program, provided the 2+2 students have completed the necessary release and request forms.
- 3.2. DUG responsibilities include the following:
 - A. DUG will have each participant fill out an SDSU application form and residential room application form and will submit all necessary application documents.

- B. DUG will have each participant pay the applicable tuition, fees, and related costs for the credits in which they enroll at SDSU, directly to SDSU. The rate of tuition charged will be non-resident, and all mandatory and course/discipline fees will be assessed.
- C. DUG will have each participant provide for the international travel costs to and from Brookings, SD, including all airport transfers and taxes.
- D. DUG will have each participant arrange for visas and related travel documents.
- E. Each student will pay their own charges directly, as billed to their SDSU student account.
- F. DUG students will obtain major medical insurance coverage through SDSU's International Student Accident & Medical Insurance Plan.
- G. DUG will have participants comply with all university rules and regulations.

4. Contact Persons

SDSU and DUG will each assign a Department Head/Chair and an Academic Coordinator to be responsible for executing the guideline and serving as the process contact persons.

South Dakota State University Brookings, SD 57007, USA Department of Electrical Engineering & Computer Science Name: Sung Shin, Ph.D. Title Professor/Graduate Coordinator-Computer Science Office: Daktronics Engineering Hall 117 Email: sung.shin@sdstate.edu Telephone: 605-688-6235 Fax: 605-688-4532	Dongguk University, Gyeongju South Korea Department of Computer Engineering Name: Jeongyong Byun, Ph.D. Title: Professor Office: Department of Computer Engineering Email: byunjy@dongguk.ac.kr Telephone: 54- 770- 2238 Fax: 54-770- 2816
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By: _____
Dr. Steven Hietpas, Department Head

Date: _____

By: _____
Dr. Sung Shin, Academic Coord.

Date: _____

By: _____
Dr. Seolhyang Baek, Dean

Date: _____

By: _____
Dr. Jeongyong Byun, Academic Coord.

Date: _____

South Dakota State University (SDSU)

By: Barry H. Dunn

Dr. Barry H. Dunn, President

Date: 9-8-17

Dongguk University, Gyeongju (DUG)

By: _____

Dr. Dae Won Lee, President, Gyeongju Campus

Date: _____

South Dakota
State
University
and
University of
Ulsan

ACADEMIC AGREEMENT BETWEEN SOUTH DAKOTA STATE UNIVERSITY AND UNIVERSITY OF ULSAN, SOUTH KOREA

University of Ulsan (hereinafter UOU), South Korea and South Dakota State University (hereinafter SDSU) agree to collaborate in the establishment of a **2+2/Dual Degree academic program** of study to enable students who completed two years of study in the College of Engineering, UOU, to pursue a Bachelor of Science degree through an additional two years in the Electrical Engineering & Computer Science Departments at SDSU while keeping their UOU status. This plan is as follows:

I. Scope of the Cooperation

- Article 1. Students enrolled at (UOU) who complete their first two years of study in the College of Engineering may be selected by UOU Administration to proceed to SDSU as special dual degree-seeking students.

- Article 2. To help insure the success of the students, it is the responsibility of UOU to nominate students for the program with a minimum cumulative GPA of 3.0/4.0. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5, or a minimum TOEIC score of 650. TOEFL or IELTS or TOEIC scores must be submitted within two years of examination date.

- Article 3. While staying at SDSU, program participants must hold their status at the UOU by paying the maintenance fees to UOU. If the student fails to maintain proper registration as a UOU student, SDSU will suspend his/her registration status as a visiting student upon request from UOU.

- Article 4. It is the general understanding and expectation that UOU students who complete their first two years of study at the UOU will be able to finish their undergraduate study at SDSU in two or two and a half additional years. UOU and SDSU will cooperate with each other and take necessary measures to facilitate studies so students can complete the BS degree within the expected time period. SDSU will develop a separate guideline agreement to be sure the equivalent courses that will transfer to SDSU to meet requirements for general education courses as well as the required courses within the Computer Science and Electrical Engineering major(s).

II. Appointment of Coordinators

- Article 5. Each institution shall designate an individual who will serve as coordinator for this agreement. The coordinator will be responsible for maintaining, revising, and/or renewing the agreement, as appropriate. In addition, each institution shall name at least one academic contact and this person will coordinate and oversee all academic and managerial matters relating to the program and the agreement. The program will be reviewed annually by the Academic Unit Contact at both UOU and SDSU.
- Article 6. The following individuals at each institution will be responsible for coordinating and managing this agreement:

South Dakota State University	Ulsan University
<p>PRIMARY CONTACT FOR AGREEMENT Name: Sally Gillman, Ph.D. Title: Director of Study Abroad Office: Office of International Affairs</p> <p>Email: sally.gillman@sdstate.edu Telephone: 605-688-6094 Fax: 605-688-6540</p> <p>ACADEMIC UNIT CONTACT Name: Sung Shin, Ph.D. Title: Professor/Graduate Coordinator-Computer Science Office: Daktronics Engineering Hall 117 Email: sung.shin@sdstate.edu</p> <p>Telephone: 605-688-6235 Fax: 605-688-4532</p>	<p>PRIMARY CONTACT FOR AGREEMENT Name: Hoon Oh Title: Professor and Head, IT Convergence Department Office: Engr. Bldg. 7-204, DaeHac-Ro 93, Nam-Gu, Ulsan, Korea Email: hoonoh@ulsan.ac.kr Telephone: +82-10-4566-7183 Fax: +82-10-259-1687</p> <p>ACADEMIC UNIT CONTACT Name: Hoon Oh Title: Professor and Head, IT Convergence Department Office: Engr. Bldg. 7-204, DaeHac-Ro 93, Nam-Gu, Ulsan, Korea Email: hoonoh@ulsan.ac.kr</p> <p>Telephone: +82-10-4566-7183 Fax: +82-10-259-1687</p>

- 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.

III. UOU's Responsibilities

- A. UOU will have each participant fill out an SDSU application form and the online residential room application form and will submit all necessary application documents.
- B. UOU will have each participant pay the applicable tuition, fees, and related costs for the credits in which they enroll at SDSU, directly to SDSU. The rate of tuition charged will be non-resident and all mandatory and course/discipline fees will be assessed.
- C. UOU will have each participant provide for the international travel costs of the UOU group to and from Brookings, SD, including all airport transfers and taxes.
- D. UOU will have each participant arrange for the appropriate Visa and related travel documents.

- E. Each student will pay directly and separately to their student account designated by SDSU.
- F. UOU students will obtain major medical insurance coverage through SDSU's International Student Accident & Medical Insurance Plan.
- G. UOU will have participants comply with all university rules and regulations.

IV. SDSU's Responsibilities

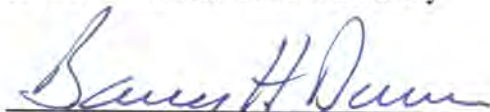
- A. SDSU in collaboration with the SDSU Academic Unit(s) will evaluate applications and review credits to transfer to SDSU. SDSU and UOU will mutually agree on the number of qualified students that can be accepted from UOU each semester/academic year.
- B. SDSU reserves the right to make all admissions decisions regarding students from UOU.
- C. All applicants who are not native speakers of English must demonstrate proficiency in English with one of the following: Internet-based TOEFL Test (iBT) score, minimum-61, Paper-based TOEFL Test (PBT) score, minimum-500, and IELTS score, minimum-5.5 or a minimum TOEIC score of 650. TOEFL or IELTS or TOEIC scores must be submitted within two years of examination date. If students do not meet SDSU English proficiency requirements listed above, qualified undergraduate applicants may be given admission to the English Language & Cultural Institute (ELCI). Upon successful completion of the ELCI program, students will be eligible for admission as a degree-seeking international student at SDSU. Courses taken in the ELCI do not count toward the degree requirements.
- D. SDSU's Electrical Engineering & Computer Science Departments will provide academic advising.
- E. SDSU's Electrical Engineering & Computer Science Departments will appoint an administrator or faculty member to oversee the overall academic program and well-being of the students, and to work directly with UOU.
- F. SDSU will provide UOU with a student grade report/SDSU transcript upon completion of the program provided the UOU students have completed the necessary release and request forms.
- G. SDSU-Office of International Affairs (SDSU-OIA) will provide UOU with a list of anticipated costs each year.
- H. SDSU-OIA will provide UOU with application materials, updated cost information and pre-departure information by email.
- I. SDSU-OIA will provide each admitted student with the documents necessary to apply for a U.S. student visa at the appropriate U.S. Embassy or Consulate overseas.
- J. SDSU-OIA will provide orientation activities during the first days of the UOU students' arrival to include introductions to staff/teachers, academic orientation, orientation to housing and meals, review of the schedule, orientation to campus facilities, explanation of rules and regulations, and a campus tour.
- K. The SDSU-OIA will arrange for airport pickup on arrival days each semester.

V. Terms of Agreement

- Article 9. This agreement shall be valid for a period of five years. This agreement will be effective upon signature of the responsible authority of each institution and may be terminated by either party by given written notice to the other institution six months in advance of the date of termination. This agreement can be renewed with a discussion between the parties, an updating of contacts, and new signatures. A termination of the agreement will not affect persons who have already begun the program under its provisions.
- Article 10. Matters not provided in this agreement shall be decided by mutual agreement between the two institutions. Additional joint activities, such as student or faculty exchange or participation in ESL, will require the execution of a separate agreement.
- Article 11. Modifications of this agreement shall be made in the form of a written addendum signed by both parties.
- Article 12. Nothing in the above agreement shall be construed as being legally binding.
- Article 13. This agreement depends upon the continued availability of appropriated funds and expenditure authority for this purpose from the Legislature of the State of South Dakota. If for any reason the Legislature fails to appropriate or grant expenditure authority or if funds become unavailable by operation of law or federal funds reductions, this agreement will be terminated by the State. Termination for any of these reasons is not a default by the State nor does it give rise to a claim against the State.

In the spirit of international friendship and cooperation, we hereby set our signatures:

for South Dakota State University


Barry H. Dunn, President

Date:

9-8-17

for University of Ulsan

Yeon-Cheon Oh, President

Date:

Appendix A: Curriculum Map of Courses to be transferred to SDSU

**GUIDELINE FOR UNDERGRADUATE EDUCATION COOPERATION
BETWEEN
SOUTH DAKOTA STATE UNIVERSITY
AND
UNIVERSITY OF ULSAN**

1. General Terms

- 1.1. This guideline is established under the academic cooperation agreement between South Dakota State University (SDSU) and University of Ulsan (UOU).
- 1.2. This guideline aims to establish a standard process for a co-education program in the Department of Electrical Engineering and Computer Science in the College of Engineering at SDSU and the Department of Engineering at UOU.
- 1.3. This guideline will be reviewed annually by both SDSU and UOU. Modifications will be made through discussion and agreed by both parties.

2. Undergraduate 2+2 Process

- 2.1. The Department of Engineering/UOU every year will select junior undergraduate students (referred as 2+2 students) to continue their study at SDSU majoring in Electrical Engineering and Computer Science. The number of students selected to participate in the 2+2 program will be mutually decided each year by SDSU and the Department Engineering at UOU.
- 2.2. The Department of Electrical Engineering and Computer Science at SDSU will accept the Department of Engineering at UOU students if they meet SDSU academic and international transfer student requirements. The students who are not native speakers of English must demonstrate proficiency in English with one of the following:
 - A. Internet-based TOEFL Test (iBT) score, minimum-61
 - B. Paper-based TOEFL Test (PBT) score, minimum-500
 - C. IELTS score, minimum-5.5
 - D. TOIEC score, 650

TOEFL, TOIEC or IELTS scores must be submitted within two years of examination date. If students do not meet SDSU's English proficiency requirements listed above, qualified undergraduate applicants may be given admission to the English Language & Cultural Institute (ELCI - <http://www.sdstate.edu/international-affairs/esl/>). Upon successful completion of the ELCI program, students will be eligible for admission as an international student at SDSU.

- 2.3. Before coming to SDSU, the 2+2 students must have studied at the Department of Engineering at UOU for two academic years and successfully completed the required courses as specified in written agreement between the two academic units. The Department of Engineering at UOU will ensure course content matches the SDSU Department of Electrical Engineering and Computer Science major curriculum.

- 2.4. SDSU may waive the transcript certification (e.g. by WES) of the 2+2 students.
- 2.5. The 2+2 students will follow the SDSU Department of Electrical Engineering and Computer Science major curriculum and complete the junior and senior Department of Electrical Engineering and Computer Science courses together with other required courses at SDSU. The recommended time to complete these courses is two years, but can be extended to three years.
- 2.6. The 2+2 students who successfully complete all the required courses at the Department of Engineering at UOU and Department of Electrical Engineering and Computer Science at SDSU will receive an SDSU College of Engineering Bachelor of Science degree.
- 2.7. The 2+2 students are required and will be arranged to stay in the on-campus student dormitory during their first year study at SDSU. After one year, they are recommended, but not required to continue staying in one of the on-campus dormitories.

3. Responsibilities of SDSU and UOU

- 3.1. SDSU responsibilities include the following:
 - A. SDSU-Office of International Affairs (SDSU-OIA) will provide UOU with a list of anticipated costs each year.
 - B. SDSU-OIA will provide UOU with application materials, updated cost information and pre-departure information by email.
 - C. SDSU-OIA will provide each admitted student with the documents necessary to apply for a U.S. student visa at the appropriate U.S. Embassy or Consulate overseas. The visa type will be an F-1.
 - D. The SDSU-OIA will arrange for airport pickup on arrival days each semester.
 - E. SDSU-OIA will provide orientation activities during the first days of the 2+2 students' arrival to include introductions to staff/teachers, academic orientation, orientation to housing and meals, review of the schedule, orientation to campus facilities, explanation of rules and regulations, and a campus tour.
 - F. SDSU's *Academic Coordinator* will work directly with UOU to oversee the overall academic program and supervise the 2+2 students.
 - G. SDSU will provide UOU with a student grade report/SDSU transcript upon completion of the program, provided the 2+2 students have completed the necessary release and request forms.
- 3.2. UOU responsibilities include the following:

- A. UOU will have each participant fill out an SDSU application form and residential room application form and will submit all necessary application documents.
- B. UOU will have each participant pay the applicable tuition, fees, and related costs for the credits in which they enroll at SDSU, directly to SDSU. The rate of tuition charged will be non-resident, and all mandatory and course/discipline fees will be assessed.
- C. UOU will have each participant provide for the international travel costs to and from Brookings, SD, including all airport transfers and taxes.
- D. UOU will have each participant arrange for visas and related travel documents.
- E. Each student will pay their own charges directly, as billed to their SDSU student account.
- F. UOU students will obtain major medical insurance coverage through SDSU's International Student Accident & Medical Insurance Plan.
- G. UOU will have participants comply with all university rules and regulations.

4. Contact Persons

SDSU and UOU will each assign a Department Head/Chair and an Academic Coordinator to be responsible for executing the guideline and serving as the process contact persons.

South Dakota State University Brookings, SD, USA Department of Electrical Engineering and Computer Science Name: Sung Shin, Ph.D. Title Professor/Graduate Coordinator-Computer Science Office: Daktronics Engineering Hall 117 Email: sung.shin@sdstate.edu Telephone: 605-688-6235 Fax: 605-688-4532	University of Ulsan South Korea IT Convergence Department Name: Hoon Oh Title: Professor and Head, IT Convergence Department Office: Engr. Bldg. 7-204, DaeHac-Ro 93, Nam-Gu, Ulsan, Korea Email: hoonoh@ulsan.ac.kr Telephone: +82-10-4566-7183 Fax: +82-10-259-1687
--	---

By: _____
 Dr. Steven Hietpas, Department Head

By: _____
 Hoon Oh, Professor and Head

Date: _____

Date: _____

By: _____
Dr. Sung Shin, Academic Coordinator

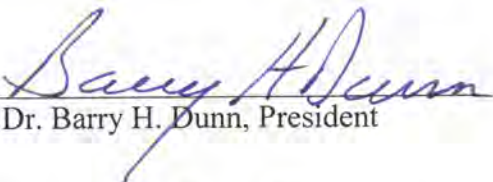
By: _____
Hoon Oh, Academic Coordinator

Date: _____

Date: _____

South Dakota State University (SDSU)

University of Ulsan (UOU)

By: 
Dr. Barry H. Dunn, President

By: _____
Dr. Yeon-Cheon Oh, President

Date: 9-8-17

Date: _____

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – B (2)
DATE: December 5-7, 2017

SUBJECT

Agreement on Academic Cooperation – SDSM&T

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:3](#) – Agreements and Contracts

BACKGROUND / DISCUSSION

Board of Regents Policy 5:3 requires board action on a range of items including “Affiliative agreements and other agreements that provide for joint sponsorship of educational programing for which credit shall be awarded.” To comply with this requirement, South Dakota School of Mines and Technology seeks approval to enter into an agreement on academic cooperation with Università della Calabria, Italy (Attachment I).

IMPACT AND RECOMMENDATION

The agreement may result in the opportunity for joint research, faculty collaboration and potential student exchange. The two universities agree to consult on the possibilities of exchange of teaching and research personnel.

If a student exchange is established, participating students will pay their tuition at their home institution, and the host institution will waive its tuition for those guest students. Exchange students are also responsible for paying for board, lodging, health insurance, round-trip airfare, and study-related and personal expenses, etc. The two institutions expect that an equal number of students will be exchanged over a two-year period.

Board staff recommend approval.

ATTACHMENTS

Attachment I – Academic Agreement: Università della Calabria

DRAFT MOTION 20171205_4-B(2):

I move to approve the Agreement on Academic Cooperation between South Dakota School of Mines and Technology and Università della Calabria in Italy.



South Dakota School of Mines & Technology



AGREEMENT FOR EDUCATIONAL AND SCIENTIFIC COOPERATION BETWEEN UNIVERSITÀ DELLA CALABRIA (ITALY) AND SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY (U.S.A.)

In order to promote further cooperation and friendship between the United States of America and Italy, South Dakota School of Mines & Technology and Università della Calabria agree to establish ties of friendship and cooperation for the purpose of promoting mutual understanding and academic, cultural, scientific and personal exchange.

I. TEACHING AND RESEARCH PERSONNEL EXCHANGE

In general terms the two universities will endeavor to cooperate in education and research in areas of mutual interest, and to the extent feasible, to encourage direct contact and cooperation between faculty members, departments and research institutions under provisions of this agreement. The two universities agree to consult on the possibilities of exchange of teaching and research personnel. Particular areas of interest for possible exchange include undergraduate and graduate education, and research projects.

Each university will be responsible for the salaries of its own faculty and staff while these individuals are participating in the exchange.

The host university will provide study and research privileges for guest faculty which are comparable to those available to resident faculty and research staff. Exchange faculty are expected to study and work according to their plan for professional involvement, teaching and research as endorsed by the host institution. Specific agreement for the use of any special facilities or resources will be agreed upon by the two universities or their designated sub-units in advance of the exchange.

II. STUDENT EXCHANGE

In general, both universities agree to consult on the possibilities for student exchange in undergraduate and graduate study. The length of time for these exchanges will be agreed upon in advance of any exchange. Specific times will be determined by both universities. Participating students will continue as candidates for degrees at their home institution and will not be candidates for degrees at the host institution. Both universities agree to develop more specific protocols regarding exchange and collaboration in a supplemental written agreement. Exchanges are limited to the specific academic programs agreed to by each university. Exchange students will take courses and seminars in the agreed upon program and, generally, will not be permitted to take courses outside of the specified program.

If a student exchange is established, participating students will pay their tuition at their home university, and the host university will waive its tuition for those guest students. Exchange students are also responsible for paying for board, lodging, health insurance, round-trip airfare, and study-related and personal expenses, etc. The two institutions expect that an equal number of students will be exchanged over a two-year period. Each university reserves the right to limit enrollments from the other if the exchange numbers are not in balance over the two-year period.

III. OTHER RELATED ARTICLES

Each institution agrees to designate a liaison officer who will be responsible for providing information about this agreement within his/her University and to act as the contact person for his/her counterpart in the other University. The liaison officers will be responsible for working to develop further plans for possible exchanges and preparing supplemental agreements to govern the exchange process. For South Dakota School of Mines & Technology, the Liaison will be Ms. Suzi Aadland,

Director, Ivanhoe International Center. The Liaison for Università della Calabria will be Dr. Gianpiero Barbuto, International Relations Manager.

Both parties understand that all financial agreements will be negotiated and will depend on the availability of funds at each institution. Moreover, nothing in this agreement shall be construed as creating any legal or financial relationships between the parties.

Exchange personnel must abide by the laws of the host country and the rules and regulations of the host university.

Any articles in this agreement may be amended or revised by the two universities after consultation and mutual agreement. Any issues not mentioned in this agreement may be resolved through mutual agreement.

This Agreement becomes effective when signed by the representatives of the two universities. This agreement shall remain in effect for five years or until one of the universities notifies the other of its wish to terminate the agreement at least ninety (90) days before the end of the academic year.

South Dakota School of Mines & Technology

Università della Calabria

Dr. Jan Puszynski
Interim President

Prof. Gino Mirocle CRISCI
Il RETTORE

DATE:

DATE:

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – C (1)

DATE: December 5-7, 2017

SUBJECT

Articulation Agreement – SDSU

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:27](#) – Program to Program Articulation Agreements

BACKGROUND / DISCUSSION

BOR Policy 2:27 establishes requirements for institutions seeking to develop program level agreements for interested transfer students. The policy further establishes the distinction between AA, AS, and AAS degrees which are classified as transferable, terminal, or non-transferable degrees (respectively). However, the AAS is “transferable when a specific degree articulation agreement exists between a given A.A.S. degree and a specific Baccalaureate degree.” Agreements established with regionally accredited institutions must be developed in conjunction with the faculty and must meet all institutional guidelines. The agreements then monitored as a function of the institutional program review process. Once approved, the agreements apply only at Regental institutions with equivalent programs.

IMPACT AND RECOMMENDATION

To comply with BOR Policy 2:27, South Dakota State University requests approval to update an existing articulation agreement previously established with Avera McKennan School of Radiologic Technology. This agreement provides increased opportunities for students to apply a Radiologic Technology Certificate from Avera McKennan toward either the Associate of Arts degree in General Studies or Bachelor of General Studies degree at SDSU.

Board staff recommend approval.

ATTACHMENTS

Attachment I – Articulation Agreement: SDSU and Avera McKenna d/b/a Avera McKennan School of Radiologic Technology

DRAFT MOTION 20171205_4-C(1):

I move to approve the updated articulation agreement between South Dakota State University and Avera McKennan School of Radiologic Technology.

Articulation Agreement
 Between
 South Dakota State University
 AND
 Avera McKenna d/b/a Avera McKennan School of Radiologic Technology
 Agreement with Respect to Applying Radiologic Technology Certificate
 Toward the
 Associate of Arts Degree in General Studies
 OR
 Bachelor of General Studies Degree

I. Parties

The parties to this agreement are Avera McKenna d/b/a Avera McKennan School of Radiologic Technology, Sioux Falls, South Dakota and South Dakota State University (SDSU).

II. Purpose

The purpose of this agreement is to:

- a. Provide increased educational opportunities for students from South Dakota and the region.
- b. Provide student who complete the Avera McKennan Radiologic Technology program an opportunity to earn and Associates of Arts degree in General Studies or a Bachelor of General Studies Degree.
- c. Have a signed agreement that addresses the needs of the students in the Avera McKennan Radiologic Technology program to complete an Associates of Arts degree in General Studies or a Bachelor of General Studies Degree in order to sit for the American Registry of Radiologic Technologist's exam to be credentialed as a Registered Radiologic Technician.

III. Academic Program – A.A. in General Studies

- a. Requirements to be completed to earn the A.A. in General Studies are the following:

- i. ENGL 101, Composition I, 3 credits
- ii. ENGL 201, Composition II, 3 credits
- iii. SPCM 101, Fundamentals of Speech, 3 credits
- iv. Mathematics, 3 credits
- v. Natural Sciences, 3-6 credits*
- vi. Social Sciences, 3-6 credits*
- vii. Humanities/Arts, 3-6 credits*

**Three additional credits selected from approved list of courses for Goals #3, #4, or #6 to reach 24 System General Education credits*

- viii. 0-6 elective credits to reach a total of 30 credits from outside of the Radiologic Technology curriculum.

- b. Pathway One: Reverse Articulation (complete the 30 credits from SDSU and then complete the Radiologic Technology program at Avera McKennan School of Radiologic Technology. Transfer the RT program credits back to SDSU for completion of degree.)
 - i. Student must meet admission requirements for AA degree.
 - ii. Student will complete the required AA in General Studies degree courses through SDSU. Then, students will enter the Radiologic Technology program at Avera McKennan School of Radiologic Technology.
 - iii. Upon successful completion of the Radiologic Technology program, the student will transfer back to SDSU and submit the graduation application. At that time, SDSU will accept a block of 30 technical credits in transfer.
 - iv. SDSU will waive the graduation requirement that 8 of the last 16 credits for the Associate's degree be earned as institutional credit.
 - v. Students must meet all other SD Board of Regents and university requirements in order to receive the degree.
 - a. Students must meet the placement requirements in math, English and reading before enrolling in math and English courses. Placement in these courses is determined by ACT, SAT or ACCUPLACER.
- c. Pathway Two: Forward Articulation (complete the Radiologic Technology Program at Avera McKennan and transfer to SDSU to complete the AA in General Studies.)
 - i. Student must meet admission requirements for AA degree.
 - ii. Upon successful completion of the requirements for the Radiologic Technology Program, students may transfer to SDSU to complete the AA in General Studies. At that time, SDSU will accept a block of 30 technical credits from the Radiologic Technology Program. Students must successfully complete the Radiologic Technology Program at Avera McKennan prior to transferring to SDSU for the technical credits to be accepted.
 - iii. Students will complete requirements for the AA in General Studies and any other general education or free elective requirements that remain unsatisfied.
 - iv. Students must meet all SD Board of Regents policies and university graduation requirements in order to receive the degree.
 - 1. Students must meet the placement requirements for math, English and reading before enrolling in math and English courses. Placement in these courses is determined by ACT, SAT or ACCUPLACER scores.

Total number of credits from Avera McKennan: 30

Total number of credits from SDSU: 30

Total credits required: 60

- IV. Academic Program – Bachelor of General Studies
 - a. System General Education Requirements to be completed to earn the Bachelor of General Studies are the following
 - i. ENGL 101, Composition I, 3 credits
 - ii. ENGL 201, Composition II, 3 credits

- iii. SPCM 101, Fundamentals of Speech, 3 credits
 - iv. Social Sciences, 6 credits (from two different disciplines)
 - v. Humanities/Arts, 6 credits (from two different disciplines or two classes in one modern language sequence)
 - vi. Mathematics, 3 credits
 - vii. Natural Sciences, 6 credits
- b. Major Requirements: 48
- At least 33 credits must be upper-division (300 or higher) courses.
- i. GS 490 - Seminar Credits: 3
 - ii. Plan of Study Credits: 45
- Completion of 15 credits in at least 3 of the designated focus areas
20 credits of focus area coursework must be upper division.
- Agriculture/Natural Resource Management (Courses such as animal science, plant science, wildlife and fisheries)
 - Allied Health (Courses such as anatomy, athletic training, health sciences)
 - Business (Courses such as business administration, consumer affairs, economics, ag econ, entrepreneurial studies)
 - Education (Courses such as early childhood education, art education, ag education)
 - Engineering (Courses such as construction management, physics, architecture, and engineering)
 - Fine Arts (Courses such as art, art history, interior design, theater, music)
 - Humanities (Courses such as foreign languages, English, religion, philosophy, mass and speech communication)
 - Social Science (Courses such as anthropology, human development, political science, psychology, sociology)
 - Science/Mathematics (Courses such as biology, chemistry, food science, mathematics)
 - Technology (Courses such as agricultural systems technology, computer science, electrical engineering technology)
 - Wellness (Courses such as health, physical education and recreation, wellness)
- c. Students must meet all SD Board of Regents policies and university graduation requirements in order to receive the degree.
- i. Student must meet admission requirements for degree.
 - ii. Students must meet the placement requirements for math, English and reading before enrolling in math and English courses. Placement in these courses is determined by ACT, SAT or ACCUPLACER scores.

Total number of credits from Avera McKennan: 30

Total number of credits from SDSU: 90

Total credits required: 120

V. Obligations

Both parties agree to confer with each other regarding changes in curricula involved in this articulation agreement as needed.

II. Modification

This agreement may be modified from time to time by South Dakota State University and the Avera McKennan School of Radiologic Technology with approval by the South Dakota Board of Regents. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in the rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to confirm to professional licensure requirements.

III. Effective Date of Agreement: Start date of Fall 2018 at SDSU and Avera McKennan School of Radiologic Technology.

IV. Acceptance of Agreement:

For SDSU:

Dean, College of Arts and Sciences

Date

Provost and Vice President for Academic Affairs

Date

Executive Director, SD Board of Regents

Date

For Avera McKennan School of Radiologic Technology:

Regional President

Date

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs **Consent**

REVISED
AGENDA ITEM: 4 – C (2)
DATE: December 5-7, 2017

SUBJECT

Articulation Agreements – DSU & NSA

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:27](#) – Program to Program Articulation Agreements

BACKGROUND / DISCUSSION

BOR Policy 2:27 establishes requirements for institutions seeking to develop program level agreements for interested transfer students. The policy further establishes the distinction between AA, AS, and AAS degrees which are classified as transferable, terminal, or non-transferable degrees (respectively). However, the AAS is “transferable when a specific degree articulation agreement exists between a given A.A.S. degree and a specific Baccalaureate degree.” Agreements established with regionally accredited institutions must be developed in conjunction with the faculty and must meet all institutional guidelines. The agreements then get monitored as a function of the institutional program review process. Once approved, the agreements apply only at Regental institutions with equivalent programs.

IMPACT AND RECOMMENDATION

To comply with BOR Policy 2:27, Dakota State University requests approval to update three existing articulation agreements previously established with the National Cryptologic School (NCS) of the National Security Agency (NSA). Under these agreements, students who have completed certain NSA-sponsored coursework at NCS-NSA can apply credit toward 1) the Associate of Science in Software Development degree program, 2) the Bachelor of Science in Cyber Operations, or 3) the MS in Applied Computer Science with Specialization in Cyber Operations degree program at DSU.

Board staff recommend approval.

ATTACHMENTS

Attachment I – Articulation Agreement: DSU & NSA – AS in Software Development
Attachment II – Articulation Agreement: DSU & NSA – BS in Cyber Operations
Attachment III – Articulation Agreement: DSU & NSA – MS in Applied Computer Science with Specialization in Cyber Operations

DRAFT MOTION 20171205_4-C(2):

I move to approve the updated articulation agreements between Dakota State University and the National Cryptologic School (NCS) of the National Security Agency (NSA).

PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between the
NATIONAL CRYPTOLOGIC SCHOOL
of the
NATIONAL SECURITY AGENCY

and

DAKOTA STATE UNIVERSITY

Agreement with Respect to Applying for an

**Associate of Science in
Software Development**

I. Parties

The parties to this agreement are the National Cryptologic School (NCS) of the National Security Agency (NSA) and Dakota State University (DSU).

II. Purpose

The purpose of this document is to:

1. Establish a signed articulation agreement that addresses the ~~individual~~ needs of students of the NCS;
2. Recognize the complementary nature of the NSA and DSU programs; and
3. Provide students who have completed certain NSA-sponsored coursework an opportunity to ~~more efficiently~~ earn the DSU Associate of Science degree in Software Development.

III. Academic Program

- A. Requirements to be completed toward the DSU Associate of Science degree in Software Development are outlined in Appendix A.
- B. Students must meet all Board of Regents policies and University ~~admission and graduation~~ requirements for admission and graduation to receive a degree.
- C. The courses in this program are stackable into three DSU B.S. programs including: (1) Computer Science, (2) Network & Security Administration, and (3) Cyber Operations.

Additional Requirements:

1. The DSU Associate of Science degree in Software Development requires the completion of at least 60 credit hours of course work distributed among required general education credits (24), required ~~core~~ content credits (12), articulated credits (21), and ~~required elective credits~~ the 'choose from list' (3).
2. No more than ten (10) years has passed since completion of the course (see Appendix A) to be recorded.
3. The student earned a grade of "P" (Passing) or "S" (Satisfactory) on the course to be recorded.
4. Students must complete a minimum of 15 credits from DSU to meet institutional credits residency requirement for the DSU Associate of Science degree in Software Development.
5. ~~Students admitted to DSU will be charged standard off-campus tuition rates for the duration approved by DSU.~~ Students admitted to DSU will be charged tuition and applicable fees based on their state of residency for the duration of their enrollment.
6. Students will complete the normal application process through DSU including official transcripts from all postsecondary institutions previously attended as well as applicable paperwork from NCS, which will be reviewed in accordance with the parameters specified in Appendix A.


IV. Obligations

Both parties agree to confer ~~with each other~~ on a yearly basis regarding changes in curricula involved in this articulation agreement. Faculty and staff at both institutions will share information on this agreement with interested and qualified students. Both institutions will provide counseling and advising to students and prospective students.

V. Modification

This agreement may be modified ~~from time to time by mutual agreement of~~ as needed by the South Dakota Board of Regents and the NCS. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

VI. Effective Date of Agreement: Start date of Fall 2017

VII. Acceptance of Agreement:**For Dakota State University:**


Dr. Judy L. Dittman
Associate Provost

Date: September 11, 2017



Dr. Scott McKay
Provost & Vice President for Academic Affairs

Date: September 11, 2017

For National Security Agency:

Dr. Leonard T. Reinsfelder
Commandant, National Cryptologic School

Date: _____

Mrs. Monica Johnson
Registrar, National Cryptologic School

Date: _____

Appendix A

I. The DSU Associate of Science in Software Development degree program requirements

System-wide General Education Requirements		24
Required Courses		27
*CIS 275 Web Application Programming I	3	
CIS 332 Structured Systems Analysis & Design	3	
*CIS 484 Database Management Systems	3	
*CSC 105 Introduction to Computers	3	
CSC 150 Computer Science I	3	
*CSC 245 Information Security Fundamentals	3	
CSC 250 Computer Science II	3	
CSC 260 Object Oriented Design	3	
*CSC 363 Hardware, Virtualization, and Data Communication	3	
Choose 9 credits from the following courses		9
CIS 340 Java Programming	3	
CIS 375 Web Application Programming II	3	
CIS 487 Database Programming	3	
CSC 300 Data Structures	3	
CSC 314 Assembly Language	3	
**CSC 328 Operating Environments	3	
** CIS <u>CSC</u> 383 Networking I	3	
MATH 120 Trigonometry	3	
MATH 123 Calculus I	4	
MATH 201 Introduction to Discrete Mathematics	3	
MATH 281 Introduction to Statistics	3	
Total Program Credits		60

JCAC alignment to DSU: 15 Credits*JCAC**

Computer Programming Scripting Dev
 Information Assurance
 Computer Technology
 Intro to Information System Security
 Data Communications

DSU Equivalent

CIS 275 Web Application Programming I (3)
 CIS 484 Database Management Systems (3)
 CSC 105 Introduction to Computers (3)
 CSC 245 Information Security Fundamentals (3)
 CSC 363 Hardware, Virtualization & Data Communic (3)

II. The following courses (12 credits) must be taken from DSU:

- CIS 332 Systems Analysis & Design (3)
- CSC 150 Computer Science I (3)
- CSC 250 Computer Science II (3)
- CSC 260 Object Oriented Design (3)

III. The following 6 credits in the “Choose 9 credits from the following courses” listing will be met through completion of JCAC:

- **CSC 328 Operating Environments (3)
- **~~CIS~~ CSC 383 Networking I (3)
- One additional course (3 credits) must be taken from this list to meet the “credits in residence” requirement.

IV. The 24 credits of general education may be transferred in from regionally accredited institutions. DSU offers students of the NCS a flexible approach to allow them to apply specific work-related training, as defined in this document, toward completion of the degree.**Note:**

- Consult with academic advisor on math requirements for each program.
- Students must complete a minimum of 15 credit hours from Dakota State University to meet institutional residency requirements for an Associate of Science degree.
- Credit earned for college-level courses by validation methods such as Credit by Exam, CLEP, AP, portfolio, etc. will not be considered “credits in residence.”
- To be eligible for “Honors Designation at Graduation” (e.g., “with honor, “with high honor, and “with highest honor”), an associate-level graduate must have completed a minimum of 30 credit hours at DSU.

UNCLASSIFIED

PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between the
NATIONAL CRYPTOLOGIC SCHOOL
of the
NATIONAL SECURITY AGENCY
and
DAKOTA STATE UNIVERSITY

Agreement with Respect to Applying to the

**Bachelor of Science in
CYBER OPERATIONS**

I. Parties

The parties to this agreement are the National Cryptologic School (NCS) of the National Security Agency (NSA) and Dakota State University (DSU).

II. Purpose

The purpose of this agreement is to:

- A. Have a signed articulation agreement that addresses the varying needs of students and complementary nature of the institutions' programs;
- B. Provides increased educational opportunities for students at NSA who have completed NET03200, CYBR3420, or CYBR3422;
- C. Extends and clarify educational opportunities for students;
- D. Provides NSA students who have completed, or who are currently enrolled in, the Joint Cyber Analysis Course (JCAC) and/or the Foundations module (hereafter NCS equivalent CYB03200, or CYBR3422) of the Remote Interactive Operator Training (RIOT) program an opportunity to earn a Bachelor of Science Degree in Cyber Operations.

III. Academic Program

- A. Upon successful completion of the JCAC and RIOT program requirements, Dakota State University will accept ~~50-56~~ 45 credits from NSA prior to transferring to Dakota State University. Students must meet all Board of Regents policies and DSU admission and graduation requirements ~~in order~~ to receive a degree.
- B. Requirements to be completed at Dakota State University to earn a Bachelor of Science degree with a major in Cyber Operations are outlined in Appendix A.

UNCLASSIFIED

Additional requirements:

- ~~1. In accordance with BOR policy 2:28, students must demonstrate satisfactory performance in writing, mathematics, reading and science reasoning as evidenced by receiving a passing score on all sections of the Collegiate Assessment of Academic Proficiency (CAAP) exam.~~
2. Students must successfully complete ~~take~~ the Exit Exam prior to graduation.
3. DSU will waive the graduation requirements that 15 of the last 30 credits for the baccalaureate degree must be earned as institutional credits.
4. DSU will waive the admissions requirement that a student is to provide their high school transcript or GED with scores based on military admissions requirements.
5. DSU allows degree-seeking students who are currently enrolled to earn academic credit for non-traditional learning experiences when those experiences are equivalent to coursework provided at DSU. ~~Credits earned through nationally normed exams (AP, CLEP, DSST, etc.) are accepted. A maximum limit of 30 hours of credit for baccalaureate degrees is accepted. The permanent record will show the equivalent course name and a grade of EX for the specified number of credits.~~ DSU awards credit for external certifications through non-traditional learning. Appendix A contains a non-exhaustive list. Others will be mapped on a case-by-case basis.
6. Credits earned through nationally normed exams (AP, CLEP, DSST, etc.) are accepted. The permanent record will show the equivalent course name and a grade of EX for the specified number of credits.
7. DSU allows transfer of formal classwork from accredited institutions in partial or complete fulfillment of the General Education requirements. ~~The individual applying to the program should request an official NCS transcript be mailed to DSU, following the "Request Official Transcript for Colleges and Universities" process.~~ DSU requires official transcripts from any accredited college or university, or military, or military service-affiliated college office paperwork, for coursework to be transcribed.
8. DSU allows transfer of formal classwork credits from Department of Defense, NCS, as well as other ACE-accredited courses, for equivalency of coursework provided at DSU. The individual applying to the program should request an official NCS transcript be mailed to DSU, following the "Request Official Transcript for Colleges and Universities" process.
9. Students admitted to DSU will be charged standard off-campus tuition rates for the duration approved by DSU.

IV. Obligations

Both parties agree to confer with each other on a yearly basis regarding changes in curricula involved in this articulation agreement.

V. Modification

This agreement may be modified from time to time by the South Dakota Board of Regents and NSA. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement,

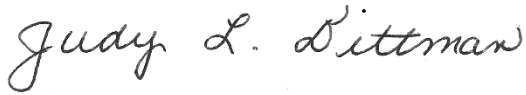
UNCLASSIFIED

except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

VI. Effective Date of Agreement: Start date of the Fall 2015 Terms at NSA and DSU.
Updated Fall 2017

VII. Acceptance of Agreement:

For Dakota State University:



Date: September 21, 2017

Dr. Judy Dittman
Associate Provost



Date: September 21, 2017

Dr. Scott McKay
Provost

For National Security Agency:

Date: _____

Dr. Leonard T. Reinsfelder
Associate Director for Education and Training

Date: _____

Mrs. Lisa Augustyn-Castro
Registrar, National Cryptologic School

UNCLASSIFIED

Appendix A

JCAC and CYBR3422 Transfer credits 27 + 23 = 50 credits 21 + 24 = 45 credits

JCAC → DSU (27 21 credits) :

Computer Technology	= CSC 105 Introduction to Computers (3)
Introduction to Programming	= CSC 150 Computer Science I (3)
C Programming	= CSC 250 Computer Science II (3)
Intro to Information System Security	= CIS CSC 245 IA Information Security Fundamentals (3)
Computer Programming Scripting Dev	= CIS 275 Web Application Programming I (3)
Computer Programming Scripting Dev	= CIS CSC 328 Operating Environments (3)
Data Communications	= CIS CSC 363 HW, Virtualization, & Data Comm (3)
CISCO Routers & Routing Basics	= CIS CSC 383 Networking I (3)
Information Assurance	= CIS 484 Database Management Systems (3)

NOTE: The undergraduate cyber training of those United States Air Force (USAF) members who have not taken JCAC, but rather a comparable USAF training solution, will be evaluated on a case-by-case basis.

CYBR3420 CYBR3422 → DSU (23 24 credits):

Windows module	= CIS 332 Structured Systems Analysis & Design (3) & Free Electives (3)
Unix module	= CIS 375 Web Application Programming II (3) & Free Electives (3)
Networks module	= CIS CSC 385 Networking II (3), & Free Electives (3)
Security module	= CIS 487 Database Programming (3) & Free Electives (3)

Remaining Major program requirements content courses: 30-35 45 credits

<u>CSC 150 Computer Science I</u>	<u>3 credits</u>
<u>CSC 234 Software Security</u>	<u>3 credits</u>
<u>CSC 250 Computer Science II</u>	<u>3 credits</u>
CSC 300 Data Structures	3 credits
CSC 314 Assembly Language	3 credits
CSC 420 Cellular and Mobile Communications	3 credits
CSC 432 Malware Analysis	3 credits
CSC 436 Offensive Network Security	3 credits
<u>CSC 437 Survey of Enterprise Systems</u>	<u>3 credits</u>
CSC 438 Defensive Network Security	3 credits
CSC 444 Reverse Engineering	3 credits
CSC 456 Operating Systems	3 credits
CSC 470 Software Engineering	3 credits
<u>CIS/CSC 300/400 or MATH 123 and above</u>	<u>6 credits</u>
<u>MATH 201 Introduction to Discrete Mathematics</u>	<u>3 credits</u>
<u>MATH 204 Math Structures for Cyber Operations</u>	<u>5 credits*</u>
<u>MATH courses may be transferred in but recommend taking at DSU</u>	

UNCLASSIFIED

Six (6) credit hours of the above 45 credits may be transferred from another regionally accredited institution. Thirty-nine (39) of the above 45 credits must be taken from DSU to meet residency requirements.

General Education/Institutional Graduation Requirement Courses: ~~41-30~~ credits

The following General Education/Institutional Graduation requirements have been met upon completion of JCAC:

CSC 105 Introduction to Computers	3 credits
CSC 150 Computer Science I	3 credits
WEL 100L Wellness Lab	1 credit

General Education Graduation Requirement: 30 credits

The General Education requirement for DSU is 30 credits and includes courses in the six (6) goal categories including 1) Written Communication (6 credits); 2) Oral Communication (3 credits); 3) Social Sciences (6 credits); 4) Arts & Humanities (6 credits); 5) Mathematics (3 credits); and 6) Natural Sciences (6 credits).

Certifications → DSU (credits):

A+	= CIS CSC CSC 363 HW, Virtualization, & Data Communications (3)
Sec+	= CIS CSC CSC 245 IA Information Security Fundamentals (3)
CISSP	= CIS CSC CSC CSC 245 Info Security Fundamentals (3)
Net+	= CIS CSC 383 Networking I (3)
Cisco	= CIS CSC 383 Networking I (3)

The remaining ~~34 credits~~ must meet system general education requirements, in addition to institutional graduation requirements, globalization requirements and writing intensive requirements, and must be selected from the approved list of courses.

~~Remaining mMajor contentcontent~~ credits required at DSU: ~~30-35~~ 39-45

~~Remaining gGeneral eEducation~~ credits required at DSU: ~~34~~ 30

~~Transfer credits from NCS and JCAC: 50-56~~

~~Articulated credits from NSA: 45~~

~~Other (depending on credits transferred in as part of the 45-credit requirement): 0-6~~

~~Total credits required: 120~~

PROGRAM TO PROGRAM ARTICULATION AGREEMENT

Between the
NATIONAL CRYPTOLOGIC SCHOOL
of the
NATIONAL SECURITY AGENCY

and

DAKOTA STATE UNIVERSITY

Agreement with Respect to Applying to the

Master of Science in

APPLIED COMPUTER SCIENCE

With a Specialization in CYBER OPERATIONS

I. Parties

The parties to this agreement are the National Cryptologic School (NCS) of the National Security Agency (NSA) and Dakota State University (DSU).

II. Purpose

The purpose of this document is to:

1. Establish a signed articulation agreement that addresses the individual needs of the students of the NCS;
2. Recognize the complementary nature of the NSA program and the DSU Master of Science in Applied Computer Science degree with a specialization in Cyber Operations;
3. Provide students who have completed certain NSA-sponsored coursework an opportunity to more efficiently earn the DSU Master of Science degree in Applied Computer Science with a specialization in Cyber Operations.

III. Academic Program

- A. Requirements to be completed toward the DSU Master of Science degree in Applied Computer Science with specialization in Cyber Operations are outlined in Appendix A.
- B. Students must meet all Board of Regents policies and university requirements for admission to the graduate program. They must meet all graduation requirements, including a passing score on the exit examination in order to receive a degree.

Additional requirements:

1. The DSU Master of Science degree in Applied Computer Science with specialization in Cyber Operations requires the completion of at least thirty (30) hours of course work distributed among required core courses and specialization courses.
2. Three (3) graduate credits will be awarded for each eighty (80) contact hours of NSA-sponsored coursework, not to exceed twelve (12) credit hours for any given course or combination of courses. No more than ten (10) years may have passed since completion of the training used as a basis for course equivalency.
3. Students will complete the remaining eighteen (18) credit hours as part of the DSU Master of Science in Applied Computer Science with specialization in Cyber Operations program through on-line delivery.
4. Students will complete the normal application process through the DSU Graduate Programs Office including official transcripts from other accredited graduate institutions as well as providing official documentation of applicable coursework from the NCS, which will be reviewed in accordance with the parameters specified in Appendix A.
5. Students admitted to DSU will be charged tuition and applicable fees based on their state of residency for the duration of their enrollment.
6. DSU will maintain metrics on NCS students, to include GPA, plan of study, and overall academic progress.

IV. Obligations

Both parties agree to confer with each other on a yearly basis regarding changes in curricula involved in this articulation agreement. Faculty and staff at both institutions will share information on this agreement with interested and qualified students. Both institutions will provide counseling and advising to students and prospective students.

V. Modification

This agreement may be modified from time to time by the South Dakota Board of Regents and the NCS. Modifications may not diminish the entitlements enjoyed by students who have already attended classes delivered under the terms of earlier versions of the agreement, except in rare instances in which retroactive implementation of modifications may be required to comply with accreditation standards or to conform to professional licensure requirements.

VI. Effective Date of Agreement: Start date of summer 2016 term at the NCS and DSU.

VII. Acceptance of Agreement:

For Dakota State University

Date: _____
Dr. Judy L. Dittman
Associate Provost

Date: _____
Dr. Mark Hawkes
Dean for Graduate Studies & Research

Date: _____
Dr. Stephen Krebsbach
Program Coordinator, Masters of Applied Computer Science

For National Security Agency:

Date: _____
Dr. Leonard T. Reinsfelder
Commandant, National Cryptologic School

Date: _____
Mrs. Monica Johnson
Registrar, National Cryptologic School

Appendix A

- I. The DSU Masters in Applied Computer Science with specialization in Cyber Operations program requirements are as follows:

A. Core classes:

CSC 705 Design of Analysis and Algorithms	3 credits
CSC 710 Structure and Design of Programming Languages	3 credits
CSC 714 Database Systems	3 credits
CSC 718 Operating Systems and Parallel Programming	3 credits
CSC 720 Theory of Computation	3 credits
<u>CSC 722 Machine Learning Fundamentals</u>	<u>3 credits</u>

B. Cyber Operations specialization courses:

CSC 716 Secure Software Engineering	bn3 credits
CSC 748 Software Exploitation	3 credits
INFA 723 Cryptography	3 credits
INFA 751 Wireless Security	3 credits
Elective	3 credits

- II. The following courses must be taken through DSU:

- A. The five (5) core classes listed in Item IA, together totaling fifteen (15) credits;
and
B. One (1) of the Cyber Operations specialization or elective courses listed in Item IB.

- III. The remaining twelve (12) credits may be earned in accordance with the articulation agreement between DSU and the NCS. DSU offers students of the NCS a flexible approach to allow them to apply specific work-related training, as defined in this document, toward completion of the Masters in Applied Computer Science with specialization in Cyber Operations degree:

- A. Twelve (12) graduate credit hours will be granted to enrollees who have completed the Remote Interactive Operator Training (RIOT) program and not previously obtained credit as part of an undergraduate degree program.

- B. Credit for other NCS-sponsored coursework will be granted on a per-course basis within the parameters of this articulation agreement to:
1. Enrollees who have not completed RIOT program; and
 2. Enrollees who have completed the RIOT program but have already applied the credits toward an undergraduate degree.
- C. DSU will grant three (3) graduate credit hours for every eighty (80) NCS contact hours, not to exceed a total of twelve (12) graduate credit hours for specific NCS courses completed within the last ten years as defined in this document. The DSU Masters in Applied Computer Science with specialization in Cyber Operations requires that a minimum of three (3) graduate credits be taken in each of the five (5) categories that map to the DSU courses below:
1. To earn credit for CSC 716, a minimum of eighty (80) aggregate contact hours must be completed from the following list:

CYBR3300	24 hours	
CYBR3400	16 hours	
CYBR3500	16 hours	
CYBR3600	24 hours	
CYBR3700	16 hours	
MATH4330	48 hours	(formerly MA460)
COMP1022	1 hour	(formerly NETO3005)
COMP1023	4 hours	(formerly NETO3006)
CYBR2103	32 hours	(formerly NETO4003)
CYBR2106	36 hours	(formerly NETO4006)
 2. To earn credit for CSC 748, a minimum of eighty (80) aggregate hours must be completed from the following list:

ATNO3271	8 hours	
ATNO4271	8 hours	
ATNO4273	80 hours	(formerly ET273)
ATNO4275	80 hours	
CYBR2400	240 hours	
CYBR3000	40 hours	
CYBR3100	40 hours	
CYBR3810	40 hours	
CYBR4200	40 hours	
CYBR4210	40 hours	
CYBR4500	40 hours	
COMP3500	80 hours	
COMP3510	80 hours	

3. To earn credit for INFA 723, a minimum of eighty (80) aggregate hours must be completed from the following list:

CRYP2650	80 hours	(formerly CA252)
CRYP2700	60 hours	
CRYP3131	80 hours	
CRYP3132	80 hours	
CRYP3133	40 hours	
CRYP3180	160 hours	
CRYP3190	120 hours	
ATNO4253	40 hours	
IAEC1120	8 hours	(formerly ND120)
IAEC2300	2 hours	
IAEC3285	40 hours	(formerly ND285)
IAEC4310	40 hours	(formerly ND310)
MATH3140	200 hours	(formerly MA248)
CYBR2102	32 hours	(formerly NETO4002)
NETW1100	424 hours	
NETW4001	40 hours	
NETW4211	40 hours	
NETW4220	40 hours	

4. To earn credit for INFA 751, a minimum of eighty (80) aggregate hours or three (3) credits must be completed from the following list:

NPGS4745EC	3 credits	
NPGS4770EC	3 credits	
CYBR1030	40 hours	
CYBR1330	32 hours	
CYBR2102	32 hours	
CYBR2400	240 hours	
CYBR2450	520 hours	
CYBR3015	40 hours	
NETA2016	4 hours	
NETA3001	240 hours	(formerly NEX01)
NETW1007	8 hours	
NETW1051	48 hours	
NETW1052	40 hours	
NETW2053	40 hours	
NETW3007	32 hours	
NETW3008	40 hours	(formerly TD2M5)
NETW3009	24 hours	(formerly TD2B1)
NETW3010	40 hours	
NETW3100	40 hours	
NETW3101	72 hours	
NETW3455	32 hours	
NETW4211	40 hours	
NETW4220	40 hours	
NETW4257	32 hours	
NETW4259	40 hours	

SIGC3803MH

160 hours

5. To earn three (3) elective credits (recorded by DSU as CSC 700T), a minimum of eighty (80) aggregate hours or three (3) credits must be completed from the following lists above, excluding any courses applied toward the basic requirements. Alternatively, students may choose a three credit elective from the list of approved electives in the Applied Computer Science program.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – D
DATE: December 5-7, 2017

SUBJECT

Affiliation Agreement – USD & API

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:3](#) – Agreements and Contracts

BACKGROUND / DISCUSSION

Board of Regents Policy 5:3 requires board action on a range of items including “Affiliative agreements and other agreements that provide for joint sponsorship of educational programming for which credit shall be awarded.” To comply with this requirement, the University of South Dakota is requesting to enter into an affiliation agreement with Academic Programs International (API). API, just like any other providers USD is currently affiliated with, would only provide study abroad opportunities to their students (unlike the Direct Exchange agreements, there is no bilateral exchange with the provider). Through the partnership, USD students would gain access to all API program offerings (study, intern, volunteer, etc.). USD students would pay a program fee (for all the services included) directly to API. USD would only charge students for their application fee (\$175) and CISI (international insurance).

IMPACT AND RECOMMENDATION

This agreement will allow USD to expand their study abroad possibilities and increase opportunities for their students.

Board staff recommend approval.

ATTACHMENTS

Attachment I – Affiliation Agreement: USD and Academic Programs International (API)

DRAFT MOTION 20171205_4-D:

I move to approve the affiliation agreement between the University of South Dakota and Academic Programs International (API).



Affiliation Agreement

Between UNIVERSITY OF SOUTH DAKOTA
and ACADEMIC PROGRAMS INTERNATIONAL (API)

A. This agreement is made this _____ day of _____, 20_____, between UNIVERSITY OF SOUTH DAKOTA and ACADEMIC PROGRAMS INTERNATIONAL (hereinafter referred to as API), an educational organization providing study, intern, work, volunteer and teach programs abroad, with its principal office located at 301 Camp Craft Road, Suite 100, Austin, TX 78746.

The purpose of affiliation between University of South Dakota and API is to formally establish a professional relationship between the two parties and define the API programs that University of South Dakota has approved for its students, as well as the corresponding procedures for promotion and enrollment. University of South Dakota approves participation in the following API programs:

- ☐ All API program offerings, including study, intern, teach, volunteer and work abroad programs.
Note: Only the study and intern programs are available for credit through API.
- ☐ All API intern and study abroad programs only.
- ☐ All API study abroad program offerings only.
- ☐ A subset of API programs, to include only the programs listed here:

B. To achieve the goals stated in Section A above, University of South Dakota agrees to:

- provide information to and advise students interested in API's programs abroad;
- certify that the credits earned in the approved API study and/or intern programs are transferable to apply toward a degree program at University of South Dakota;
- evaluate the academic performance and course credit for each student upon successful completion of an API academic program;
- agree to serve as the sponsoring academic institution for financial aid funds for eligible students;
- be responsible for determining financial aid repayment should the student elect to withdraw from classes or an API program prematurely;
- advise participating students that they are subject to the rules and regulations of API while abroad.

C. To achieve the goals stated in Section A above, API will:

FOR STUDY AND INTERN PROGRAMS:

- provide all solicited information (e.g., syllabi, instructors' CVs) needed to confirm that academic courses abroad meet the quality, duration, and content appropriate to the curricula of participating students;

- provide an interactive, online pre-departure orientation; online diagnostic language assessments (where applicable); and online post-program evaluations;
- provide advising and support during the registration or placement process and throughout the term abroad;
- provide an on-site orientation for each program¹, which will address safety, academics, local transportation, housing, cultural adjustment, and more;
- provide additional linguistic tools and resources (where applicable) for each program to further encourage language acquisition;
- inform the home university of any Code of Conduct violations that result in disciplinary actions being taken against students from their institution;
- inform the home university of any incidents (medical or otherwise) that could affect the student's ability to consistently attend courses or to complete the program successfully;
- inform the home university if a student withdraws or considers early departure from an API program during the term;
- provide participating students with fully-screened, API-approved housing, and assist with their other local logistical needs or problems they may encounter while abroad;
- provide highly qualified and trained on-site director(s) upon arrival;
- maintain a comprehensive Emergency Action Plan (EAP) for all API sites, and ensure that all API on-site directors are thoroughly trained and prepared to implement the protocol outlined in the EAP;
- provide cultural activities and excursions (study programs ONLY);
- provide medical and life insurance for each student (including medical evacuation and repatriation), as well as security, political and natural disaster evacuation services;
- provide language tutoring for programs where English is not the language of instruction;
- verify the student(s)' enrollment, including confirmation of the number of credits (study programs), hours worked (intern programs), the location abroad and the term;
- provide an official transcript issued by an accredited university for each student completing a study abroad program (or an internship program when credit is requested by the student and facilitated through a school of record), *upon receipt of payment in full* for each student's term abroad; API agrees to provide written notification of any students who have failed to settle their full program fees prior to the end of the relevant term. *(Note: API will not release transcripts to a student's home institution until all outstanding program fees have been paid in full. All students are advised of and agree to this policy on the API Transcript Release Form prior to their departure.)*
- provide opportunities for a designated representative from University of South Dakota to evaluate and monitor the programs on-site as necessary.

FOR ALL API VOLUNTEER, WORK, AND TEACH PROGRAMS:

- provide online pre-departure orientation information and an online post-program evaluations;
- provide an on-site orientation for each program through a local partner organization;
- inform the home university if a student withdraws from the program during the term;
- provide medical and life insurance for each student (including medical evacuation and repatriation), as well as security, political and natural disaster evacuation services;
- coordinate emergency responses in collaboration with the local partner on-site.

D. Financial arrangements will be handled in the following manner. API will:

- collect payment directly from student participants for all program fees, unless University of South Dakota requests to establish a separate, direct billing agreement for students participating in API programs; should University of South Dakota sign a formal direct billing agreement with API in the future, API will adhere to payment policies outlined in this agreement and issue invoices to the home institution and students accordingly.

¹ Flex-date internship programs will offer an abbreviated on-site orientation in combination with more extensive pre-departure preparation.

- publicly provide costs and fees for the approved programs;
- accept any and all financial aid awards facilitated by the home university and adjust payment deadlines for individual students according to disbursement dates; API will not independently award Title IV aid to any student;
- notify University of South Dakota of any API scholarships awarded to students participating in API programs;
- allow for a per student discount as outlined below for all University of South Dakota students who participate in eligible

API programs. These discounts will be deducted at the time of application from the total amount due.

- Students participating in quarter, semester and academic year study abroad programs students will receive a discount of \$200.
- Students enrolled in summer study abroad programs will receive a discount of \$150.
- Students enrolled in a standalone, credit-bearing internship will receive a discount of \$150.

Students participating in customized programs or API teach, volunteer or work abroad are ineligible to receive per student discounts.

E. University of South Dakota and API agree to designate the following individuals to oversee and facilitate implementation of this affiliation agreement in cooperation with other appropriate administrators within University of South Dakota and API:

Designated Representatives:

For UNIVERSITY OF SOUTH DAKOTA:

Virginija Wilcox
 Assistant Director for Study Abroad & NSE
 Center for Academic and Global Engagement
 Academic Commons, Room 103
 414 East Clark St
 Vermillion, SD 57069
 Telephone: 605-677-3970
 Email: Virginija.Wilcox@usd.edu

For API:

Christie D. Johnson
 Vice President for University Relations, Outreach and Diversity Initiatives
 Academic Programs International
 301 Camp Craft Road, Suite 100
 Austin, TX 78746
 Telephone: 512-600-8900
 Email: Christie.Johnson@apiabroad.com

The University of South Dakota Representative will represent the policies of University of South Dakota to API. The Representative for API will be responsible for representing the policies of API to University of South Dakota. The Representatives will periodically review and evaluate programs and services offered by API.

F. This Agreement does not bind University of South Dakota to use API exclusively, nor does it require a minimum level of participation. This Agreement does not in any way limit the study abroad opportunities available to students from University of South Dakota.

G. The scope of the activities under this Affiliation Agreement shall be determined by the funds regularly available at both institutions. Each party to this agreement shall be responsible for expenses incurred by its employees.

H. Termination of this Affiliation Agreement can be initiated by either party and shall be effective by giving the other party at least one year advance written notice of its intention to terminate, provided that all students enrolled in the programs at the time notice of termination is given shall be permitted to finish their course of study. Termination shall be without penalty. If this agreement is terminated, neither University of South Dakota nor API shall be liable to the other for any monetary or other losses that may result.

I. Neither API nor University of South Dakota will discriminate against any individual based on ethnicity, nationality, ancestry, race, sex, gender identity, creed, age, marital status, sexual orientation, or disability in its admissions decisions, program activities or employment practices.

J. This Agreement depends upon the continued availability of appropriated funds and expenditure authority from the Legislature for this purpose. If for any reason the Legislature fails to appropriate or grant expenditure authority or funds become unavailable by operation of law or federal funds reductions, this Agreement will be terminated by the University of South Dakota. Termination for any of these reasons is not a default by the University of South Dakota nor does it give rise to a claim against the University of South Dakota.

ATTEST:

FOR UNIVERSITY OF SOUTH DAKOTA:

James W. Abbott
President
University of South Dakota

FOR ACADEMIC PROGRAMS INTERNATIONAL:

Christie D. Johnson
Vice President for University Relations, Outreach and Diversity Initiatives
Academic Programs International

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – E
DATE: December 5-7, 2017

SUBJECT

New Site Request: USD BA/BS in Criminal Justice (Online)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:12](#) – Distance Education

[AAC Guideline 2.11](#) – Request to Offer an Existing Degree Program at a New Site

BACKGROUND / DISCUSSION

The University of South Dakota (USD) requests to offer the existing Bachelor of Arts (BA) and Bachelor of Science (BS) programs in Criminal Justice online. USD cites 281 online-only students taking Criminal Justice courses in FY17 as evidence of demand for the online program.

USD is currently the only Regental institution delivering a bachelor's degree in Criminal Justice; South Dakota State University and Black Hills State University offer online minors and Northern State University currently offers an online associate degree.

IMPACT AND RECOMMENDATION

USD does not request new resources and states the off-campus tuition rate will support the program.

USD estimates graduating twenty students per year in the online program after full implementation.

Board Staff recommends approval.

ATTACHMENTS

Attachment I – New Site Request Form: USD BA/BS in Criminal Justice (Online)

DRAFT MOTION 20171205_4-E:

I move to approve USD's request to deliver the Bachelor of Arts (BA) and Bachelor of Science (BS) programs in Criminal Justice through online distance delivery as described in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Site Request

UNIVERSITY:	USD
DEGREE(S) AND PROGRAM:	Criminal Justice Studies, BA and BS
NEW SITE(S):¹	Online
INTENDED DATE OF IMPLEMENTATION:	5/1/2018
CIP CODE:	43.0104
UNIVERSITY DEPARTMENT:	Political Science
UNIVERSITY DIVISION:	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.

James M. Abbott

President of the University

8/8/17

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 major in Criminal Justice Studies online. The University does not request new state resources or new student fees to support online delivery. Self-support tuition revenue will be used to support online delivery. The expanded accessibility and convenience offered through online and site-based delivery will directly respond to the growth in demand for this program. Enrollment has been consistently high over the past four years, with 281 enrollments of online-only students in CJUS courses in FY 2017 (see table below):

Table 1

End of Term Online CJUS Enrollments less On-campus students taking online course by FY (13-17)

			FY14	FY15	FY16	FY17
CJUS/POLS-201-U820T	Intro to Criminal Justice		55	47	54	47
CJUS-334-U820T	Criminal Investigation		18	18	11	25
ANTH/CJUS-335-U820T	Introduction: Forensic Science		55	54	21	22
CJUS-351-U820T	Criminology		16	10	13	20
CJUS-367-U820T	Intro to Research Methods		14	23	31	48
CJUS-425/525-U820T	Police Administration		12	9	23	17
CJUS/POLS-431/531-U820T	Criminal Law		16	24	26	36
CJUS/POLS-429/529-	Courts & Judicial Politics		23	18	18	28

¹ If the request is for a new physical location, include an address for the location.

U820T						
CJUS/POLS-433/533-U820T	Criminal Procedure		32	31	33	38

In fall 2016, there were 128 students enrolled in online Criminal Justice courses. Some of these students are pursuing an online Criminal Justice Studies minor, and others may be interested in pursuing a major or minor. The major is currently offered by USD on campus in Vermillion and at University Center – Sioux Falls, and making this program available for students worldwide will help meet demand and allow students currently taking these courses to complete an approved program.

Given rescheduling efforts at University Center – Sioux Falls during the 2017-18 academic year and the staffing required to offer CJUS 205 and CJUS 489 at this site, the program has proposed offering the major online beginning in fall 2018, which will allow for staffing and scheduling of the necessary courses.

- 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 institution 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. Along with USD, South Dakota State University and Black Hills State University are currently authorized to offer a Criminal Justice Minor online and Northern State University is authorized to offer an Associate’s Degree. USD is the only institution currently authorized to deliver the Bachelor’s Degree in Criminal Justice in any form, and no institution is authorized to deliver the baccalaureate major online. Given the long-standing availability of these courses online through USD, as well as the program’s teaching capacity, this request seeks to accurately reflect the available courses and allow USD distance students to actively pursue a major through distance learning (online).

- 3. Are students enrolling in the program expected to be new to the university or redirected from other existing programs at the university? Complete the table below and explain the methodology used in developing the estimates.**

	Fiscal Years*			
	1 st	2 nd	3 rd	4 th
<i>Estimates</i>	FY 19	FY 20	FY 21	FY 22
Students new to the university	7	13	15	20
Students from other university programs	5	5	0	0
Stop Outs		2	3	3
=Total students in the program at the site	12	23	25	27
Program credit hours (major courses)**	144	276	300	324
Graduates	5	10	15	20
Total Tuition Revenue to the University	\$48,240	\$92,460	\$100,500	\$108,540

*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.

New student numbers are a conservative estimate of prospective students based on enrollment in online CJUS courses over the past several years. Current and prospective students have expressed

the desire to complete the minor in Criminal Justice online. In Spring 2017, 26 students not in close proximity to Vermillion identified themselves to major in Criminal Justice Studies after being reminded several times verbally and in their admission letter that USD is not currently authorized to offer the degree through online media. We assume once we actively recruit new students worldwide, it is reasonable to estimate a significant increase in the number of online majors. The current estimates are very conservative as we have no history of projecting students from other universities who would come to USD for a program, and we assume that five students who are taking CJUS online courses will switch to the online degree program. If USD is able to offer the remaining few courses online, many students would be in the pipeline to complete their program beyond these estimates of new students and those who identified the CJUS major on-campus.

4. What is the perceived impact of this request on existing programs in the Regental system?

There is minimal impact expected. All but two courses required for the major have regularly been offered online in the past, and the anticipated rotation of these courses will allow for some students to complete the major in as little as one year, if desired. Students transferring from existing programs at other SDBOR universities would be able to apply up to 16 credits of equivalent coursework toward the major, but these programs would not stack fully within the BA/BS in Criminal Justice Studies.

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.

Criminal Justice, B.A.	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	30 (-3)		30		
Bachelor of Arts Requirements	33-35				
<i>Subtotal, Degree Requirements</i>	30	30	30	30	
Required Support Courses					
Major Requirements	18	12		12	6
Major Electives	15	15		15	
<i>Subtotal, Requirements of the Proposed Major</i>	33		16		
Minor*	18	18 avail online	18		
Free Electives	7-9				
<i>Total, Degree with Proposed Major</i>	120				
<i>*Minor can be taken online (examples: Health Sciences)</i>					

Criminal Justice, B.S.	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	30 (-3)		30		
Bachelor of Arts Requirements	32-39				
<i>Subtotal, Degree Requirements</i>	30	30	30	30	
Required Support Courses					
Major Requirements	18	12		12	6
Major Electives	15	15		15	
<i>Subtotal, Requirements of the Proposed Major</i>	33		16		
Minor *	18	18 avail online	18		
Free Electives	3-10				
<i>Total, Degree with Proposed Major</i>	120				
<i>*Minor can be taken online (examples: Health Sciences)</i>					

*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.

Criminal Justice (B.A., B.S.)

33 Major Hours, 120 Degree Hours

Students in this major must also complete requirements for a degree in the College of Arts & Sciences.
Departmental Requirements (18 hours)

CJUS 201 - Introduction to Criminal Justice (C) [SGR #3]

CJUS 205 - Information Literacy in the Discipline

CJUS 351 - Criminology

CJUS 431 - Criminal Law (C)

CJUS 433 - Criminal Procedure (C)

CJUS 489 – Capstone

Electives (15 hours)

Any CJUS course not required above may serve as an elective, with a maximum of six internship hours permitted.

Criminal Justice/Double Major

A student majoring in any discipline may obtain a double major in criminal justice by completing 33 semester hours of criminal justice courses as stipulated above.

Students double-majoring in Criminal Justice and Political Science take either CJUS 205 or POLS 205 (but not both) and either CJUS 489 or POLS 489 (but not both), for a combined major totaling 60 credit hours.

6. How will the university provide student services comparable to those available for students on the main campus?

Student services will be provided by a program advisor and existing program support staff, as well as faculty teaching the listed courses. USD has already assigned a faculty member advising Rapid City students additional responsibilities for advising online students; the focus will include more effort to advise students for degree completion online in addition to the Rapid City and Vermillion students. Students will have access to faculty and advisors through telephone, email, and D2L. Appropriate library resources, as well as academic support, are available through distance technology. Finally, technical support will be provided by USD's Information Technology Services department. Help Desk services are available to online learners during the traditional work day, in the evenings, and on the weekends (24/7).

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).

No, this program is not accredited by a specialized 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.

No.

9. Cost, Budget, and Resources related to new courses at the site: Explain the amount and source(s) of any one-time and continuing investments in personnel, professional development, release time, time redirected from other assignments, instructional technology & software, other operations and maintenance, facilities, etc., needed to implement the proposed minor. Complete Appendix B – Budget using the system form.

The program budget is not provided because the courses required for the major are already offered online, with the exception of two courses. These courses (CJUS 205 and CJUS 489) will be added to the rotation for existing faculty. Online delivery will be supported by self-support tuition. The average enrollment in CJUS online courses in Spring 2017 was 28 students. Based on proposed rotations, at anticipated enrollment, the additional courses would generate an estimated \$48,240 in revenue in FY19, including \$20,100 associated with students new to this program. Instructional costs would be met in the short run by continuing assignment of existing faculty (including one full-time lecturer) and with additional adjunct faculty as needed.

The University does not request new state resources or new student fees.

SOUTH DAKOTA BOARD OF REGNETS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – F (1)

DATE: December 5-7, 2017

SUBJECT

New Certificate: USD Certificate in Healthcare Analytics

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:23](#) – Program and Curriculum Approval

[BOR Policy 2:12](#) – Distance Education

[AAC Guideline 2.11](#) – Request to Offer an Existing Degree Program at a New Site

BACKGROUND / DISCUSSION

The University of South Dakota (USD) requests authority to offer an undergraduate certificate in Healthcare Analytics. The certificate is aimed at Health Sciences majors who want to enhance their credentials with specialty knowledge in analytical methods. Healthcare Analytics is the systematic use of data to improve the quality of healthcare delivery and reduce costs. Graduates with this certificate can aid healthcare organizations with decisions including but not related to finding relevant and cost-effective methods to diagnose and treat patients, analyzing disease patterns, and predicting future patient needs. The proposed certificate consists of twelve credit hours of previously approved courses.

USD request authorization to offer the certificate online and at the University Center-Sioux Falls.

IMPACT AND RECOMMENDATION

USD currently has 20 undergraduate certificate programs available. USD does not request new resources to offer the certificate.

Board staff recommend approval of the certificate.

ATTACHMENTS

Attachment I – USD New Certificate Request Form: Healthcare Analytics

DRAFT MOTION 20171205_4-F(1):

I move to approve USD's undergraduate certificate in Healthcare Analytics as presented in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS New Certificate

UNIVERSITY:	USD
TITLE OF PROPOSED CERTIFICATE:	Healthcare Analytics
INTENDED DATE OF IMPLEMENTATION:	2017-2018
PROPOSED CIP CODE:	51.0000
UNIVERSITY DEPARTMENT:	Health Sciences Department
UNIVERSITY DIVISION:	Health Affairs/School of Health 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.

Elizabeth M. Freeburg

8/28/2017

Institutional Approval Signature

Date

President or Chief Academic Officer of the University

1. Is this a graduate-level certificate or undergraduate-level certificate (place an "X" in the appropriate box)?

Undergraduate Certificate ☒

Graduate Certificate ☐

2. What is the nature/purpose of the proposed certificate?

The proposed certificate consists of approved courses already available to all students on-campus and online. The primary enrollees are health sciences majors who take these courses to enhance their knowledge base and employability in health care settings. The certificate will be identified on their academic transcript and make the expertise in health analytics more evident. Skills unique to this certificate include the ability to use analytical methods to help healthcare organizations/systems systematically use and analyze massive amounts of data to identify and trend patient health improvements/regressions, predict future patient service needs, predict and prevent institutional crises, etc. The health systems goals of using analytics includes reducing costs, identifying and solving problems, and making better decisions. The overall goal of analytics is to improve the quality of healthcare delivery.

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 United States Department of Labor Bureau of Labor Statistics identifies that research analysts job outlook for 2014-2024 is much faster than average (30%), with a 2016 median pay of \$79,200 per year.² Data, often gathered from Electronic Medical Records identify gaps in care. Readmission rates can be reduced and length of stay for most frequent diagnoses can be reduced with the appropriate analysis of data and planned action. A radiology department can determine the percentage of X-ray exams that were repeated

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 <https://www.bls.gov/ooh/math/operations-research-analysts.htm>

because of wrong patient positioning on the first exam. The percentage of patients who had an adverse reaction to X-ray dyes can be analyzed. Surgical units might analyze the number and type of complications reported, including specific procedure associated with each complication. Infection occurrences post-surgery may be analyzed to determine if there is greater incidence of infection in patients treated by a specific group of surgeons. The number of deaths related to medical error is a critical indicator all hospitals need to measure, analyze, and plan for improvements.

The use of analytics improves patient care. Healthcare organizations are pressured to improve the clinical quality of care, patient safety, reduce medical error, and control or lower costs. Analytics is the systematic use of data to improve the quality of healthcare delivery and reduce costs. Clinically, it supports comparative effectiveness research to identify the most clinically relevant and cost-effective ways to diagnose and treat patients. In public health settings, professionals analyze disease patterns and track disease outbreaks and transmission. Medical delivery systems are required to analyze massive amounts of data to identify and trend patient health improvements/regressions, predict future patient service needs, predict and prevent institutional crises, etc. The conceptual foundation and accountability of healthcare improvement for quality, safety, and evidence –based outcomes is a critical aspect of the patient experience. Healthcare teams need diverse skills to select and apply appropriate analytic tools for improvement. Analytics is a necessary skill for healthcare professionals and highly integrated into the courses that make up the certificate. Also, the certificate addresses the needs of current healthcare professionals whose previous healthcare education did not include analytics and data management and now desire to take coursework to gain this critical knowledge.

4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?

The primary intended audience for this certificate includes on-campus, off-campus (UCSF), and online health science majors who desire to enhance their knowledge, skills, and abilities while increasing their chances of being hired ahead of less qualified candidates. The certificate is open to any student in any major, but likely will be most attractive to a student choosing a health discipline. A certificate in healthcare analytics will also be attractive to clinical and nonclinical healthcare professionals who need the knowledge and skills in their work setting. The courses are already offered either as required or elective courses as a component of the health sciences major.

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	Credit Hours	New (yes, no)
HSC	360	Technology in Care Delivery (currently included in UCSF rotation)	3	No
HSC	370	Computerized Medical Records & Regulatory Compliance	3	No
HSC	400	Clinical Analytics	3	No
HSC	475	Processes and Outcomes Evaluation	3	No
Subtotal			12	

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.

6. Student Outcome and Demonstration of Individual Achievement.⁴

A. What specific knowledge and competencies, including technology competencies, will all students demonstrate before graduation? *The knowledge and competencies should be specific to the program and not routinely expected of all university graduates.*

1. Define the significant components of an Electronic Health Care Record (EHR) and why it is important.
2. Identify what societal forces, laws, regulations, and procedures govern how the EHR is utilized.
3. Describe how the EHR can be used to improve patient health by documenting patient history, preventative care, vaccinations, etc.
4. Define privacy and security laws and regulations as they apply to the EHR.
5. Evaluate processes to access evidence-based information at the point of care, for decision support and care pathways.
6. Demonstrate the role of healthcare analytics in improving processes.
7. Demonstrate how to create effective analytic indicators
8. Analyze healthcare data.
9. Apply Lean thinking, principles, and tools to a pertinent healthcare problem.
10. Describe how to leverage analytics in quality improvement projects.
11. Explore potential career opportunities benefitting from core informatics knowledge.

B. Complete Appendix A – Outcomes using the system form.

⁴ Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

Healthcare Analytics Certificate				
Individual Student Outcomes and Program Courses				
<p><i>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.</i></p>				
Individual Student Outcome	Program Courses that Address the Outcomes			
	Prefix & Number	Prefix & Number	Prefix & Number	Prefix & Number
Define the significant components of an Electronic Health Care Record (EHR) and why it is important.	HSC 360*	HSC 370*		
Identify what societal forces, laws, regulations and procedures govern how the EHR is utilized.	HSC 360*	HSC 370*		
Describe how the EHR can be used to improve patient health by documenting patient history, preventative care, vaccinations, etc.	HSC 360*	HSC 370*		
Define privacy and security laws and regulations as they apply to the EHR.	HSC 360*	HSC 370*		
Evaluate processes to access evidence-based information at the point of care, for decision support and care pathways.	HSC 360*	HSC 370*		HSC 475*
Demonstrate the role of healthcare analytics in improving processes.			HSC 400*	HSC 475*
Demonstrate how to create effective analytic indicators			HSC 400*	
Analyze healthcare data.			HSC 400*	
Apply Lean thinking, principles, and tools to a pertinent healthcare problem.				HSC 475*
Describe how to leverage analytics in quality improvement projects.			HSC 400*	HSC 475*
Explore potential career opportunities benefitting from core informatics knowledge.	HSC 360*	HSC 370*	HSC 400*	HSC 475*

7. On-line and Off-campus Delivery.⁵

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire certificate at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or seeks authorization to deliver the entire certificate through distance technology (e.g., as an on-line program)?**

	Yes/No	<i>If Yes, list location(s), including the physical address</i>	<i>Intended Start Date</i>
Off-campus	Yes	University Center Sioux Falls 4801 N Career Ave, Sioux Falls, SD 57107	8/20/2018

	Yes/No	<i>If Yes, identify delivery methods</i>	<i>Intended Start Date</i>
Distance Delivery	Yes	015 Internet Asynchronous – Term Based Instruction	1/8/2018

- B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)?**

	Yes/No	<i>If Yes, identify delivery methods</i>	<i>Intended Start Date</i>
Distance Delivery	No		
Delivery Method (if applicable)			

⁵ 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 5-7, 2017

SUBJECT

New Certificate: DSU Certificates in Cybersecurity, Network Services, & Software Development

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:23](#) – Program and Curriculum Approval

[BOR Policy 2:12](#) – Distance Education

[AAC Guideline 2.11](#) – Request to Offer an Existing Degree Program at a New Site

BACKGROUND / DISCUSSION

Dakota State University (DSU) requests authority to offer undergraduate certificates in Cybersecurity, Network Services, and Software Development.

The certificates target traditional age students unsure of committing to a full bachelor's programs and non-traditional students seeking high demand workforce skills. Graduates of these certificate programs will receive entry-level skills and experience leading to careers as computer scientists, software engineers, programmers, security specialists, and other computing professionals. All three of the certificates stack to associate and bachelor's degree programs, providing certificate holders with options for additional higher education in addition to applicable workforce skills. The proposed certificates consist of twelve credit hours each and include previously approved courses.

DSU requests authorization to offer the certificates online and at the UC-Sioux Falls.

IMPACT AND RECOMMENDATION

DSU currently has 17 undergraduate certificate programs available. DSU does not request new resources to offer the certificates.

Board staff recommend approval of the certificates.

ATTACHMENTS

Attachment I – DSU New Certificate Request Form: Cyber Security

Attachment II – DSU New Certificate Request Form: Network Services

Attachment III – DSU New Certificate Request Form: Software Development

DRAFT MOTION 20171205_4-F(2):

I move to approve DSU's undergraduate certificates in Cybersecurity, Network Services, and Software Development as presented.



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:	DSU
TITLE OF PROPOSED CERTIFICATE:	Cybersecurity
INTENDED DATE OF IMPLEMENTATION:	Fall 2018
PROPOSED CIP CODE:	11.1003 Computer & Info Systems Security/Information Assurance
UNIVERSITY DEPARTMENT:	
UNIVERSITY DIVISION:	Beacom College of Computer & Cyber 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.

Institutional Approval Signature

President or Chief Academic Officer of the University

11/27/2017

Date

1. Is this a graduate-level certificate or undergraduate-level certificate (place an "X" in the appropriate box)?

Undergraduate Certificate ☒

Graduate Certificate ☐

2. What is the nature/purpose of the proposed certificate?

The purpose for this undergraduate certificate is to prepare trained computer scientists, software engineers, programmers, and other computing professionals at the pre-baccalaureate level. This certificate gives the pre-baccalaureate student in-depth, hands-on experience in the

theory and application of cybersecurity. The format of this certificate allows for the accumulation of a specific set of courses to constitute a degree of content mastery and provide an area of academic specialization. With the ubiquitous presence of websites, mobile apps, and mission-critical data management systems, more people need to be prepared in cybersecurity on every level; pre-baccalaureate, baccalaureate, master's and doctoral level.

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

Given the rapidly expanding internet of things and the plethora of devices hooked to the internet, with this credential learners will develop strategic knowledge of security models, risk assessment, secure systems development, crisis management, and legal, regulatory, and compliance issues. Students also gain tactical knowledge by examining access control, encryption, network security, and social engineering. This certificate assists in accomplishing the following tasks: (a) helps create lifelong learners (as the workforce expects an increasingly diverse and changing set of skills, students are going back to school to upgrade their credentials). (b) creates educational success; some estimates suggest one third of the people who get a certificate will go on to get a two- or four-year degree², and some will get a certificate after they get a two- or four-year degree; (c) aligns DSU curriculum to workforce needs producing graduates with tangible, workforce-ready skill sets; and (d) allows DSU to meet its mission as a leader in the computer and cyber sciences.

According to the Bureau of Labor Statistics, the rate of growth for jobs in information security is projected at 37% nationally from 2012-2022 which is much faster than the average for all other occupations. For many professionals currently in the cybersecurity field, they learned the necessary skills through certificate programs and in-the-field training versus degree programs. "They didn't always teach security in college," explained Dave Lemaire, Senior Director of Technical Operations at Dyn.³

4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?

There are two intended audiences: (1) learners poised to graduate from high school who do not see college or other education as an immediate option; and (2) older learners who seek workforce entry or advantage after being out of the educational environment for a while.

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):²

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 <https://www.insidehighered.com/news/2012/06/06/certificates-are-misunderstood-credentials-pay-mostly-men>

³ <https://www.monster.com/career-advice/article/future-of-cybersecurity-jobs>

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.

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
CSC	150	Computer Science I	3	No
CSC	234	Software Security	3	No
CSC	245	Information Security Fundamentals	3	No
CSC	250	Computer Science II	3	No
Subtotal			12.0	

6. Student Outcome and Demonstration of Individual Achievement.³

- 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.*

Competencies and intended outcomes from this certificate include developing skills and principles in: (a) problem solving, algorithm development, design, and programming concepts; (b) sequence, selection, repetition, functions, and arrays; (c) attack methodologies and techniques that lead to software vulnerabilities; (d) information assurance, with emphasis on current threats and vulnerabilities; and (e) information security plans to mitigate risk.

- B. Complete Appendix A – Outcomes using the system form.** *Outcomes discussed below should be the same as those in Appendix A.*

Graduates of this program are expected to achieve these learning outcomes:

- Acquire a working knowledge of information security and assurance issues and develop an understanding of security policies, models, and mechanisms for confidentiality, integrity, and availability;
- Understand compiled and web-based software to illustrate attack methodologies and techniques that lead to software vulnerabilities that violate fundamental security principles;
- Develop skills in problem solving, algorithm development, design, and programming concepts;

7. Delivery Location.⁴

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?**

	Yes/No	Intended Start Date
On campus	Yes	Fall 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
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³ Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

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.

Off campus	Yes	University Center, Sioux Falls	Fall 2018
	Yes/No	<i>If Yes, identify delivery methods⁵</i>	<i>Intended Start Date</i>
Distance Delivery (online/other distance delivery methods)	Yes	Online	Fall 2018

B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)? ⁶

	Yes/No	<i>If Yes, identify delivery methods</i>	<i>Intended Start Date</i>
Distance Delivery (online/other distance delivery methods)			

8. Additional Information: *Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.*

Courses in this certificate program meet either core or elective requirements into the A.S. in Network & Security Administration and Cybersecurity & Intelligence DSU is proposing as well as the B.S. in Computer Science, Cyber Operations, and Network & Security Administration.

⁵ Delivery methods are defined in [AAC Guideline 5.5](#).

⁶ This question responds to HLC definitions for distance delivery.

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
Acquire a working knowledge of information security and assurance issues and develop an understanding of security policies, models, and mechanisms for confidentiality, integrity, and availability	CSC 245		
Understand compiled and web-based software to illustrate attack methodologies and techniques that lead to software vulnerabilities which violate fundamental security principles	CSC 234		
Develop skills in problem solving, algorithm development, design, and programming concepts	CSC 150	CSC 250	

Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC 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:	DSU
TITLE OF PROPOSED CERTIFICATE:	Certificate in Network Services
INTENDED DATE OF IMPLEMENTATION:	Fall 2018
PROPOSED CIP CODE:	11.0901 Computer Systems Networking and Telecommunications
UNIVERSITY DEPARTMENT:	
UNIVERSITY DIVISION:	Beacom College of Computer & Cyber 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.

Institutional Approval Signature

President or Chief Academic Officer of the University

11/27/2017

Date

1. Is this a graduate-level certificate or undergraduate-level certificate (place an "X" in the appropriate box)?

Undergraduate Certificate ☒

Graduate Certificate ☐

2. What is the nature/purpose of the proposed certificate?

The first and main purpose for this undergraduate certificate is to better prepare society by producing more trained computer scientists, software engineers, programmers, and other computing professionals at the pre-baccalaureate level. This certificate gives the pre-

baccalaureate student in-depth, hands-on experience in the theory and application of network services. The format of this certificate allows for the accumulation of a specific set of courses to constitute a degree of content mastery and provide an area of academic specialization. This certificate provides an adjunct area of study to the student's internship or applied experience. With the ubiquitous presence of websites, mobile apps, and mission-critical data management systems, we need people prepared on every level: pre-baccalaureate, baccalaureate, master's and doctoral level.

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

Computer networking is a fundamental tool in today's world, and serves as a medium of communication, business, entertainment and sharing information and resources between thousands of users. Business and government agencies around the world save millions of dollars and a considerable amount of time by having their offices and personnel across the world linked through networks. Professionals in the field of networking are responsible for designing and maintaining networks. They are also responsible for implementing security measures that deter hackers, protecting information on the network, and troubleshooting. Through the computer network services certificate program, students learn the fundamental aspects of troubleshooting, networking, and network security. With the emergence of the internet of things and the many devices hooked to the internet, there is a need for professionals who can manage and troubleshoot digital networks. In addition, this certificate accomplishes at least five important tasks: (a) helps create lifelong learners. As the workforce expects an increasingly diverse and changing set of skills, students are going back to school to upgrade their credentials; (b) creates educational success; some estimates suggest one third of the people who get a certificate will go on to get a two- or four-year degree², while others will get a certificate after they get a two- or four-year degree; (c) aligns DSU curriculum to workforce needs by producing graduates with tangible, workforce-ready skill sets; and (d) allows DSU to meet its mission as a leader in the computer and cyber sciences.

Employment of network administrators in the computer systems design and related services industry is projected to grow 20 percent nationally from 2016 to 2026. The increasing adoption of cloud services by small and medium-sized businesses that do not have their own dedicated IT departments could increase the demand for network and computer systems administrators within this industry. Growth also is expected as the use of IT in healthcare increases.³

The median annual wage for network and computer systems administrators with a bachelor's degree was \$79,700 in May 2016.⁴ According to the SDBOR Occupational Wages Dashboard, Network and Computer Systems Administrators in South Dakota had an average annual salary of \$61,570.⁵ The SDBOR Employment Projections Dashboard shows a base year employment

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 <https://www.insidehighered.com/news/2012/06/06/certificates-are-misunderstood-credentials-pay-mostly-men>

³ <https://www.bls.gov/ooh/computer-and-information-technology/network-and-computer-systems-administrators.htm#tab-6>

⁴ <https://www.bls.gov/ooh/computer-and-information-technology/network-and-computer-systems-administrators.htm#tab-5>

for Computer User Support Specialist (certificate or similar) of 1,690 and projected employment of 1,870 for an 11% change. The average annual openings for this position is 40.⁶

4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?

There are two intended audiences: (a) learners poised to graduate from high school who do not see college or other education as an immediate option; and (b) older learners who seek workforce entry or advantage after being out of the educational environment for a period of time.

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):²

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
CSC	150	Computer Science I	3	No
CSC	328	Operating Environments	3	No
CSC	383	Networking I	3	No
CSC	385	Networking II	3	No
Subtotal			12.0	

6. Student Outcome and Demonstration of Individual Achievement.³

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.*

Competencies and intended outcomes from this certificate include: (a) developing skills in specific topics including sequence, selection, repetition, functions, and arrays; (b) resolving IT system problems to meet the needs of users by applying troubleshooting methods; (c) understanding LAN topologies, media choices, protocols and transmission techniques; and (d) learning technical networking essentials in the development, maintenance, and use of e-commerce sites.

B. Complete Appendix A – Outcomes using the system form. *Outcomes discussed below should be the same as those in Appendix A.*

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.

⁵ Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.” <https://www.sdbor.edu/dashboards/Pages/Occupational%20Wages.aspx> – Do not use IE as browser (Show occupations by specific occupation, then Network & Computer Systems Administrators)

⁶ <https://www.sdbor.edu/dashboards/Pages/Employment-Projections-Dashboard.aspx> - Do not use IE as browser. (Show Bars as: Occupations; then Occupational Category Filter as Computer, Mathematical; then choose South Dakota. Data is for Computer User Support Spec.)

Graduates of this program are expected to achieve these learning outcomes:

- Develop skills in problem solving, algorithm development, design, and programming concepts;
- Understand the role of the operating system in computer operations;
- Understand LAN planning, installation, and problem determination procedures;
- Understand the technical networking essentials of the development, maintenance and use of e-commerce sites.

7. Delivery Location.⁴

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?

	Yes/No	Intended Start Date
On campus	Yes	Fall 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	Yes	University Center, Sioux Falls	Fall 2018

	Yes/No	If Yes, identify delivery methods ⁵	Intended Start Date
Distance Delivery (online/other distance delivery methods)	Yes	Online	Fall 2018

- B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)? ⁶

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)			

8. **Additional Information:** Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.

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.

⁵ Delivery methods are defined in [AAC Guideline 5.5](#).

⁶ This question responds to HLC definitions for distance delivery.

Courses in this certificate program meet either core or elective requirements into the Network & Security Administration (A.S. & B.S.) degrees as well as the B.S. in Computer Science and Cyber Operations.

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
Develop skills in problem solving, algorithm development, design, and programming concepts	CSC 150		
Understand the role of the operating system in computer operations	CSC 328		
Understand LAN planning, installation, and problem determination procedures	CSC 383		
Understand the technical networking essentials of the development, maintenance and use of e-commerce sites.	CSC385		

Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC 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:	DSU
TITLE OF PROPOSED CERTIFICATE:	Certificate in Software Development
INTENDED DATE OF IMPLEMENTATION:	Fall 2018
PROPOSED CIP CODE:	
UNIVERSITY DEPARTMENT:	
UNIVERSITY DIVISION:	Beacom College of Computer & Cyber 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.

Institutional Approval Signature

President or Chief Academic Officer of the University

11/29/2017

Date

- 1. Is this a graduate-level certificate or undergraduate-level certificate (place an "X" in the appropriate box)?**

Undergraduate Certificate ☒

Graduate Certificate ☐

- 2. What is the nature/purpose of the proposed certificate?**

The primary purpose for this undergraduate certificate is to better prepare society by producing more trained computer scientists, software engineers, programmers, and other computing professionals at the pre-baccalaureate level. This certificate gives the pre-baccalaureate student introductory theory and application knowledge of software development. The format of this certificate allows for the accumulation of courses to constitute a degree of content mastery and provide an area of academic

specialization. With the ubiquitous presence of websites, mobile apps, and mission-critical data management systems, there is a need to prepare people on every level including pre-baccalaureate, baccalaureate, masters and doctoral levels.

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

Software developers are the creative minds behind computer programs. Some develop the applications that allow people to do specific tasks on a computer or another device. Others develop the underlying systems that run the devices or that control networks. Certificate programs in software development are increasingly relevant and useful as students have begun concentrating more on skills needed in the workforce. Employers, in turn, are placing more emphasis on specialized skills. We see this certificate as accomplishing the following tasks: (a) create educational success. Some estimates suggest one third of the people who get a certificate will go on to get a two- or four-year degree, while others get a certificate after they get a two- or four-year degree;² (b) assists DSU in meeting its mission as a leader in the computer and cyber sciences.

Employment of software developers is projected to grow 24 nationally percent from 2016 to 2026, much faster than the average for all occupations. Employment of applications developers is projected to grow 30 percent, and employment of systems developers is projected to grow 11 percent. The main reason for the growth in both applications developers and systems developers is a large increase in the demand for computer software. The need for new applications on smart phones and tablets will help increase the demand for applications software developers. The health and medical insurance and reinsurance carrier's industry will need innovative software to manage new healthcare policy enrollments and administer existing policies digitally. As the number of people who use this digital platform increases over time, demand for software developers will grow.³ The median annual wage for software developers (B.S. prepared) was \$102,280 in May 2016.⁴

4. Who is the intended audience for the certificate program (including but not limited to the majors/degree programs from which students are expected)?

There are two intended audiences: (a) learners poised to graduate from high school who do not see college or other education as an immediate option; and (b) older learners who seek workforce entry or advantage after being out of the educational environment for a period of time.

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):⁵

Prefix	Number	Course Title (add or delete rows as needed)	Credit Hours	New (yes, no)
CSC	150	Computer Science I	3	No
CSC	234	Software Security	3	No
CSC	250	Computer Science II	3	No
CSC	260	Object Oriented Design	3	No
Subtotal			12.0	

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 <https://www.insidehighered.com/news/2012/06/06/certificates-are-misunderstood-credentials-pay-mostly-men>

³ <https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm#tab-6>

⁴ <https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm#tab-5>

6. Student Outcome and Demonstration of Individual Achievement.²

- 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.*

Competencies and intended outcomes from this certificate: (a) develop skills in problem solving, algorithm development, design, and programming concepts; (b) become proficient in object-oriented programming methodologies, including Unified Modeling Language (UML); and (c) hands-on exercises in compiled and web-based software to understand software vulnerabilities.

- B. Complete Appendix A – Outcomes using the system form.** *Outcomes discussed below should be the same as those in Appendix A.*

Graduates of this program are expected to achieve these learning outcomes:

- Develop skills in problem solving, algorithm development, design, and programming concepts;
- Understand compiled and web-based software to illustrate attack methodologies and techniques that lead to software vulnerabilities that violate fundamental security principles.
- Understands object-oriented programming methodologies.

7. Delivery Location.³

- A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?**

	Yes/No	Intended Start Date
On campus	Yes	Fall 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	Yes	University Center, Sioux Falls	Fall 2018

	Yes/No	If Yes, identify delivery methods ⁴	Intended Start Date
Distance Delivery (online/other distance delivery methods)	Yes	Online	Fall 2018

- B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)?⁵**

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery (online/other distance delivery methods)			

² Board Policy 2:23 requires certificate programs to “have specifically defined student learning outcomes.”

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.

⁴ Delivery methods are defined in [AAC Guideline 5.5](#).

⁵ This question responds to HLC definitions for distance delivery.

- 8. Additional Information:** *Additional information is optional. Use this space to provide pertinent information not requested above. Limit the number and length of additional attachments. Identify all attachments with capital letters. Letters of support are not necessary and are rarely included with Board materials. The University may include responses to questions from the Board or the Executive Director as appendices to the original proposal where applicable. Delete this item if not used.*

All courses in this certificate program meet either core or elective requirements and are stackable into the A.S. in Software Development, A.S. in Network & Security Administration as well as the B.S. in Computer Science, Cyber Operations, and Network & Security Administration degrees.

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
Develop skills in problem solving, algorithm development, design, and programming concepts	CSC 150	CSC 250	
Understand compiled and web-based software to illustrate attack methodologies and techniques that lead to software vulnerabilities that violate fundamental security principles	CSC 234		
Understands object-oriented programming methodologies	CSC 260		

Expand the table as necessary to include all student outcomes. Outcomes in this table are to be the same ones identified in the text.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – G
DATE: December 5-7, 2017

SUBJECT

New Specialization: SDSU Data Science Specialization in the BS in Mathematics

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:23](#) – Program and Curriculum Approval

BACKGROUND / DISCUSSION

South Dakota State University (SDSU) requests authority to offer a specialization in Data Science within the Bachelor of Science (BS) in Mathematics. The specialization draws upon a wide range of data science centered mathematics, statistics, and statistical computation courses. SDSU notes that graduates with data science training are in high demand in a variety of industries; graduates will also be prepared for additional graduate studies in data science (including SDSU's MS in Data Science). SDSU is not requesting any new courses as part of this proposal.

IMPACT AND RECOMMENDATION

Board approval of a specialization within a major is required as specializations appear on transcripts. SDSU currently has one other specialization within the BS in Mathematics (Teaching Specialization). SDSU is not requesting new resources to offer the specialization.

Board staff recommend approval of the specialization.

ATTACHMENTS

Attachment I – SDSU New Specialization Request Form: Data Science Specialization in the BS in Mathematics

DRAFT MOTION 20171205_4-G:

I move to approve SDSU's Data Science Specialization in the Bachelor of Science (BS) in Mathematics program as presented in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

New Specialization

UNIVERSITY:	SDSU
TITLE OF PROPOSED SPECIALIZATION:	Data Science
NAME OF DEGREE PROGRAM IN WHICH SPECIALIZATION IS OFFERED:	Mathematics (B.S.)
INTENDED DATE OF IMPLEMENTATION:	2018-2019 Academic Year
PROPOSED CIP CODE:	27.0501
UNIVERSITY DEPARTMENT:	Mathematics & Statistics
UNIVERSITY DIVISION:	Jerome J. Lohr College of Engineering

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

Barry H. Dunn

Institutional Approval Signature

President or Chief Academic Officer of the University

10/17/2017

Date

1. Level of the Specialization:

Baccalaureate ☒ Master's ☐ Doctoral ☐

2. What is the nature/purpose of the proposed specialization?

SDSU requests authorization to offer a Data Science Specialization in the B.S. in Mathematics. The proposed Data Science Specialization will draw upon the wide range of data-science-centered mathematics, statistics, and statistical computation courses created over the past several years by the Department of Mathematics and Statistics as it has developed a strong regional and national presence in the field of data science. The specialization will offer students an exceptionally strong undergraduate preparation in the field of data science that will prepare them either for direct entry into the workforce or for entry into competitive graduate programs in data science or related disciplines. In particular, it will allow students to transition seamlessly into SDSU's M.S. in Data Science program, which is now in its fourth successful year of operation.

Graduates of the M.S. in Data Science program are in high demand, as are graduates of the B.S. in Mathematics. The Department has advised undergraduate students interested in data science careers to complete elective coursework within the Mathematics major focused on this pathway. This pathway has been offered for several years. The Department is now certain that student and employer demand for this area is high, and that it is possible to offer a high quality data science education at the undergraduate level. Consequently, this proposal will convert this existing pathway to a Data Science Specialization within the B.S. in Mathematics program.

The University does not request new state resources. No new courses are being requested as part of this proposal.

3. Provide a justification for the specialization, including the potential benefits to students and potential workforce demand for those who graduate with the credential.¹

The Bureau of Labor Statistics does not record employment projections under the job title of “Data Scientist.” However, data scientists and data science skills are in high demand within many occupations. Evidence of the substantial, wide-spread demand for data science skills is abundant.

- The first major report to this effect came from McKinsey in 2011 when it published its study *Big data: The next frontier for innovation, competition, and productivity* which predicted that by 2018 “140,000-190,000 more deep analytical talent positions, and 1.5 million more data-savvy managers are needed to take full advantage of big data in the United States.”²
- Since then, a steady flow of reports and articles from the likes of the Harvard Business Review, Forbes, Glassdoor, CareerCast, and InfoWorld continued to confirm the substantial, ongoing shortage of skilled data scientists. For example, Glassdoor rated Data Scientist the best job in the nation in both 2016 and 2017 based on the number of job openings, the job satisfaction rating, and the median annual base salary, while a new study by CareerCast.com found that Data Science jobs have the best growth potential over the next seven years.³
- Most recently (2017), IBM’s *The Quant Crunch: How the Demand for Data Science Skills is Disrupting the Job Market* projected that by 2020 the number of annual job openings for all data savvy professionals in the U.S. will increase by 364,000 openings to 2,720,000.⁴
- Finally, placing this extraordinary demand for data scientists in a broader context of demand in the Mathematical Sciences Occupations is the most recent available (2016) Conference Board/Wall Street Journal Labor Shortages Index, in which the Mathematical Sciences Occupations trail only Occupational/Physical Therapy Assistants in terms of demand for qualified employees outstripping supply.⁵ Much of this demand comes in the form of demand for data scientists.

Employers of recent graduates who have emphasized data science in their program of study include Allianz, Amazon, Bancorp, Bluestem Brands, Cabela's, CAPITAL Card Services, Cargill, Citibank, Clickrain, Cornerstone Bank, Cortrust Bank, Dacotah Bank, Daktronics, Deloitte, Experian, First Bank and Trust, First National Bank of Omaha, First Premier Bank, Great West Casualty, Impact Radius, MARTA, Meta Payment Systems, Microsoft, Midland National Life, Mutual of Omaha, Optum, Plains Commerce Bank, POET, Premier Bankcard, Premier, Inc., Raven Industries, Reliamax, Sanford Health, Sanford Research, SD PUC, Target Corporation, The World Bank, US Census Bureau, Weather Analytics, and Wells Fargo.

Job titles of these students are extremely varied, including Actuary, Advanced Analytics Consultant, Analyst, Analytics Leader, Analytics Manager, BP&A Lead Analyst, Business Analyst, Business Intelligence Analyst, Business Risk Analyst, Chief Data Scientist, Contract Analyst, Credit Analyst, Credit Risk Analyst, Credit Risk Manager, Data Analyst, Data Engineer, Data Science Director, Data Scientist, Decision Support Developer, Director of Decision Analytics, Financial Analyst, Portfolio Analyst, Risk Analyst, Statistician, and Vice President of Analytics.

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.mckinsey.com/business-functions/digital-mckinsey/our-insights/big-data-the-next-frontier-for-innovation>

³ https://www.glassdoor.com/List/Best-Jobs-in-America-LST_KQ0,20.htm

⁴ <https://www.ibm.com/analytics/us/en/technology/data-science/quant-crunch.html>

⁵ http://graphics.wsj.com/table/LABORSHORTAGEINDEX_0419

Many others have gone on to graduate programs in data science, statistics, mathematics, or closely related areas. Particularly popular choices of these graduates have been the M.S. in Data Science, M.S. in Statistics, M.S. in Mathematics, and Ph.D. in Computational Science and Statistics.

4. List the proposed curriculum for the specialization (including the requirements for completing the major – *highlight courses in the specialization*):

Mathematics (B.S.) – Data Science Specialization	Credit Hours	Credit Hours	Percent
System General Education Requirements	32		
Subtotal, Degree Requirements		32	27%
Major Requirements	31		
Mathematics – Data Science Specialization Requirements	30		
Required Support Courses	3		
Subtotal, Program Requirements		64	53%
General Electives		24	20%
Degree Total ⁶		120	100%

System General Education Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
		Student Choice (SGR #1)	3	No
		Student Choice (SGR #1)	3	No
		Student Choice (SGR #2)	3	No
		Student Choice (SGR #3)	3	No
		Student Choice (SGR #3)	3	No
		Student Choice (SGR #4)	3	No
		Student Choice (SGR #4)	3	No
MATH	123	Calculus I (SGR #5)	4	No
INFO	101	Introduction to Informatics (SGR #6)	3	No
Select <u>one</u> of the following courses (SGR #6): PHYS 111-111L Introduction to Physics I and Lab (4) OR PHYS 211-211L University Physics I and Lab (4) OR CHEM 106-106L Chemistry Survey and Lab (4) OR CHEM 112-112L General Chemistry I and Lab (4) OR BIOL 151-151L General Biology I and Lab (4)			4	No
Subtotal			32	

Major Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
MATH	198	The Mathematics Profession	1	No

⁶ 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.

MATH	125	Calculus II	4	No
MATH	225	Calculus III	4	No
MATH	230	Sophomore Seminar	1	No
MATH	253	Logic, Sets, and Proof	3	No
MATH	315	Linear Algebra	4	No
MATH	321	Differential Equations	3	No
MATH	401	Senior Capstone and Advanced Writing	2	No
MATH	413	Abstract Algebra I	3	No
MATH	425	Real Analysis I	3	No
STAT	382	Probability and Statistics I	3	No
Subtotal			31	

Mathematics - Data Science Specialization Requirements

Prefix	Number	Course Title	Credit Hours	New (yes, no)
Select <u>30</u> credits from the following courses:				
CSC	250	Computer Science II	3	No
CSC	300	Data Structures	3	No
CSC	319	Parallel Computing	3	No
MATH	475	Operations Research	3	No
STAT	383	Geospatial Data Analysis	3	No
STAT	410	SAS Programming	3	No
STAT	415	R Programming	3	No
STAT	445	Nonparametric Statistics	3	No
STAT	451	Predictive Analytics I	3	No
STAT	453	Applied Bayesian Statistics	3	No
STAT	460	Time Series Analysis	3	No
STAT	482	Probability and Statistics II	3	No
Subtotal			30	

Supporting Coursework

Prefix	Number	Course Title	Credit Hours	New (yes, no)
CSC	150	Computer Science I	3	No
Subtotal			3	

Total number of hours required for completion of specialization	30
Total number of hours required for completion of major	64
Total number of hours required for completion of degree	120

5. Delivery Location⁷

A. Complete the following charts to indicate if the university seeks authorization to deliver the entire program on campus, at any off campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or deliver the entire program through distance technology (e.g., as an on-line program)?

⁷ The Higher Learning Commission (HLC) and Board of Regents policy requires approval for a university to offer programs off-campus and through distance delivery.

	Yes/No	Intended Start Date
On campus	Yes	Summer 2018

	Yes/No	If Yes, list location(s)	Intended Start Date
Off campus	No		

	Yes/No	If Yes, identify delivery methods ⁸	Intended Start Date
Distance Delivery	No		

B. Complete the following chart to indicate if the university seeks authorization to deliver more than 50% but less than 100% of the certificate through distance learning (e.g., as an on-line program)?⁹

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	Yes	Online	2018-2019 AY

Currently, 60% (73 out of 120 credits) of the Data Science Specialization are available online. Currently online courses include all SGR's except INFO 101 (29 total credits); MATH 125, 225, and 321 (11 credits); STAT 410 and 415 (6 credits); CSC 150 (3 credits), and; General Electives (24 credits). It is possible that 11 or more additional credits of specialization courses could be delivered online in the future.

⁸ Delivery methods are defined in [AAC Guideline 5.5](#).

⁹ This question responds to HLC definitions for distance delivery.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – H
DATE: December 5-7, 2017

SUBJECT

Academic Calendar Definitions & Update

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:6](#) – Academic Calendars

BACKGROUND / DISCUSSION

During the [April 2017](#) AAC meeting, the council discussed a number of issues related to common definitions for the common academic calendars. As background, the Board of Regents routinely approves a set of academic calendars for the Regental system, and most recently at the [August 2016](#) meeting, the slate of calendars were extended out through the 2015-26 academic year.

Following a discussion of “Non-class day” activities during their [October 2016](#) meeting, two separate inquiries emerged regarding what activities could be required by students during non-class days. First, whether regularly scheduled activities are allowed during the week of spring break, or whether final examinations can continue to occur beyond the final day of the semester. Both situations occurred either in online or off-campus centers, which clearly begins to blur the lines of traditional campus activities which have guided many of the conversations related to the Academic Calendar.

The current academic calendars approved by the Board only depict either State Holiday, Class Day, Final Exam Period, or Non-class days without clear definitions for what may or may not occur on these designated days. Only “Weekends” clearly denotes that “classes may be held” but no other definitions are provided. AAC discussed these issues during the April 2017 meeting and agreed that operationalizing these terms on the approved BOR calendar would be warranted rather than developing another set of guidelines. The following definitions were developed for discussion at the [October 2017](#) meeting, and an additional academic year has been added to the Academic Calendar to extend out to 2026-27.

- **Weekends** – Classes may be scheduled when designated on the syllabus at the beginning of the term or in the class schedule at the point of registration.

(Continued)

DRAFT MOTION 20171205_4-H:

I move to approve the Academic Calendars through the 2026-27 academic year.

- ***State Holiday*** – Recognized federal/state holidays where no class or course assignments are scheduled.
- ***Class Day*** – Dates within the academic term that align with traditional course delivery.
- ***Final Exam Period*** – Dates designated for the delivery of final examination or completion of course assignments to conclude the term.
- ***Non-class Days*** – Designated dates where no class or course assignments are to be scheduled.

IMPACT AND RECOMMENDATION

Operationalizing the terms designated on the approved Academic Calendar will provide the intended guidance for campuses as they work to manage instructional activities on each of the various non-class dates.

Board staff recommend approval.

ATTACHMENTS

Attachment I – 2017-18 through 2026-27 Academic Calendars

2017-2018 Academic Calendar

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76 class days

77 class days

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2023-2024 Academic Calendar

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2024-2025 Academic Calendar

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
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77 days


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2025-2026 Academic Calendar

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2026-2027 Academic Calendar

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SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – I (1)
DATE: December 5-7, 2017

SUBJECT

Naming Request – USD – New Department of Sustainability and Environment

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:14](#) – Campus Organization Structure

BACKGROUND / DISCUSSION

The University of South Dakota requests to create the Department of Sustainability and Environment within the College of Arts and Sciences and that it be effective December 8, 2017.

IMPACT AND RECOMMENDATIONS

This request would bring together the Sustainability Program Coordinator and Earth Science faculty to administer the BA/BS in Sustainability major as well as the planned graduate program in sustainability. Doing so would also allow USD to enhance their marketing efforts for their sustainability programs.

Board staff recommend approval.

ATTACHMENTS

Attachment I – USD Request to create the Department of Sustainability and Environment

DRAFT MOTION 20171205_4-I(1):

I move to approve USD's request to create a Department of Sustainability and Environment within the College of Arts and Sciences effective December 8, 2017.



UNIVERSITY OF
SOUTH DAKOTA

September 26, 2017

Dr. Paul D. Turman
System Vice President for Academic Affairs
South Dakota Board of Regents
306 East Capitol Avenue
Pierre, SD 57501

RE: USD New Department Formation – “Department of Sustainability and Environment”

Dear Dr. Turman,

In accordance with Board policies 2:14 “Campus Organizational Structure” and 1:6 “Appointment, Authority, and Responsibilities of Presidents and Superintendents,” I ask you to request Board approval to create the Department of Sustainability and Environment within the College of Arts & Sciences.

The Department of Sustainability and Environment would bring together the Sustainability Program Coordinator (currently in the Department of Biology) and Earth Science faculty (currently in the Department of Physics, formerly the Department of Earth Sciences and Physics). The new department would administer the B.A./B.S. sustainability major and the planned graduate (M.S. and Ph.D.) program in sustainability. These changes would also enhance our efforts to market the Sustainability Program. We request that these changes be effective as of December 8, 2017 so we can use the new department in the recruitment of new faculty members and students.

Thank you for your consideration and support of this request.

Sincerely,

Jim Moran
Provost and Vice President for Academic Affairs

JM/lk

cc: Michael Kruger, Dean, College of Arts & Sciences

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – I (2)
DATE: December 5-7, 2017

SUBJECT

Naming Request – SDSU – School of Communication and Journalism

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:14](#) – Campus Organizational Structure

BACKGROUND / DISCUSSION

Board of Regents Policy 2:14 specifies that “Institutions may be organized on the basis of schools, colleges, divisions, and departments upon the recommendation of the president and with the approval of the Board of Regents.” Pursuant to this policy SDSU is requesting that they be allowed to create a new School of Communication and Journalism. The new school will combine Communication Studies, Journalism and Mass Communication in an effort to further strengthen the academic programs under each of these current units. This transition is a result of coordinated work initially requested by the Dean for the College of Arts and Science. Faculty and administrative leadership across each of the separate units collaborated to form a new governance structure. Once formally created, the new school will bring forward potential curricular revisions that allow for greater synergies across the once separate units.

The request is supported by both the SDSU Provost and President Dunn as the change has the potential for further advance goals within the University’s strategic plan including:

- Enhancing the reputation of the university through engagement with local, state and regional, national and international organizations;
- Enhance educational experiences for undergraduates and graduate students;
- Maintain accreditation for applicable programs;
- Expand experiences in research, scholarships and creative activities;
- Maximize resources in faculty, curricula, facilities, and budgets.

Previously, the Board of Regents had approved the creation of an interim academic unit at SDSU under the same name at their [May 2017](#) meeting.

(Continued)

DRAFT MOTION 20171205_4-I(2):

I move to approve SDSU’s request to create a new School of Communication and Journalism as presented in Attachment I.

IMPACT AND RECOMMENDATIONS

The formation of the new School of Communication and Journalism will allow the separate academic units to meet academic and space-related needs. Under the unified leadership model, it is envisioned that the School will operate more efficiently. This new leadership team will consist of a Director as opposed to two separate Department Head's that exist under the current model. Additional efficiencies are also expected by staffing of only one "School Office" instead of two "Department Offices."

Board staff recommend approval.

ATTACHMENTS

Attachment I – SDSU Request to create School of Communication and Journalism



Office of Academic Affairs

Provost and Vice President
for Academic AffairsMorrill Hall 230, Box 2201
South Dakota State University
Brookings, SD 57007-2098
Phone: 605-688-4173

September 29, 2017

To: Dr. Barry H. Dunn, President *BHD*From: Dr. Dennis D. Hedge, Provost *DH*

I have received a request from Interim Dean, Jason Zimmerman to create a School of Communication and Journalism. This will include programs in Communication Studies, and Journalism, and Mass Communication. South Dakota State University faculty, following thorough review, have determined that the proposed changes will benefit SDSU's students by strengthening academic programs.

I am supportive of the requested change to the School of Communication and Journalism effective July 1, 2018. The original request from the College of Arts and Sciences is attached to this memo. If you approve, I would request that we forward this to the Board of Regents for approval at their next meeting.

Please let me know if you need additional information.

I approve this action.
Barry H Dunn
9-29-17

School of Communication and Journalism

Including programs in Communication Studies and Journalism and Mass Communication

College of Arts and Sciences South Dakota State University

September, 2017

The Faculty of Communication Studies and Journalism and Mass Communication, along with the Dean of the College of Arts and Sciences, request that the Division of Communication and Journalism be formally recognized as a School of Communication and Journalism, located in the College of Arts and Sciences, effective July 1, 2018.

The mission of the School will be to foster the development of exemplary communicators as industry leaders, scholars, professionals, and educators through innovative curricula, research, practice, and opportunities. Mindful of the University's Land Grant mission, it will strive to provide outreach and engagement that create meaningful connections among students, the University, and the broader community. The School of Communication and Journalism will provide a unique opportunity for students and faculty to learn, create, and grow as communicators and scholars. This strategic realignment will significantly enhance the ability to successfully compete for and retain outstanding faculty and students. Moreover, the formation of the School will provide an opportunity to develop new, collaborative, experientially-focused curriculum; provide better support for student success; meet the dynamic demands of the communication industry; and capture synergies while achieving academic excellence.

The College of Arts and Sciences seeks to revitalize liberal arts education at South Dakota State University. Academic realignment that nurtures collaboration between naturally allied disciplines can advance this goal by strengthening curricular and co-curricular programs. The Division of Communication and Journalism was formed on July 1, 2017 and charged with composing the infrastructure for an eventual School. Faculty and administrative leaders within the Division spent much of the last year developing the School's governance structure and exploring potential curricular revisions.

The School of Communication and Journalism will include all programs in advertising, communication studies, health communication, journalism, public relations, and social media. Communication Studies programming is currently housed in the Department of Communication Studies, with advertising, journalism, and public relations located within the Department of Journalism and Mass Communication. These programs will move from their current departments into the School of Communication and Journalism.

The future renovation of Yeager Hall will dramatically increase collaborative opportunities, enabling unique experiential learning across these disciplines. Such opportunities include the following:

- creating a social media analytics space that is used by all division faculty and student media,
- housing faculty members from all disciplines within the School in one facility, which will increase collaborative opportunities in teaching and scholarship,
- building stronger connections to student media to enhance hands-on learning.

This request advances the goals articulated in the University's strategic plan, as well as that of the College of Arts and Sciences:

- 1. Enhance the reputation of the university through engagement with local, state, regional, national, and international organizations**
 - Develop a premiere center for communication excellence drawing on existing complementary strengths to continue to enhance collaborative partnerships among professional, local community, state, regional, national, and international organizations.
 - Respond to evolving labor market needs by enhancing the workforce readiness of our students.
- 2. Enhance educational experiences for undergraduate and graduate students**
 - Maximize collaborative opportunities and expanded curricular offerings.
 - The School will explore new undergraduate majors and/or minors, such as corporate communication, digital media, or strategic communication, which share curriculum and merge the strengths of the programs within the School.
 - Create collaborative spaces for faculty and students such as the social media and data analytics lab, communication lab, and collaborate research and meeting space.
- 3. Maintain accreditation for applicable programs**
 - Since 1948, when the Accrediting Council for Journalism and Mass Communication began accrediting programs, the undergraduate academic programs in the Department of Journalism and Mass Communication have been accredited. In 2014, the department's online Master in Mass Communication program became the first fully online accredited program in the nation. It is critically important to maintain accreditation for these academic programs. Accreditation opportunities currently do not exist through professional organizations for academic programs in communication studies.
- 4. Expand experiences in research, scholarship and creative activities**
 - Enhance individual and collaborative opportunities through the Honors College, foundations, federal grants, the social media lab, and the speech communication center.
 - The School structure will enable faculty members to more easily pursue funds to support their research, scholarship, and creative activities.
- 5. Maximize resources in faculty, curricula, facilities, and budgets**
 - Avoid curricula redundancies, strengthen course schedules, streamline functions, and create joint faculty appointments across complementary programs to enable the recruitment of a diverse faculty and professional staff with skills and experience in multiple fields.
 - All programs under one roof: which will include a social media lab; a communication lab; research space for focus groups, interviewing, and meeting with community and industry partners; forensics practice space; and student media. Housing these resources within a single building and uniting them within a single School structure will serve to encourage collaboration and collegiality.

The programs represented within the School share a common set of academic and space-related needs. Under unified leadership, the School can operate more efficiently.

This request has been thoroughly reviewed and approved at South Dakota State University by the faculty and leadership in the College of Arts and Sciences.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – J
DATE: December 5-7, 2017

SUBJECT

Request to Seek Accreditation – SDSM&T

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:10](#) – Relationship of Curriculum and Instruction to Statutory Objectives

BACKGROUND / DISCUSSION

Board of Regents Policy 1:10 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 School of Mines and Technology requests approval to seek accreditation from the American Alliance of Museums (AAM) for their Museum of Geology (Attachment I).

IMPACT AND RECOMMENDATION

AAM accreditation attests to the museum’s excellence in meeting the core standards and best practices of the field, and is viewed as a national touchstone of excellence. It also serves as a primary point of consideration in receiving funding and other aid/resources geared toward museums. Total cost is expected to be approximately \$4,200 to \$4,900.

Board staff recommend approval.

ATTACHMENTS

Attachment I – SDSM&T Request to Seek Accreditation: Museum of Geology

DRAFT MOTION 20171205_4-J:

I move to approve SDSM&T’s request to seek accreditation from the American Alliance of Museums (AAM) for their Museum of Geology.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Request to Seek Accreditation

Use this form to request permission to seek accreditation of an approved program. Board of Regents (BOR) action is required to seek program accreditation.

UNIVERSITY:	SDSM&T
PROGRAM:	
CIP CODE:	
UNIVERSITY DEPARTMENT:	Museum of Geology
UNIVERSITY DIVISION:	Academic Affairs

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	10/18/2017 _____ Date
--	-----------------------------

1. Level of program seeking accreditation (place an "X" in the appropriate box): N/A

- | | | |
|--------------------------------------|------------------------------------|-------------------------------------|
| <input type="checkbox"/> Certificate | <input type="checkbox"/> Associate | <input type="checkbox"/> Bachelor's |
| <input type="checkbox"/> Doctoral | <input type="checkbox"/> Master's | |

2. Accrediting Agency: American Alliance of Museums (AAM)

3. What are the advantages of accreditation? AAM accreditation attests to the museum's excellence in meeting the core standards and best practices of the field, as well as in achieving its stated mission and goals. Accreditation is viewed as a national touchstone of excellence, and is a primary consideration in receiving funding and other Federal, state, and private resources geared toward museums.

4. What are the anticipated costs involved in accreditation, including:

- A. Costs involved in undergoing self-study and preparing the application for accreditation:** \$2500 (Tier 3, lowest fee)
- B. Out-of-pocket costs related to dues or site visits:** \$1700-\$2400 (estimated range for outside reviewer expenses)

C. Base budget implications including incremental costs and minimum base resources required (dollars and FTE): For Tier 3, there is no annual participation fee.

5. **What is the source of the revenue needed?** Museum of Geology operating expenses or Foundation accounts.
6. **What is the estimated date for submission of accreditation application?** The self-study application is due May 15, 2018, at which time arrangements for the fee payment(s) need to have been made. The total time from application through on-site review to final decision will be from 8-16 months, so this will be finalized in 2019 or early 2020.

SOUTH DAKOTA BOARD OF REGNETS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – K
DATE: December 5-7, 2017

SUBJECT

Inactive Status and Program Termination Requests – SDSU & USD

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

South Dakota State University has submitted a request asking that the following degree program be terminated (see Attachment I).

- Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization – Terminate
The Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization [S.BS.MLS-CL] is no longer offered at SDSU. Students were last enrolled in this specialization Spring 2016.

The University of South Dakota has also submitted a request asking that the following degree program be terminated (see Attachment II & III).

- Bachelor of General Studies – Business Specialization – Terminate
No current students or graduates since implementation.
- Nursing (AS) – Terminate
The South Dakota Board of Technical Education approved Lake Area Technical Institute (LATI) to start a Licensed Practical Nurse to Registered Nurse (1+1: LPN □ASN) program in Watertown. The expected date of start is fall 2018. Currently, the Licensed Practical Nursing (LPN) program at LATI serves as the main pipeline to the Associate of Science in Nursing (ASN) program at University of South Dakota. The Watertown site will not be able to sustain two associate nursing programs. The overall cost of delivering the ASN program at the Watertown site is \$420,000 per

(Continued)

DRAFT MOTION 20171205_4-K:

I move to approve the SDSU's request to terminate their Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization; and approve USD's request to terminate their Bachelor of General Studies – Business Specialization, and terminate their Associate of Science in Nursing.

year. Tuition and fees revenues produced at the site cover roughly \$260,000 of the full \$420,000 in direct expenses. General funds from the state cover the remaining \$160,000 in expense.

IMPACT AND RECOMMENDATION

Neither SDSU or USD anticipate any cost savings, employee terminations or any other potential implications associated with terminating the Clinical Laboratory Specialization or the Business Specialization programs. However, with the closure of the Nursing program in Watertown, USD expects a potential savings of approximately \$160,000.

Board staff recommend approval.

ATTACHMENTS

Attachment I – SDSU Program Termination Request: Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization

Attachment II – USD Program Termination Request: Bachelor of General Studies – Business Specialization

Attachment III – USD Program Termination Request: Associate of Science in Nursing (Watertown)



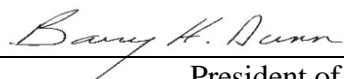
SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Program Termination or Placement on Inactive Status

UNIVERSITY:	SDSU
DEGREE(S) AND PROGRAM:	Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization [S.BS.MLS-CL]
CIP CODE:	51.1005
UNIVERSITY DEPARTMENT:	Pharmacy & Allied Health Professions
UNIVERSITY DIVISION:	Pharmacy & Allied Health Professions

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	10/17/2017 _____ Date
---	-----------------------------

1. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

2. Category:¹

Certificate ☐ Specialization ☒ Minor ☐ Major ☐

3. The program action proposed is:²

Inactive Status ☐ Termination ☒

6. TERMINATION WITHOUT ENROLLED STUDENTS

a. Provide a justification for terminating the program:

The Medical Laboratory Science (B.S.) – Clinical Laboratory Specialization [S.BS.MLS-CL] is no longer offered at SDSU. Students were last enrolled in this specialization spring 2016.

b. What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?

May 5, 2018

c. What are the potential cost savings of terminating the program and what are the planned uses of the savings?

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.

None

- d. What are the resulting employee terminations and other possible implications including impact on other programs?**

None



SOUTH DAKOTA BOARD OF REGENTS
ACADEMIC AFFAIRS FORMS
Program Termination or
Placement on Inactive Status

UNIVERSITY:	USD
DEGREE(S) AND PROGRAM:	Bachelor of General Studies with Business Specialization [U.BGS.GENS-BUS-specialization only]
CIP CODE:	24.0101
UNIVERSITY DEPARTMENT:	Interdisciplinary Studies [UIDL]
UNIVERSITY DIVISION:	Arts & Sciences

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

Elizabeth M. Freeburg 10/2/2017
 President of the University Date

1. Program Degree Level:

Associate ☐ Bachelor's ☒ Master's ☐ Doctoral ☐

2. Category:¹

Certificate ☐ Specialization ☒ Minor ☐ Major ☐

3. The program action proposed is:²

Inactive Status ☐ Termination ☒
See question 4 *See questions 5 and 6*

6. TERMINATION WITHOUT ENROLLED STUDENTS

- a. **Provide a justification for terminating the program:** No current student or graduates since implementation.
- b. **What is the proposed date (day/month/year) for the program to terminate (program status in the database changes to *Deleted*)?** Fall 2017
- c. **What are the potential cost savings of terminating the program and what are the planned uses of the savings?** No costs are associated with this specialization.
- d. **What are the resulting employee terminations and other possible implications including impact on other programs?** No implications.

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
Termination of a Site/ Degree Program

UNIVERSITY:	USD
DEGREE(S) AND PROGRAM:	Associate of Science in Nursing [U.AS.NURS-LPN]
SITE PROPOSED FOR TERMINATION¹	Watertown, SD 1201 Arrow Avenue Watertown, SD 57201-0730
CIP CODE:	51.3801
UNIVERSITY DEPARTMENT:	Nursing
UNIVERSITY DIVISION:	School of Health Sciences

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this proposal, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

James M. Abbott

President of the University

11/22/17

Date

1. Program Degree Level:

Associate ☒ Bachelor's ☐ Master's ☐ Doctoral ☐

2. Category:²

Certificate ☐ Specialization ☐ Minor ☐ Major ☒

3. Provide a justification for terminating delivery at the site:

The South Dakota Board of Technical Education approved Lake Area Technical Institute (LATI) to start a Licensed Practical Nurse to Registered Nurse (1+1: LPN → ASN) program in Watertown. The expected date of start is fall 2018. Currently, the Licensed Practical Nursing (LPN) program at LATI serves as the main pipeline to the Associate of Science in Nursing (ASN) program at University of South Dakota (USD). With LATI starting their own associate degree program, USD anticipates significant drop in enrollment. It is most likely that LPN students at LATI would want to transition into the associate program at LATI instead of coming to the USD program. Low demand for AS programming and competition for clinical sites will make continuation of our associate degree programming impractical and fiscally unsound for the Watertown site.

4. If there are current students in the program, what are the implications of terminating the site and what is the plan for completion by the students?

All students (N=26) currently enrolled in the USD ASN program at the Watertown site will continue their nursing courses and will be able to complete their program of study to their

¹ If this is an off-campus site, please include the physical address of the site as well as a description or name of the location.

² Note: Certificates, specializations, and minors may only be terminated and not placed on inactive status due to limitations in Colleague.

expected graduation date in December 2018. All students enrolled in the ASN program at USD will receive notifications of our intent to close the program. Students will continue to work with advisors to ensure successful completion of their program of study. In accordance with our current policies if a student does not maintain continuous enrollment, or has withdrawn, dropped, or failed with less than a C grade in any of the nursing courses during the “teach out” period, the student will be encouraged to apply to the LATI associate degree program. A meeting took place on November 8, 2017 between Dr. Nerud USD ASN program director and Ms. Foley LATI Nursing program director. LATI has agreed to accommodate those students and consideration will be given to applicants who have a letter of recommendation from USD nursing and meet LATI admission criteria (See Table 1 for details of the plan). During the “teach out” period we will ensure that all resources currently available to the students will remain in place and this includes sufficient faculty and staff. We remain committed to adequately prepare competent graduates. Student records will be maintained in accordance with the University of South Dakota and Board of Regents Record keeping policy. The program was accredited by ACEN in 2014. Therefore, all students currently enrolled in the program will graduate from an accredited program.

Table 1. Plan for completions for students who withdraw, fail or drop from USD ASN program

Semester	Unsuccessful course completion	Plan for student
Fall 2017	NURS 261: Advanced Nursing Concepts I	Apply to LATI LPN-AAS program for fall 2018 admission
Spring 2018	NURS 282: Advanced Nursing Concepts II	Apply to LATI LPN-AAS program for fall 2018 with possible ATI test-out of content (to be determined by LATI).
Fall 2018	NURS 286: Complex Nursing Concepts	Apply to LATI LPN-AAS program for spring 2019 with possible ATI test out of content (to be determined by LATI).

5. What is the last date (day/month/year) by which a student can graduate in the program?

12/12/2018

6. What is the proposed date (day/month/year) terminated status takes effect (the proposed date for terminated status is also the last date a student may enroll in or declare the program)? 8/21/2017

7. What are the potential cost savings of terminating the program site and what are the planned uses of the savings?

The overall cost of delivering the ASN program at the Watertown site is \$420,000 per year. Tuition and fees revenues produced at the site cover roughly \$260,000 of the full \$420,000 in direct expenses. General funds from the state cover the remaining \$160,000 in expense. Closure of the program will result in potential savings of about \$160,000. Savings will re-directed to offset growth and related expenses in the Baccalaureate in Nursing Program (BSN), which is offered at 4 physical sites in addition to an online track designed for licensed nurses who are pursuing baccalaureate education (RN-BSN).

8. What are the resulting employee terminations and other possible implications including impact on other programs?

Due to program closure, 4 fulltime faculty contracts will not be renewed. However, we anticipate that LATI will have 2 open positions that could be potentially filled by 2 of those

faculty, if faculty members wish to apply for those positions. Faculty will also be encouraged to apply for open positions in our Baccalaureate program at the other sites. Closure of the ASN program should have no adverse impact on the BSN program in our institution since funds will be re-directed from the ASN to the BSN program to support growth at multiple sites. We have notified President Cartney and his leadership team at LATI of our intention to close our program upon graduation of our last student cohort in December 2018. Meetings occurred with Ms. Foley Director of the Nursing program at LATI and Mr. Cartney to ensure they understood the rationale for our decision and commitment to work with LATI to ensure smooth transition of programming and that the needs of the community are met.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – L
DATE: December 5-7, 2017

SUBJECT

Joint Powers Agreement – SDSU & SD Department of Agriculture

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:3.](#)

BACKGROUND/DISCUSSION

The South Dakota Department of Agriculture (DOA) has contracted with South Dakota State University (SDSU) for a number of years to establish and continue an Extension Forester position at SDSU within the Cooperative Extension Service. The previous Joint Powers Agreement ran from October 1, 2014 through September 30, 2017. The current agreement runs from October 1, 2017 through September 30, 2020. DOA will provide up to \$80,000 to SDSU in FY18, with SDSU providing non-federal matching funds, as provided for in Exhibit A of Attachment I.

BOR Policy 5:3 (“Contracts Requiring Board Action...D. Joint powers agreements”), requires Board approval of Joint Powers Agreements (JPA). As such, Board approval of the JPA set forth in Attachment I is necessary.

IMPACT AND RECOMMENDATION

The attached JPA will allow SDSU to continue to receive funding from DOA to maintain the Extension Forester position within the Cooperative Extension Service at SDSU.

Staff recommends approval.

ATTACHMENTS

Attachment I – Joint Powers Agreement

DRAFT MOTION 20171205__4-L:

I move to approve the Joint Powers Agreement set forth in Attachment I.

SOUTH DAKOTA DEPARTMENT OF AGRICULTURE
STATE OF SOUTH DAKOTA
JOINT POWERS AGREEMENT

AGREEMENT made and entered into by and between the South Dakota Department of Agriculture, an agency of the State of South Dakota, 523 East Capitol Ave., Pierre, SD 57501-3182, (hereinafter "SDDA") and the South Dakota State University, Brookings for the SDSU Cooperative Extension Service of Ag Hall 154, Box 2207D, Brookings, SD 57007 (hereinafter "SDSU").

I
GENERAL PROVISIONS

The SDDA hereby enters into this Agreement for services with SDSU in consideration of and pursuant to the terms and conditions set forth herein, for the purpose of establishing and continuing a position of an Extension Forester at SDSU within the Cooperative Extension Service.

1. SDSU and SDDA will perform those services described in the Work Plan, attached hereto as Exhibit A and by this reference incorporated herein.

2. SDSU services under this Agreement shall commence on October 1, 2017, and end on the 30th Day of September, 2020, unless terminated pursuant to terms hereof.

3. SDSU will have access to SDDA equipment, supplies, and facilities as needed and approved by SDDA.

4. SDDA will make payment for services as provided in the annual work plan. Payments will be made upon submission of non-cash vouchers from SDSU. Documentation of expenditures is necessary to show that the required match for federal funds has been met by SDSU.

5. SDSU agrees to report to the SDDA any event encountered in the course of performance of this Agreement which results in injury to a person or property of third parties, or which may otherwise subject SDSU or the SDDA to liability. SDSU shall report any such event to the SDDA immediately upon discovery. SDSU's obligation under this section shall only be to report the occurrence of any event to the SDDA and to make any other report provided for by their duties or applicable law. SDSU's obligation to report shall not require disclosure of any information subject to privilege or confidentiality under law (e.g., attorney-client communications). Reporting to the SDDA under this section shall not excuse or satisfy any obligation of SDSU to report any event to law enforcement or other entities under the requirements of any applicable law.

7. This Agreement may be terminated by either party hereto upon thirty (30) days written notice. In the event SDSU breaches any of the terms or

conditions hereof, this Agreement may be terminated by the SDDA at any time with or without notice. If termination for such a default is effected by the SDDA, any payments due to SDSU at the time of termination may be adjusted to cover any additional costs to the SDDA because of SDSU's default. Upon termination the SDDA may take over the work and may award another party an agreement to complete the work under this Agreement. If after the SDDA terminates for a default by SDSU it is determined that SDSU was not at fault, then SDSU shall be paid for eligible services rendered and expenses incurred up to the date of termination.

8. This Agreement depends upon the continued availability of appropriated funds and expenditure authority from the Legislature for this purpose. If for any reason the Legislature fails to appropriate funds or grant expenditure authority, or funds become unavailable by operation of law or federal funds reductions, this Agreement will be terminated by the SDDA. Termination for any of these reasons is not a default by the SDDA nor does it give rise to a claim against the SDDA.

9. This Agreement may not be assigned without the express prior written consent of the SDDA. This Agreement may not be amended except in writing, which writing shall be expressly identified as a part hereof, and be signed by an authorized representative of each of the parties hereto.

10. This Agreement shall be governed by and construed in accordance with the laws of the SDDA of South Dakota. Any lawsuit pertaining to or affecting this Agreement shall be venued in Circuit Court, Sixth Judicial Circuit, Hughes County, South Dakota.

11. SDSU will comply with all federal, state and local laws, regulations, ordinances, guidelines, permits and requirements applicable to providing services pursuant to this Agreement, and will be solely responsible for obtaining current information on such requirements.

12. SDSU may not use subcontractors to perform the services described herein without the express prior written consent of the SDDA. SDSU will include provisions in its subcontracts requiring its subcontractors to comply with the applicable provisions of this Agreement, to indemnify the SDDA, and to provide insurance coverage for the benefit of the SDDA in a manner consistent with this Agreement. SDSU will cause its subcontractors, agents, and employees to comply, with applicable federal, state and local laws, regulations, ordinances, guidelines, permits and requirements and will adopt such review and inspection procedures as are necessary to assure such compliance.

13. Any notice or other communication required under this Agreement shall be in writing and sent to the address set forth above. Notices shall be given by and to Gregory Josten on behalf of the SDDA, and by Dr. James Doolittle, on behalf of SDSU, or such authorized designees as either party may

from time to time designate in writing. Notices or communications to or between the parties shall be deemed to have been delivered when mailed by first class mail, provided that notice of default or termination shall be sent by registered or certified mail, or, if personally delivered, when received by such party.

14. In the event that any court of competent jurisdiction shall hold any provision of this Agreement unenforceable or invalid, such holding shall not invalidate or render unenforceable any other provision hereof.

15. All other prior discussions, communications and representations concerning the subject matter of this Agreement are superseded by the terms of this Agreement, and except as specifically provided herein, this Agreement constitutes the entire agreement with respect to the subject matter hereof.

II. JOINT POWERS

A. The SDDA and SDSU agree to the following provisions pursuant to the Joint Powers Act (SDCL 1-24):

1. This Agreement does not establish a separate legal entity as contemplated by SDCL 1-24-5. The cooperative undertaking described herein will be financed and conducted under the provisions of this agreement by the SDDA and SDSU respectively. Each party has responsibilities under the terms of this Agreement and no joint board or joint administrator will be used. Purchase and maintenance of equipment used to fulfill the agreement will be undertaken by the respective agencies as described herein. No real property will be purchased to use for this Agreement.
2. A copy of this Agreement will be filed by the SDDA, with the Attorney General and the Legislative Research Council not more than 14 days after execution as required by SDCL 1-24-6.1
3. Financing required by this Agreement will come from regular annual budgets.
4. All parties must comply with Title VI of the Civil Rights Act of 1964 (P.L. 88-352, 42 U.S.C. 2000d) and, in accordance with Title VI of that act, no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the applicant receives Federal financial assistance and will immediately take any measures necessary to effectuate this agreement.
5. Nothing in this Agreement shall be construed as an indemnification by one party of the other for liabilities of a party or third person for property loss, or damage, or death, or personal injury arising out of the performance of

this Agreement. Any liabilities or claims for property loss, or death, or personal injury by a party or its agents, employees, contractors or assigns or by third persons, arising out of and during this agreement shall be determined according to applicable law.

In Witness Whereof, the parties signify their agreement effective the date above first written by the signatures affixed below.

SDDA

BY: _____ Date: _____
Mike Jaspers, Secretary

AND BY: _____ Date: _____
William Smith, Division Director

SDSU

BY: _____ Date: _____
James Doolittle, Associate VP Research Assurance and
Sponsored Programs

- State Agency Coding (MSA Center) 03228.
- State Agency MSA Company for which contract will be paid 2019.
- Object/subobject MSA account to which voucher will be coded 5204140.
- Name and phone number of contact person in State Agency who can provide additional information regarding this contract Greg Josten, 605-394-2279.

EXHIBIT A

SOUTH DAKOTA COOPERATIVE EXTENSION
WORK PLAN
FOR AN EXTENSION FORESTER

This annual work plan for the extension forestry position assigned to Dr. John Ball will be in effect from October 1, 2017 until September 30, 2018 and supersedes any previous work plans or addendums to the Joint Powers Agreement (JPA) between the Division of Resource Conservation and Forestry (RCF) and the Cooperative Extension service (SDSU).

This annual work plan also addresses the financial assistance that will be provided by RCF in support of the extension forestry efforts provided by SDSU within the parameters of the work plan listed below.

1. Financial Assistance to be Provided By SDDA

- a. RCF agrees to provide up to \$80,000 in federal funds to SDSU.
- b. RCF will make payments only on a reimbursable basis.
- c. RCF will make quarterly reimbursements upon receipt of an appropriate reimbursement claim with supporting documentation.

2. Match Requirements for SDSU

- a. SDSU must match all funds provided by RCF. Each dollar provided by RCF must be matched by non-federal funds or qualifying in-kind expenses incurred by SDSU.
- b. SDSU must provide adequate documentation of the required match before payment is made.
- c. SDSU may charge an administrative fee or indirect charge equal to the indirect rate allowed by the United States Forest Service for federal grants provided to RCF. This rate is negotiated by RCF each year with the United States Forest Service. For this work plan, **the indirect rate is 26.90 percent**. The difference between the University's administrative fee and the allowed indirect rate for RCF may be used as in-kind match.
- d. SDSU must provide quarterly progress and accomplishment reports before reimbursement claims will be paid.
- e. SDSU must submit final reimburse claims by no later than September 30, 2018.

3. Anticipated Work Plan for the Extension Forester Position – based on 50% of John's work year (130 workdays).

- a. **General Forest Health Assistance to RCF** (*Anticipated workload – 20 workdays*)
 - i. Provide advice and assistance to the Forest Health (FH) Administrator and the State Forester about insect and disease issues within the state.
 - ii. Monitor potential and existing insects and diseases that may affect trees in South Dakota.
 - iii. Assist in the planning and development of forest insect and disease suppression efforts as directed by the State Forester.

- iv. Conduct appropriate reviews of applicable research that will enable RCF to attack infestations in the most effective manner.
- b. **Western Bark Beetle (WBB) on Private Lands** (*Anticipated workload – 5 workdays*)
 - i. Conduct workshops and public forums on WBB at the request of RCF
 - ii. Assess the extent and severity of WBB outbreaks
 - iii. Conduct mortality studies on suppression techniques recommended by RCF
 - iv. Attend and participate in public forums, hearings, and other events as a Forest Health Specialist for RCF as directed by the State Forester.
- c. **Custer State Park (CSP) WBB Monitoring** (*Anticipated Workload – 5 workdays*)
 - i. Assist RCF to conduct monitoring of beetle activity in CSP and prepare a written report of findings (*Workload – Schedule 2 trips to CSP*)
 - ii. Each field trip should be scheduled with the FH Administrator and SDSU at least 4 weeks in advance.
- d. **Emerald Ash Borer Project (EAB)** (*Anticipated Workload – 20 workdays*)
 - i. Assist RCF with maintaining the strategic suppression plan to suppress any EAB infestations within the state.
 - ii. Assist RCF with planning one EAB readiness field exercise in a community with an EAB readiness plan.
 - iii. Assist RCF with implementing the EAB readiness plans as necessary.
- e. **Urban Forestry Volunteer Coordinator for RCF** (*Anticipated Workload – 5 workdays*)
 - i. Continue to conduct a statistically valid urban tree inventory system for the entire state using volunteers from the local communities.
 - ii. Assist division personnel to conduct regional tree care workshops.
- f. **Training Sessions, Workshops, and Conferences** (*Anticipated Workload – 15 workdays*)
 - i. Assist RCF to plan and conduct forest health training sessions for RCF personnel and others as directed by the State Forester.
 - ii. Assist RCF to plan and conduct training sessions on forest management, agro-forestry, and other topics as directed by the State Forester.
- g. **Insect and Disease Identification and Diagnostic Services** (*Anticipated Workload – 15 workdays*)
 - i. Review I&DC reports, e-samples, and samples submitted by RCF personnel or staff and follow-up with a written report on each submitted sample (*Anticipate 36 samples*). Copies of the written report should be provided to the Forest Health Administrator.
 - ii. Provide lab diagnostics when needed to identify a sample (*Anticipate 12 samples*).
 - iii. Conduct an on-site field investigation when identification cannot be made from a sample (*Anticipate 20 field investigations*). All field visits will be approved and scheduled through the Forest Health Administrator.
- h. **Publish Pest Alerts and Pest Bulletins** (*Anticipated Workload – 35 workdays*)
 - i. Publish pest updates weekly throughout the growing season and at least bi-weekly throughout the rest of the year (*Workload – 21 updates – 10 workdays*).

- ii. Review existing pest bulletins and update 12 per year that are older than 5 years (*Workload 12 bulletins – 10 workdays*).
- iii. Develop new pest bulletins on common tree and shrub pests that can be used by the general public and other natural resource professionals (*Workload – 10 workdays*).
- iv. Review any pest bulletins prepared by RCF personnel (*Anticipated Workload – 5 workday*).

4. **Reporting Requirements** (*Anticipated Workload – 10 workdays*)

- a. Prepare and submit a detailed monthly report to the State Forester and FH Administrator on all activities covered by this work plan. The report will consist of a short narrative and a completed spreadsheet report provided by the FH Administrator.
- b. Prepare and submit annual federal reports to the State Forester, Greg Josten, and the Forest Health Supervisor as requested. RCF will submit all federal reports to the USFS.
- c. Provide an updated weekly schedule (each Friday) via email to the FH Administrator and the State Forester.
- d. Participate in weekly staff conference calls, division meetings, tours, official program reviews, and other meetings as directed by the State Forester.

5. **Recognition**

SDSU agrees to provide recognition of the contribution RCF has made to an extension forester position within SDSU by acknowledging all work accomplished through this work plan. Work performed by SDSU outside of the work plan are not to be attributed to RCF without prior authorization.

6. **Signatures**

The parties signify their agreement to this work plan by the signatures affixed below.

SDDA

BY: _____ Date: _____
William Smith, Director

SDSU

BY: _____ Date: _____
James J. Doolittle, Associate VP for Research, South Dakota State University

- State Agency Coding (MSA Center) - 03228.
- State Agency MSA Company for which contract will be paid 2019.
- Object/Sub-object MSA account to which voucher will be coded 5204140.
- Name and phone number of contact person in State Agency who can provide additional information regarding this contract Greg Josten, 605-394-2279.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs
Consent

AGENDA ITEM: 4 – M
DATE: December 5-7, 2017

SUBJECT

SDLTAP Joint Powers Agreement – SDSU & SD Department of Transportation

PERTINENT HISTORY

The predecessor to this agreement was approved by the Board in [March 2016](#).

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:3](#).

BACKGROUND/DISCUSSION

The South Dakota Department of Transportation (DOT) has partnered with South Dakota State University (SDSU) for well over two decades to operate the South Dakota Local Transportation Assistance Program (SDLTAP). This agreement continues that partnership and provides for the same, running from January 1, 2018 through April 30, 2019. DOT will provide up to \$500,198 to SDSU to provide the services contained in the Statement of Work, which is set forth in Exhibit A in Attachment I. SDSU will contribute \$16,185 during the term of the agreement.

By way of background, the Federal Highway Administration created the Local Technical Assistance Program (LTAP) in 1982 to provide local agencies with information and training programs to address the maintenance of local roadways and bridges. The LTAP and Tribal Technical Assistance Program (TTAP) are composed of a network of 58 Centers – one in every state, Puerto Rico and regional Centers serving tribal governments. The Centers enable local counties, parishes, townships, cities and towns to improve their roads and bridges by supplying them with a variety of training programs, an information clearinghouse, new and existing technology updates, personalized technical assistance and newsletters.

BOR Policy 5:3 (“Contracts Requiring Board Action...D. Joint powers agreements”), requires Board approval of Joint Powers Agreements (JPA). As such, Board of approval of the JPA set forth in Attachment I is necessary.

DRAFT MOTION 20171205__4-M:

I move to approve the Joint Powers Agreement set forth in Attachment I.

IMPACT AND RECOMMENDATION

The attached JPA will allow SDSU to continue to receive funding from DOT to jointly operate the SDLTAP.

Staff recommends approval.

ATTACHMENTS

Attachment I – Joint Powers Agreement

**JOINT POWERS AGREEMENT FOR A RESEARCH STUDY
FINANCED WITH FEDERAL FUNDS
COST REIMBURSEMENT CONTRACT**

Agreement Number _____

This Agreement is made by and between the State of South Dakota, acting by and through its Department of Transportation, referred to in this Agreement as “State”, and the South Dakota Board of Regents, acting through South Dakota State University, of Brookings, South Dakota, referred to in this Agreement as “Contractor.”

This Agreement is made by and between the State of South Dakota, acting by and through its Department of Transportation, referred to in this Agreement as “State”, and South Dakota State University, of Brookings, South Dakota, referred to in this Agreement as “Contractor.”

BACKGROUND:

1. State has indicated the need for work described in this Agreement;
2. Contractor has personnel able to perform the work; and
3. State wants Contractor to perform the work.

The parties agree Contractor will perform the work in accordance with the following:

Joint Powers

This Agreement does not establish a separate legal entity, as contemplated by SDCL 1-24-5. The cooperative undertaking described in this Agreement will be financed and conducted under the provisions of this Agreement by Contractor and State. Each party has responsibilities under the terms of this Agreement and no joint board or administrator will be used. No real property will be purchased for use for this Agreement.

Project Identity

For purposes of identification, this work will be identified by Project Number HR0018 and the Agreement Number as assigned by State and listed above. All invoices, reports, and correspondence submitted to State in connection with this Agreement will be identified accordingly. All matters relating to this Agreement will be processed through State’s Project Manager.

Scope of Work

The parties agree to operate the South Dakota Local Transportation Assistance Program (SDLTAP), the mission of which is to disseminate technical materials, information, and training relative to highways and transportation in general to local government.

Contractor will perform those tasks delineated in Contractor’s proposal entitled “2018 SDLTAP Work Plan,” which is attached to this Agreement and incorporated by reference as Exhibit A.

Organization

SDLTAP will be operated jointly by Contractor and State.

Any officer, employee, or agent deployed in joint action under this Agreement will remain an employee with his or her agency during participation in joint action under this Agreement. Each agency will retain exclusive responsibility for its officers, agents, and employees while these officers, agents, and employees

are deployed in joint action under this Agreement, including, but not limited to, responsibility for regular and overtime wages and salaries, unemployment benefits, workers' compensation coverage, health insurance, or other benefits, and liability coverage and indemnity, except as otherwise specifically provided in this Agreement.

State will contribute training and technical advice as defined in this Agreement. State will provide an in-house contact person whose responsibility will be to coordinate all State efforts in management of SDLTAP. State will provide office space for two (2) SDLTAP staff members who will provide technical assistance in central South Dakota. All State contributions addressed in this paragraph will constitute matching contributions necessary for the total funding of SDLTAP.

Contractor will physically house SDLTAP. Contractor will employ the director of SDLTAP and staff for technology transfer coordination. Contractor will provide all necessary secretarial and information specialist assistance for the operation of SDLTAP. Contractor's other faculty and staff may contribute time in the preparation and participation in training and other SDLTAP activities.

An advisory board comprising local government representatives will advise SDLTAP. The advisory board will consist of thirteen (13) members appointed by the following organizations:

- South Dakota Department of Transportation (2)
- South Dakota Municipal League (1)
- American Public Works Association, South Dakota Chapter (1)
- South Dakota Association of County Commissioners (1)
- South Dakota Association of County Highway Superintendents (3)
- South Dakota Engineering Society (1)
- Great Plains Tribal Chairman's Association (1)
- Federal Highway Administration, South Dakota Division (1)
- South Dakota Association of Towns and Townships (1)
- Associated General Contractors of South Dakota, Inc. (1)

The parties agree that a representative of State will serve as chairperson of the advisory board.

Period of Performance

Contractor will perform the required work during the period beginning on January 1, 2018, and ending April 30, 2019, unless all parties to this Agreement agree in writing to a time extension.

Agreement Price

Contractor will accept and State will reimburse, as full compensation for all services rendered, materials, and supplies furnished under this Agreement, the actual costs incurred by Contractor in an amount up to, but not exceeding, Five Hundred Thousand One Hundred Ninety-eight Dollars (\$500,198.00), as specified in the budget in the attached Exhibit A.

The parties agree that costs of SDLTAP paid by the Federal Highway Administration Local Technical Assistance Program under this Agreement will not exceed One Hundred Fifty Thousand Dollars (\$150,000.00). This amount will be matched by at least an equal amount of local and state funds. Any funds not obligated by SDLTAP at the end of the period of performance will be withdrawn.

The parties agree that costs of SDLTAP paid by the State Local Road and Bridge Fund under this Agreement will not exceed Three Hundred Thirteen Thousand Twenty-two Dollars (\$313,022.00). This amount will be used to match federal funds. State will withdraw any funds not obligated by SDLTAP at the end of the period of performance.

Contractor will contribute Sixteen Thousand One Hundred Eighty-five Dollars (\$16,185.00).

The Regional Local Roads Conference will contribute Ten Thousand Dollars (\$10,000.00).

State will fund all of State's involvement in SDLTAP, including salaries, benefits, indirect costs, and expenses, to a level of approximately Ten Thousand Nine Hundred Ninety-one Dollars (\$10,991.00).

Changes in Scope

Contractor agrees changes in objectives and scope of the work which have significant bearing on the work must have State's written approval prior to proceeding. Contractor must submit to State requests for increases in time or funding before extra work is started and at least thirty (30) days prior to termination of this Agreement. Any increase in time or funding requires State's approval and the execution of a supplemental Agreement before any extra work is started.

Subcontracting

Contractor will perform all work except specialized services. Specialized services are considered to be those items not ordinarily furnished by Contractor which must be obtained for proper execution of this Agreement. Contractor will not assign, sublet, or transfer this Agreement or any interest under this Agreement unless State grants written permission to do so. Contractor will itemize any subcontracts anticipated at the time of proposal in Exhibit A to this Agreement. This does not, however, prohibit the subcontracting of work during the course of the execution of this Agreement provided Contractor obtains State's prior approval.

Costs of subcontracted work incurred prior to execution of the corresponding subcontract will not be eligible for reimbursement.

Each subcontract must contain all of the provisions of this Agreement.

Prompt Payment

Contractor will pay subcontractors or suppliers within fifteen (15) days of receiving payment for work that is submitted for progress payment by State. If Contractor withholds payment beyond this time period, Contractor will submit written justification to State, upon request. If it is determined that a subcontractor or supplier has not received payment due without just cause, State may withhold future estimated payments or may direct Contractor to make such payment to the subcontractor or supplier. Prompt payment will also include retainage monies due to the subcontractor if Contractor elects to utilize retainage on subcontract work. The maximum amount permitted for retainage for any subcontract will be 10%. Retainage will be released within fifteen (15) days of satisfactory completion of the work.

Reports

Contractor will prepare a center assessment report and a program assessment report as required by the Federal Highway Administration's Local Technical Assistance Program and submit it to State for review and comment prior to submission to the Federal Highway Administration.

Payment

State will pay Contractor monthly, based on itemized invoices detailed to show the elements of direct costs incurred, the various additives added to the payroll, and the overhead charges. The itemized invoices will also show all elements of costs paid from funding sources other than State.

Contractor will submit invoices for services rendered and for actual reimbursable expenses incurred during the billing period to the South Dakota Department of Transportation, Office of Research, 700 East Broadway Avenue, Pierre, SD 57501-2586 in triplicate within forty-five (45) days following the end of the billing period. The invoices and supplements thereto will contain any details that may be required for proper audit. Contractor will not submit billings for costs not permitted under South Dakota statutes or regulations. No payment will be due Contractor until the account has been reviewed and approved by State.

State will make final payment to Contractor for work accomplished under this Agreement upon acceptance by State. Allowable final costs will be determined in accordance with the provisions of OMB 2 CFR Part 200.

Costs incurred prior to the date this Agreement has been signed by all parties are not eligible for payment.

Funding

The parties understand and agree that funding for this Agreement is dependent upon continued availability of appropriated funds and expenditure authority from the Legislature for this purpose. If for any reason the Legislature fails to appropriate funds or grant expenditure authority, or funds become unavailable by operation of law or federal funds reductions, State may terminate this Agreement. Termination for any of these reasons is not a default by State nor does it give rise to a claim against State.

Records

Contractor will maintain a cost accounting system capable of segregating and allocating costs incurred in connection with this Agreement.

All project charges will be subject to audit in accordance with current State procedures and United States Office of Management and Budget (OMB) 2 CFR Part 200 Subpart F. The CFDA Number for these funds is 20.205. Allowable costs will be determined in accordance with 2 CFR Part 200.

Upon reasonable notice, Contractor will allow State, through any authorized representative, to have access to and the right to examine and copy all records, books, papers, and documents related to services rendered under this Agreement. Contractor will keep these records clearly identified and readily accessible for a period of three (3) years after the date of final payment under this Agreement is made and all other pending matters are closed.

All personnel employed by Contractor will maintain time records for time spent performing work described in this Agreement for a period of three (3) years after the date of final payment under this Agreement is made and all other pending matters are closed.

Inspection of Work

Contractor will, at any and all reasonable times, accord State proper Contractor facilities for review and inspection of the work under this Agreement. Contractor will allow State access to Contractor's premises and to all books, records, correspondence, instructions, receipts, vouchers, and memoranda of every description pertaining to this Agreement.

Publication

State and the Federal Highway Administration reserve a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, and otherwise use, and to authorize others to use, the work for government purposes.

Any party to this Agreement may initiate a request for publication of the final or interim reports, or any portions thereof. No party to this Agreement will publish or otherwise disclose, or permit to be disclosed or published, the results of the work herein contemplated, or any particulars thereof, during the period of this Agreement, without notifying the other parties and securing their consent in writing. Academic theses may be published without written consent, if the publishing party provides the disclaimers contained in this Agreement. Any party may publish without restriction upon termination of this Agreement.

When the scheduled time for presentation of a paper by one party to this Agreement does not permit the formal review and approval of a complete report by another party, abstracts may be used for notification of intent to present a paper based on the work. Such presentations must protect the interests of each party by inclusion of a statement in the paper and in the presentation to the effect that the paper has not been reviewed by the other party or parties.

Both written and oral releases are considered to be within the context of publication. However, there is no intention to limit discussion of the work with small technical groups or lectures to employees or students. Lectures to other groups which describe the plans, but disclose neither data nor results, are permissible.

Any report published by Contractor will contain the following Disclaimer in the credit sheet:

The contents of this report, funded in part through grant(s) from the Federal Highway Administration, reflect the views of the authors who are responsible for the facts and accuracy of the data presented herein. The contents do not necessarily reflect the official views or policies of the South Dakota Department of Transportation, the State Transportation Commission, or the Federal Highway Administration. This report does not constitute a standard, specification, or regulation.

If State and Contractor do not reach agreement relative to the publication of the final report, or any progress reports during the period of this Agreement, State reserves the right to publish independently, in which event the non-concurrence of Contractor will be set forth, if requested by Contractor.

If State does not elect to publish the final report, publication by Contractor will then be a matter of province of Contractor's policy.

Publication by either party will give credit to the other party except: a) if the parties do not reach agreement on any report of the work, or b) if either of the parties requests that its credit acknowledgment be omitted.

Ownership of Data

The ownership of data collected under this Agreement, together with summaries and charts derived therefrom, will be vested jointly with State and Contractor.

Proprietary and Patent Rights

State and Contractor agree that if patentable discoveries or inventions should result from the work conducted under this Agreement, the provisions of Exhibit C, which is incorporated in this Agreement by reference, will apply.

Nonexpendable Equipment

Any item of equipment, including instrumentation or component parts, with an acquisition cost in excess of Five Thousand Dollars (\$5,000.00) will be considered nonexpendable equipment.

If any item of nonexpendable equipment is required to conduct this work and is specified in Contractor's proposal, no further approval is required from State. Any item of nonexpendable equipment not budgeted in Contractor's proposal must have State's prior written approval prior to purchase. Any item of nonexpendable equipment which is budgeted but not specifically identified in Contractor's proposal must have State's written approval prior to purchase.

Title to all nonexpendable equipment will rest with State. Ninety (90) days prior to the end of the period of performance, Contractor will supply to State an itemized list, including descriptions, purchase costs, and estimated salvage value, of all nonexpendable equipment purchased during the course of the work.

If, at the conclusion of the work, Contractor desires to acquire title to nonexpendable equipment from State, Contractor may ask State for title. If State elects to grant title, State will be allowed a credit from Contractor's final payment equal to the then current salvage value as determined by mutual agreement between Contractor and State, subject to applicable surplus property laws.

Contractor certifies that no cost for using any item of nonexpendable equipment purchased for the work has been included in the indirect costs approved by State for this work.

Rental of Space, Equipment, or Facilities

The actual cost to Contractor of renting any additional space, special equipment, or facilities not owned by Contractor but required for the work and listed in Contractor's proposal are approved by State, subject to a limitation of the period of performance of this Agreement.

State approves the items and classes of items, such as office equipment, typewriters, computers, files, tables, laboratory, or other items shown in Contractor's proposal as the indirect costs of the work. Those costs are included in the Agreement price.

Travel

Contractor will charge no out-of-state travel costs against this Agreement without prior consultation with and written approval of State. For purposes of this Agreement, out-of-state travel is defined as travel to or from states other than Contractor's location and the State of South Dakota. If no in-state travel is specifically called for in Contractor's proposal but becomes necessary, said travel must have State's prior approval.

Americans With Disabilities Act

Contractor will provide services in compliance with the Americans with Disabilities Act of 1990, and any amendments.

Civil Rights

Contractor will be bound by the requirements of Title VI of the Civil Rights Act of 1964, which is attached as Exhibit B and are made a part of this Agreement.

Code of Conduct

Contractor warrants that Contractor has not employed or retained any company or person, other than a bona fide employee working solely for Contractor, to solicit or secure this Agreement, and that Contractor has not paid or agreed to pay any company or person, other than a bona fide employee working solely for

Contractor, any fee, commission, percentage, brokerage fee, gifts, or any other consideration, contingent upon or resulting from the award or making of this Agreement. For breach of violation of this warranty, State will have the right to annul this Agreement without liability, or, in its discretion, deduct from the Agreement price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift, or contingent fee and prosecute under applicable criminal law.

Certification Regarding Lobbying

Contractor certifies, to the best of Contractor's knowledge and belief, that no federal appropriated funds have been paid or will be paid, by or on Contractor's behalf, to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a federal contract, grant, loan, or cooperative agreement. If any funds other than federal appropriated funds have been paid or will be paid to any of the above mentioned parties, Contractor will complete and submit Standard Form LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

Contractor will require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients will certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification will be subject to a civil penalty of not less than \$10,000.00 and not more than \$100,000.00 for each such failure.

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion

Contractor certifies, by signing this Agreement, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

Protection of Contracting Authority

Contractor and State agree that each will be solely responsible for any and all claims, actions, suits, damages, or liability arising from the negligence of its officers, agents and employees in the performance of this Agreement. Nothing in this Agreement will be construed as a waiver of either party's sovereign immunity or any other defenses allowed by law.

Reporting of Injury or Loss

Contractor will report to State any event encountered in the course of performance of this Agreement which results in injury to any person or property, or which may otherwise subject Contractor, or State, its officers, agents, or employees to liability. Contractor will report any such event to State immediately upon discovery.

Contractor's obligation under this section will only be to report the occurrence of any event to State and to make any other report provided for by Contractor's duties or applicable law. Contractor's obligation to report will not require disclosure of any information subject to privilege or confidentiality under law (such as attorney-client communications). Reporting to State under this section will not excuse or satisfy

any obligation of Contractor to report any event to law enforcement or other entities under the requirements of any applicable law.

Termination of Agreement

This Agreement may be terminated upon thirty (30) days' written notice by either party. If Contractor breaches any of the terms or conditions of this Agreement, this Agreement may be terminated by State at any time with or without notice.

If the Agreement is terminated by State without fault on the part of Contractor, Contractor will deliver to State all work product completed to the date of termination. Such work product will be the property of State and Contractor will be paid for work performed and delivered up to the date of termination. The value of the work performed and services rendered and delivered, and the amount to be paid as actual costs will be mutually satisfactory to State and to Contractor. Actual costs to be reimbursed will be determined by audit of such costs to the date of termination except that actual costs to be reimbursed will not exceed the Agreement price.

If the services of Contractor are terminated by State for fault on the part of Contractor, the Agreement will be null and void, and State will be entitled to recover payments made to Contractor on the work which is the cause of the at-fault termination. Contractor will be paid only for work satisfactorily performed and delivered to State up to the date of termination. Any payments due to Contractor at the time of termination may be adjusted to cover any additional costs to State due to Contractor's default. After audit of Contractor's actual costs to the date of termination and after determination by State of the amount of work satisfactorily performed and the additional costs incurred by State due to Contractor's default, State will determine the amount to be paid to Contractor.

Upon termination, State may take over the work and may award another party an agreement to complete the work under this Agreement. If, after State terminates for a default by Contractor, it is determined that Contractor was not at fault, Contractor will be paid for eligible services rendered and expenses incurred up to the date of termination.

State reserves the right to suspend the Agreement at any time. Such suspension may be initiated by State giving Contractor written notice and will be effective as of the date established in the suspension notice. Payment for Contractor's services will be made by State to the date of such suspension, in accordance with the above paragraphs.

Severability

If any court of competent jurisdiction holds any provision of this Agreement unenforceable or invalid, such holding will not invalidate or render unenforceable any other provision of this Agreement.

Supercession

All other prior discussions, communications, and representations concerning the subject matter of this Agreement are superseded by the terms of this Agreement, and except as specifically provided in this Agreement, this Agreement constitutes the entire agreement with respect to its subject matter.

Controlling Law

This Agreement will be governed by and construed in accordance with the laws of the State of South Dakota. Any lawsuit pertaining to or affecting this Agreement will be venued in Circuit Court, Sixth Judicial Circuit, Hughes County, South Dakota.

Disputes

Prior to the filing of any suit or claim arising under this Agreement, the parties agree to discuss the matter in good faith to find a resolution to the matter. In the event such negotiation does not result in a settlement, the parties may file suit in an appropriate court of proper jurisdiction.

Other Conditions

None.

Signatures

By signature of their representatives below, each agency certifies that approval of this Agreement by ordinance, resolution, or other appropriate means has been obtained by that agency's governing body or officer pursuant to SDCL §§ 1-24-3 and 1-24-6.

South Dakota State University

By: _____

Name: _____

Title: _____

Date: _____

**State of South Dakota
Department of Transportation**

By: _____

Name: Darin P. Bergquist

Title: Secretary

Date: _____

Recommended

By: _____

Name: David L. Huft

Title: Research Program Manager

Approved as to Form:

Special Assistant Attorney General

State Agency Coding (MSA Center): 11105

State Agency MSA Company for which contract will be paid: 2033/3040

Object/Subobject MSA account to which voucher will be coded: 52041400

Name and phone number of contact person in State Agency who can provide additional information regarding this contract: David Huft, 605.773.3358, dave.huft@state.sd.us

Acknowledgment

STATE OF SOUTH DAKOTA)
)SS
 COUNTY OF BROOKINGS)

On this the ____ day of _____, 2017, before me _____, a notary public, personally appeared _____, who acknowledged himself or herself to be the _____ of South Dakota State University, a university, and that he/she, as such officer, being authorized so to do, executed the foregoing instrument for the purposes therein contained, by signing the name of the university by himself/herself as such officer.

In witness whereof I hereunto set my hand and official seal.

 Notary Public

[Notary Seal]

My commission expires: _____

Acknowledgment

STATE OF SOUTH DAKOTA)
)SS
 COUNTY OF HUGHES)

On this the ____ day of _____, 2017, before me _____, a notary public, personally appeared Darin P. Bergquist, Secretary of the State of South Dakota, Department of Transportation, known to me or satisfactorily proven to be the person described in the foregoing instrument, and acknowledged that he executed the same in the capacity therein stated and for the purposes therein contained.

In witness whereof I hereunto set my hand and official seal.

 Notary Public

[Notary Seal]

My commission expires: _____

EXHIBIT B

**STATE OF SOUTH DAKOTA
DEPARTMENT OF TRANSPORTATION
STANDARD TITLE VI / NONDISCRIMINATION ASSURANCES
APPENDIX A & E
MARCH 1, 2016**

During the performance of this Agreement, Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Federal Highway Administration, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the Federal Highway Administration to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the Federal Highway Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the Federal Highway Administration may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the Federal Highway Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

During the performance of this Agreement, Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures Non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of Limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

EXHIBIT C**PROPRIETARY AND PATENT RIGHTS**

(1) Contractor will disclose each subject invention to State within a reasonable time after it becomes known to Contractor personnel responsible for the administration of patent matters, and that State may receive title to any subject invention not disclosed to it within such time.

(2) Contractor will make a written election within two (2) years after disclosure to State (or such additional time as may be approved by State) whether Contractor will retain title to a subject invention; provided, that in any case where publication, on sale, or public use, has initiated the one (1) year statutory period in which valid patent protection can still be obtained in the United States, the period for election may be shortened by State to a date that is not more than sixty (60) days prior to the end of the statutory period; and provided further, that State may receive title to any subject invention in which Contractor does not elect to retain rights or fails to elect rights within such times.

(3) When Contractor elects rights in a subject invention, Contractor will file a patent application prior to any statutory bar date that may occur under 35 USCS Section 1, et seq., due to publication, on sale, or public use, and will thereafter file corresponding patent applications in other countries in which Contractor wishes to retain title within reasonable times, and that State may receive title to any subject inventions in the United State or other countries in which Contractor has not filed patent applications on the subject invention within such times.

(4) With respect to any invention in which Contractor elects rights, State and United States government will have a nonexclusive, nontransferable, irrevocable, paid-up license to practice or have practiced for or on behalf of State or the United States Government any subject invention throughout the world; provided, that the funding agreement may provide for such additional rights, including the right to assign or have assigned foreign patent rights in the subject invention, as are determined by State or United States Government as necessary for meeting the obligations of the United States under any treaty, international agreement, arrangement of cooperation, memorandum of understanding, or similar arrangement, including military agreement relating to weapons development and production.

(5) State retains the right to require periodic reporting on the utilization or efforts at obtaining utilization that are being made by Contractor or Contractor's licensees or assignees; provided, that any such information as well as any information on utilization or efforts at obtaining utilization obtained as part of a proceeding under 35 USCS Section 203 will be treated by State as commercial and financial information obtained from a person and privileged and confidential and not subject to disclosure under 5 USCS Section 552.

(6) Contractor agrees that in the event a United States patent application is filed by or on Contractor's behalf or by any assignee of Contractor there will be included within such application and any patent issuing thereon, a statement specifying that the invention was made with State support and that State has certain rights in the invention.

(7) In the case Contractor is a nonprofit organization, (A) Contractor will prohibit the assignment of rights to a subject invention in the United States without the approval of State, except where such assignment is made to an organization which has as one of its primary functions the management of inventions (provided that such assignee will be subject to the same provisions as Contractor); (B) Contractor will share royalties with the inventor; (C) except with respect to a funding agreement for the operation of a Government-owned-contractor-operated facility, that the balance of any royalties or income earned by Contractor with respect to subject inventions, after payment of expenses (including payments to inventors) incidental to the administration of subject inventions, will be utilized for the support of scientific research or education; (D) that, except where it proves infeasible after a reasonable inquiry, in the licensing of subject inventions will be given to small business firms; and (E) with respect to funding agreement for the operation of a Government-owned-contractor-operated facility, (i) that after payment of patenting costs, licensing costs, payments to

inventors, and other expenses incidental to the administration of subject inventions, 100 percent of the balance of any royalties or income earned and retained by Contractor during any fiscal year up to an amount equal to 5 percent of the annual budget of the facility, will be used by Contractor for scientific research, development, and education consistent with the research and development mission and objectives of the facility, including activities that increase the licensing potential of other inventions of the facility; provided that if said balance exceeds 5 percent of the annual budget of the facility, that 75 percent of such excess will be paid to State and the remaining 25 percent will be used for the same purposes as described above in this clause (D); and (ii) that, to the extent it provides the most effective technology transfer, the licensing of subject inventions will be administered by Contractor employees on location at the facility.

(8) The requirements of 35 USCS Sections 203 and 204 apply to this work.

(9) If Contractor does not elect to retain title to a subject invention in cases subject to this section, State may consider and after consultation with Contractor grant requests for retention of rights by the inventor subject to the provisions of 35 USCS Section 202 and regulations promulgated hereunder.

2018 SDLTAP WORKPLAN

SUBMITTED TO

SOUTH DAKOTA DEPARTMENT OF TRANSPORTATION (SDDOT)

AND

THE FEDERAL HIGHWAY ADMINISTRATION (FHWA)

BY

SOUTH DAKOTA STATE UNIVERSITY (SDSU)

**SOUTH DAKOTA LOCAL TRANSPORTATION
ASSISTANCE PROGRAM (SDLTAP)**

Located at SD State University Jerome J. Lohr College of Engineering

PREPARED BY:

Greg Vavra, Program Manager, SDLTAP

Total funding for this project is **\$500,198**. Of that amount, **\$150,000** is requested from the Federal Highway Administration's Local Technical Assistance Program (LTAP). The remaining amount of **\$350,198** will be obtained from various state and local agencies as outlined in Attachment 3. Contract period is 16 months: January 1, 2018 to April 30, 2019.

Greg Vavra
SDLTAP Program Manager

Richard Reid, PhD, PE
SDLTAP Director

Lewis Brown, Dean
Jerome J. Lohr College of Engineering

Jim Doolittle, Associate VP
for Research & Sponsored Programs

November 1, 2017

**SOUTH DAKOTA LOCAL TRANSPORTATION
ASSISTANCE PROGRAM (SDLTAP)**

**WORK PLAN AND BUDGET
FOR CONTRACT YEAR 2018**

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INTRODUCTION

The South Dakota Local Transportation Assistance Program (SDLTAP) has now served local transportation agencies throughout South Dakota for 29 years. The program was established in 1988 and has operated continuously since that time. The SDLTAP maintains a strong reputation for meeting its customers on their premises, listening to their needs and delivering quality service to them. Services have been extended where possible to tribal transportation departments, private contractors involved in local projects and the engineering consulting community. Strong partnerships have been built with many agencies and companies to support both SDLTAP and those we work with. The 2018 SDLTAP Work Plan provides a brief summary of the services provided in the past year and plans for service and the methods of assisting our clients in the coming year.

The SDDOT Office of Research oversees the SDLTAP program and provides insight to the program, manages the financial and contractual agreements between the DOT, FHWA and SDSU, and approves out of state travel requests for LTAP staff. The Office of Research also provides office space for SDLTAP technical assistance providers who work from Pierre. Research Program Manager Dave Huft coordinates two semi-annual LTAP Advisory Board meetings attended by the entire SDLTAP staff, SDLTAP Advisory Board members, and various partners in the transportation industry.

The SDLTAP Advisory Board consists of members of various associations and organizations with which we have direct contact. The Advisory Board members represent:

- South Dakota Department of Transportation
- Federal Highway Administration
- South Dakota Association of Counties
- South Dakota Municipal Street Managers Association
- South Dakota Associated General Contractors
- South Dakota Association of Towns and Townships
- American Public Works Association
- Great Plains Tribal Chairman's Association
- South Dakota Association of County Highway Superintendents
- South Dakota Engineering Society.

The Advisory Board oversees the LTAP program and offers input as to what LTAP is doing positively and where the individual groups would like to see improvements or opportunities for their customers. Advisory Board meetings are held to update members on current activities and reflect on results following the previous meeting.

BRIEF REVIEW OF SDLTAP ACTIVITIES IN 2017

As of November 1, 2017, SDLTAP conducted or actively participated in 52 training sessions in 2017. The data compiled thus far shows 4,014 people participated in 14,051 cumulative hours of training. In order to accomplish this, significant use of partnerships continues to be a great help to SDLTAP. Our greatest support is from the SDDOT, which allows access to their video conference network, works with us to develop and provide training, coordinates communication and meetings with our Advisory Board and allocates and approves all of our funding. Another key partnership is training delivery via the Transportation Learning Network (TLN). The single greatest benefit of the TLN is being able to offer

management level courses for our customers which would cost a great deal if we had to bring the instructors to our state.

Again in 2017, there has been a greater emphasis on returning to face-to-face training in classrooms and the field. Our customers responded very favorably as reflected in their interest and willingness to attend. Greg Vavra, Program Manager, Andrew Peterson, Field Services Manager, and field staff have devoted a significant amount of time to facilitate increased personal contact and in-house training to meet customer needs. Greg's experience in local transportation and good communication skills have been put to good use in the classroom and the field. Classroom and field training in the use of motor graders in gravel construction and maintenance continues to be the most requested service in this area.

In 2017 SDLTAP staff has increased its ability to train at multiple functions. The addition of Chuck, Andrew and Gill has added some much needed trainers to our staff. The addition of staff members with the ability to train and present will ease the pressure from other staff members and allows us to be more efficient in our travels.

Building upon work in previous years, SDLTAP staff provided technical assistance in the area of aggregate quality to many agencies in 2017. We still find too much substandard material being used on gravel roads, chip seal projects, base construction and bedding for pipe or box culvert construction. SDLTAP is continuing to provide guidance on the cost associated with non-specified material which leads to a significant decrease in life cycle costs of projects. Testing and inspecting of materials is a very important part of the overall performance of the project and continual reminders to our customers are essential in this process.

In general, all SDLTAP staff members have been called on to provide more and more on-site technical assistance to county, city, town, township and tribal transportation agencies. The scope of this work is very broad. Some examples are:

- 1) Proposed access and problems with existing agribusiness access routes, which nearly always involve impact on the surface from heavy trucks, but sometimes safety and geometry issues as well.
- 2) Aging, failing culverts and small structures on the local road system are becoming a very big issue. We estimate requests for information on this matter doubled this past year.
- 3) General road safety issues ranging from simple questions on sign installation to realignment of road sections to correct safety problems.
- 4) Assistance with processes such as gravel road reshape, placing new surface gravel and the correct way of preparing the surface for stabilization.
- 5) Assistance in assessing road conditions and making presentations to commissions and councils.
- 6) Providing resources and information to elected officials to help guide decisions which will impact their respective organizations moving forward.

The staff has put in some long hours during the times we have had staff vacancies and deserve credit for their continued efforts.

SDLTAP coordinated three conferences again in 2017. In April, SDLTAP managed the 56th Annual SD Asphalt Conference in Pierre, SD. The conference was well received, with 147 in attendance – an increase of 25 compared to last year. The Asphalt Conference was geared towards bringing the locals back to the conference and this proved to be successful. We are also reaching other organizations by building an agenda suited for workforce development through management and engineers. In October, SDLTAP hosted the 32nd Annual Regional Local Road Conference in Rapid City, SD. This is always a popular conference and drew over 365 attendees and vendors from 13 states and Canada. We continue to grow and improve this event. We, again, utilized the volunteer services of Kris Jacobsen from the South Dakota Association of Counties to manage our increasing number of vendors at this conference. We are already making changes to bring an even better conference in 2018. Layout changes at the facility will lead to increase vendor's booths as well as a program to draw an even larger crowd in 2018. Finally, in December, SDLTAP coordinated the annual SD Association of Towns and Townships road conference which will be held in Sioux Falls. These three conferences will bring over 600 local road managers, engineers, and elected officials together to provide training and networking opportunities. SDLTAP also supported the annual County and Municipal League conventions, and is committed to build on these accomplishments in 2018.

HOW SDLTAP WILL DELIVER ITS SERVICES IN 2018

SDLTAP's general scope of service will be delivered in five primary ways:

- 1) Visit each county in SD at least once within two years. County highway departments will be visited along with cities, towns and townships as time allows.
- 2) Provide technical assistance upon request, either on-site if needed, or by phone or email. Facebook will continue be used for general information updates.
- 3) Develop and provide formal training in workshops, seminars or conference presentations. Some delivery by web and video conference will also be done.
- 4) Continue conference support for the local highway and street management associations, as well as, overall management of the Regional Local Roads Conference in Rapid City and the SD Asphalt Conference in Pierre.

There will be continued emphasis on face-to-face training and additional hands-on field demonstration which has proven to be a great need. Customer feedback was very positive again in 2017. It will be hard to expand those activities, but we are committed to sustain them. SDLTAP will continue using video conferencing and webinar delivery when possible. The website and our Facebook page will be expanded to provide basic information on training and information delivery. We will strive to do Facebook posts at least twice per week. This grew more than expected in 2017 with over 3000 views in a week, along with nearly a 150% increase in followers since we began in 2015. Also, due to numerous requests, SDLTAP worked with the IT Department and will now have the ability to post conference presentations to our website. Partnerships with other organizations will continue to be a critical link to reach customers and to provide some financial and logistical support. Our primary partner continues to

be SDDOT and its Office of Research. Working with Mr. David Huft, SDDOT Research Program Manager, and the Local Government Assistance Office, we will continue to coordinate many activities with the SDDOT.

Use of SDDOT sites on the Dakota Digital Network in-state video conferencing system for access to 14 sites will be continued across the state at no charge. The reduction in travel for virtually anyone to less than 75 miles to participate in training is a great benefit. Using the same sites, we will continue to use the Transportation Learning Network (TLN) to both deliver and receive training cooperatively with four other states – CO, ND, WY, and MT. Other web-based training will be used as opportunities arise. We continue to evaluate this with special attention to the topic and time needed for delivery. Web-based delivery does not work for all topics and does not suit all presenters. We will be careful in what topics we select for electronic delivery.

On-site training, either in the classroom, or in the field will continue. A mix of training delivery is necessary to serve SDLTAP customers. Classroom followed by field training has proven to be the most effective way to convey information. We will carefully evaluate how to be as effective as possible in time allocation, location and content of our training. Gravel road related training will continue to be our first priority, but will be expanded to build upon what we have learned specific to material quality and good stabilization techniques where needed. We intend to offer this in several locations across the state. Three to five counties can be accommodated at each classroom location. Field demonstrations with smaller groups allowing hands-on instruction in the use of the motor grader will be conducted as time allows. We intend to cooperatively offer training to counties as hosts and include townships, towns, tribes and contractors as much as possible.

Joint regional training managed cooperatively with the SDDOT Local Government Assistance Office will be held in four locations which are tentatively set for Vermillion, Mitchell, Sturgis and Mobridge. The focus will be on management level training targeting superintendents, engineers, lead workers and elected officials, as well as some sessions being designed for the lead workers and staff. Once again, multiple topics will be offered in different formats during this one-day training session with topics being driven by location and training needs. This will reduce overnight travel for many of our customers who plan to attend. It is our intent to choose topics relevant to the geographical area we are serving. Unlike the past, we will target a more varied audience to make sure we are meeting the topic needs of our customers.

We will expand our service in providing the best advice possible to rehabilitate aging and deteriorating asphalt surfaces. We have added to our knowledge base and training resources on this topic looking at gravel, stabilized gravel, and blotter surfacing alternatives. A life-cycle cost calculation tool that was originally developed by SDLTAP using simple Microsoft Excel™ spreadsheets, was modified by the Upper Great Plains Transportation Institute, and is now available online to help local management and elected officials make data-based decisions on the best rehabilitation option.

Some time and effort needs to be reserved in 2018 to accommodate special requests from our customers, such as more requests for on-site evaluation of road surfaces, culverts, traffic safety issues, right-of-way problems to name a few. This often leads to follow-up requests to attend commission, council or board meetings which are often held in the evenings to present recommended solutions. As in the past, we continue to recognize it may be difficult to sustain all of the service we are promising to our customers. We will strive to be as efficient as possible in scheduling training, making sure

advertising reaches everyone who may wish to attend to avoid duplicate requests for the same service by a neighboring agency and use electronic delivery when possible.

Once again, the plans we have for serving our customers can only happen with good partnerships. We remain committed to maintain or build partnerships with others to serve our customers. At the same time we will strive to avoid unethical situations such as allowing a corporate sponsor to use a training forum to exclusively promote their product. Our primary partners are:

- SD Department of Transportation
- SD Association of County Highway Superintendents (SDACHS)
- SD Association of Towns and Townships (SDATAT)
- SD Street Maintenance Managers Association (SDSMMA)
- SD Counties (County Commissioners & County Officials)
- SD Associated General Contractors—Highway & Heavy Construction Div. (SDAGC)
- Safety Benefits, Inc.
- South Dakota Engineering Society
- SD Municipal League (SDML)
- North American Salt, Inc.
- Butler Machinery Company
- SD Chapter of the APWA
- Gravel Roads Academy
- Z&S Dust Control
- RDO Equipment
- Other LTAPs nationwide
- Recognize our partnership with NELTAP, COLTA, NDLTAP, WYLTAP and MTLTAP as partners in the Regional Local Roads Conference.

Department visits to local highway and street departments will continue as staff time allows. Our priorities are accommodating direct requests for on-site assistance, visiting new managers, and identifying local agencies that have demonstrated particular success in managing their road and street systems. If an agency is willing to share, staff members will travel there, gather information, and get photos (if applicable) so the technology or methods can be transferred to others. These visits will generally be accomplished in assigned geographic areas as shown in Attachment 2 on page 14 of this document.

The SDLTAP will continue to support several conferences, conventions and meetings across the state. Examples are the SD Association of County Highway Superintendent's annual Short Course and summer meetings, the SD Street Maintenance Managers Association's spring and fall meetings, and the SD Association of Towns and Townships annual Road Conference. This includes not only making presentations, but also sitting on planning committees for some of these conferences, as well as providing audio/visual equipment support, if needed. SDLTAP will take the lead in facilitating the annual Regional Local Roads Conference and managing the SD Asphalt Conference in 2018. From these activities, we not only maintain direct contact with our customers, but also gain valuable input for future training needs and technical assistance. Support will also be given to the SD County Association and Municipal League annual conventions, along with the elected official's workshops.

SDLTAP is planning to see an increase in visits and training opportunities with the closing of the TTAP centers nationwide. Although a new program is being developed to reach tribal folks, the needs of the tribes will fall upon SDLTAP in the interim. We have already met with tribal folks in 2017 and offered our support to fill the vacancy of the TTAP centers. With the geographic diversity of the tribes, it will require some additions to our training curriculum as well as staff time devoted to insure their needs are being met.

We continue to explore delivery of more service via our website, but strict content supervision is still an issue in that area. Our Facebook page has proven to be a great tool for keeping our customers aware of our services and activities. Our toll free number and generic email address sdltap@sdstate.edu will continue to be available for any LTAP customer to reach us for direct technical assistance.

ACTIVITY PLAN TO ADDRESS THE FOUR FHWA FOCUS AREAS FOR LTAP/TTAP

1. ROADWAY AND WORKER SAFETY

- a. Conduct Mine Safety and Health Administration (MSHA) compliance training in ±35 locations across SD in partnership with Safety Benefits, Inc.
- b. Offer both Work Zone and Routine Traffic Control training as an in-house seminar upon request.
- c. Advertise the ATSSA Northland Chapter's "How To" Safety Conference.
- d. Advertise appropriate highway and worker safety courses offered via the TLN.
- e. Do additional work on documentation of safety issues on local roads to improve our training visuals and content.
- f. Support the SDDOT Transportation Safety Conference.
- g. Emphasize safety in every presentation that is applicable.

2. INFRASTRUCTURE MANAGEMENT

- a. Continue to partner with the SDDOT Office of Research to update cost data in the Surface Selection Criteria Study previously published in 2004.
- b. Work with NDSU to deliver an online platform for our customers to evaluate costs of doing business and to more accurately define costs in their five-year plans.
- c. Continue to work on developing resources and training on the subject of alternatives to paving.
- d. Provide technical assistance during on-site visits utilizing the experience of our staff at a practical level.
- e. Manage the 2018 SD Asphalt Conference. Greg will serve as the conference coordinator and three of our staff members will serve on the planning committee. All are actively involved in recruiting speakers and/or making presentations.
- f. Continue to study the impact of Agribusiness and Industrial and Commercial Development on SD local roads and streets. We continue to add to our training resources on this topic and will present updated information as opportunities arise.
- g. Offer one-day region training on multiple topics (not finalized at this time) on road and street management issues in four locations in partnership with our LGA Office.
- h. Share results of the SDDOT Gravel Guidelines project with all customers and work towards a final report with the contractor.

3. WORKFORCE DEVELOPMENT

- a. Provide training in fundamental design and material specifications as requested.
- b. Provide hands-on instruction on surface maintenance of gravel surfaced roads along with rehabilitation if requested.
- c. Provide Management training if requested. (This has been a great challenge – we see the need for this, but customers often do not.)
- d. Conduct department visits to all new highway superintendents to make them aware of LTAP services.
- e. Assist the SD Association of County Highway Superintendents with training and oversight of the exam for the SD Highway Superintendent Certification Program.

4. MISCELLANEOUS SERVICE

- a. Maintain our toll free number for our customers, other LTAP/TTAPs, or others to reach us for assistance.
- b. Hold a staff/team development activity once in the year.
- c. Continue promoting social media in delivering information on our Facebook site.
- d. Continue to serve as conference coordinator and host the Regional Local Road Conference held annually in Rapid City, SD. Trudy Anderson, SDLTAP's Program Assistant, will continue to manage registration and budget for the conference as a service to our neighbors in six surrounding states.
- e. Strive to continue to provide miscellaneous services to our friends and partners around the country such as sharing of our large photo log, presentations and other resources.
- f. Support the National and Regional LTAP/TTAP Conference and NACE Conference.
- g. Support various SDDOT research projects and deliver timely findings to our customers.
- h. Support the EDC initiatives that the DOT has adopted and bring awareness and training to our customers that are pertinent to the locals.

The budget allocated to accomplish these activities is shown in Attachment 3, page 15.

ORGANIZATIONAL CHANGES

In July 2017 Gill Hedman joined our staff as the Central South Dakota Technical Assistance provider filling the vacancy left when Larry Weiss retired in 2015. Gill graduated from the South Dakota School of Mines in 1975 with a BS in Civil Engineering, Worked 29+ years with South Dakota Department of Transportation the last 25 as Pavement Design Engineer specializing in pavement design, pavement rehabilitation, and pavement preservation activities.

Also in July 2017, Trudy Anderson joined our staff to replace Nancy Vehorn who retired from the position of Program Assistant. She has worked 9 ½ years for SDSU in the Division of Technology & Security as a Budget Assistant. Prior to working for SDSU, she worked in various administrative and accounting positions in Brookings. Trudy has an Associate's Degree in Executive Secretarial from Nettleton College in Sioux Falls, SD.

On June 21, 2017, Ken Skorseth (Special Projects Manager) temporary emergency hire contract expired with SDLTAP. At this time we are exploring options on what will be done with this position moving forward.

ATTACHMENT 1: SDLTAP STAFF**Office and Administrative Staff:**

Dr. Richard Reid, P.E., Director

Mr. Greg Vavra, Program Manager

Mr. Andrew Peterson, Field Services Manager

Ms. Trudy Anderson, Program Assistant

Field Staff:

Mr. Ted Eggebraaten, Technical Assistance Provider, Central Eastern Area

Mr. Cliff Reuer, Technical Assistance Provider, Western Area

Mr. Chuck Fromelt, Technical Assistance Provider, NE & SE Areas

Mr. Gill Hedman, Technical Assistance Provider, Central

ABBREVIATED RESUMES OF STAFF – 2017

Dr. Richard Reid, PhD, PE—Richard is Associate Dean for Academics and Outreach in the College of Engineering, South Dakota State University. He has over 22 years of civil, geotechnical, transportation, and environmental engineering experience. His career started in the Air Force as an environmental engineer for Ellsworth Air Force Base, SD. In that position he was responsible for ensuring compliance with all Environmental Protection Agency regulations which included environmental monitoring, permitting, training, and response. As a design civil engineer, he planned and designed new roads as well as the rehabilitation of existing streets. Following his graduate education, he served as a research engineer for the Air Force focusing on the design, construction and full-scale testing of structures to resist explosions. Richard also has extensive experience in the geosynthetics field.



Greg Vavra—In October 2012, Greg started as SDLTAP's new Field Services Manager and became Program Manager in October 2015. He previously worked as Jerauld County's Highway Superintendent for 18 years and has served as Mayor of Wessington Springs for the past 13 years. Greg provides technical assistance in gravel road maintenance, culvert installation, presentation development, and various cooperative efforts. He has extensive background in county and township maintenance and has served as Past President and Secretary/Treasurer for the SDACHS Association.





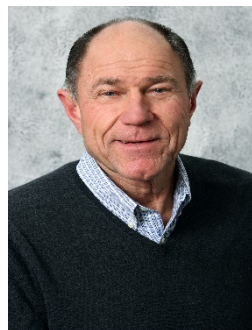
Andrew Peterson — Andrew joined LTAP as the field services manager in March 2016. He received his Bachelor of Science degree from South Dakota State University in Construction Management with a minor in Business. He served in the Air National Guard as a Pavement and Construction Equipment Specialist. Before starting at LTAP, Andrew worked for Knife River Midwest in Sioux City, IA as project manager and estimator, where he managed asphalt projects in Nebraska, Iowa, and South Dakota.



Trudy Anderson – Trudy joined LTAP in July 2017. She worked 9 ½ years for SDSU in the Division of Technology & Security as a Budget Assistant. Prior to working for SDSU, she worked in various administrative and accounting positions in Brookings. Trudy has an Associate's Degree in Executive Secretarial from Nettleton College, Sioux Falls, SD.



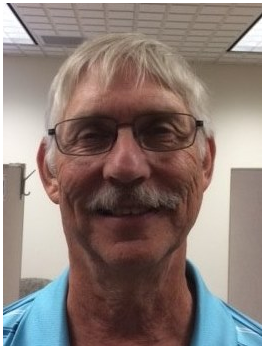
Ted Eggebraaten—Ted retired in January 2008 after serving 20 years as Brookings County Highway Supt. Prior to that, Ted was the Assistance City Street Supt. for the City of Brookings. Ted's early career was spent as a field technician/project manager for the SD DOT. Ted also spent nine years as owner of Eggebraaten Construction, Inc. He joined SDLTAP in 2008.



Cliff Reuer—Cliff worked for the SDDOT for 40 years as a Field Technician, Highway Beautification Agent, Maintenance Analyst, Project Engineer, Traffic and Safety Engineer and at the Office of Project Development. He has a Bachelor of Science degree from SDSU in Agricultural Business (Economics). Cliff has received specialized training from Northwestern University – Traffic Institute at Evanston, IL, training from the Institute of Transportation Engineers (ITE) and from the FHWA. Cliff joined SDLTAP in 2010.



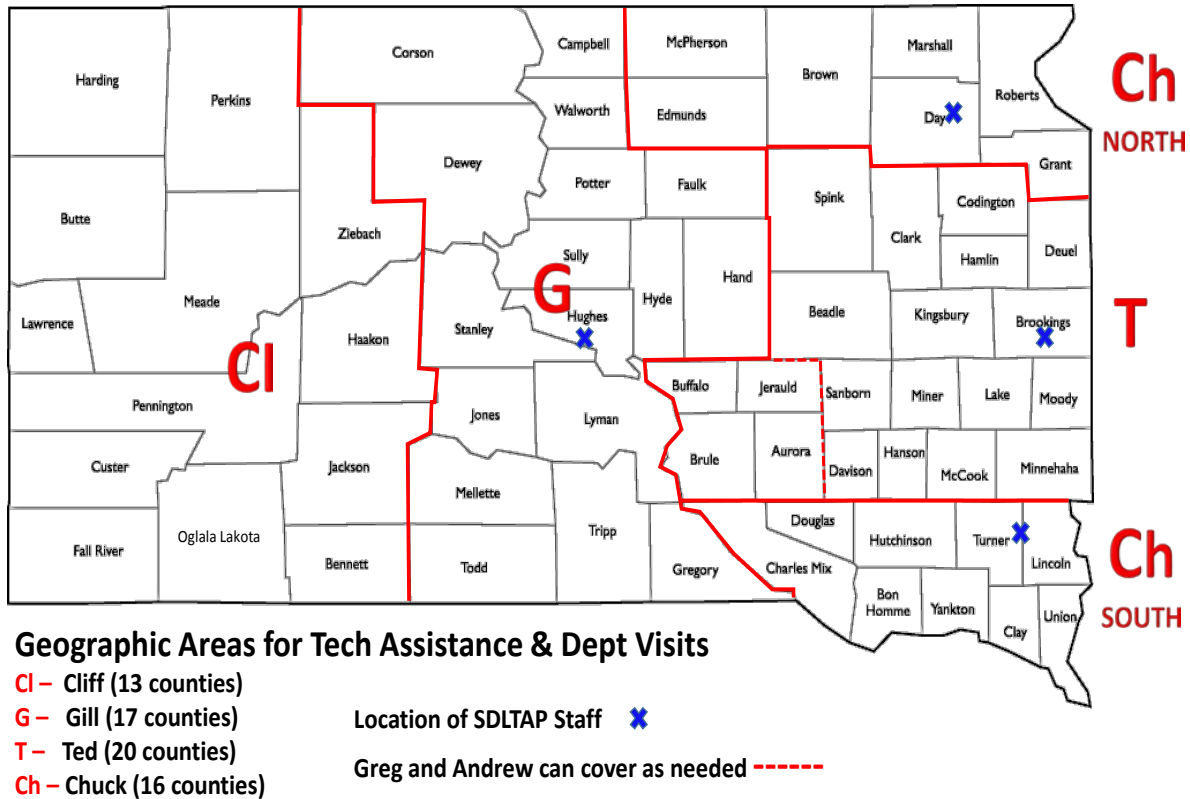
Chuck Fromelt—Chuck joined SDLTAP in June 2015 and has a life-long background in the road and bridge environment. Chuck holds an AAS in Civil Engineering Technology from the ND State School of Science. He has 22 years of experience as a certified Day County Highway Superintendent and has eight years of experience leading and managing the construction, development, and designs for two reputable companies: Waste Management and Tricon-Kent Construction. Chuck was president of the SD Association of County Highway Superintendents (SDACHS), and has served as a committee member of Bylaws and Resolutions of SDACHS, and as an executive board member of SDACHS.



Gill Hedman—Gill joined SDLTAP in July 2017 and has been involved in road and bridge for many years. Gill is a graduate of the South Dakota School of Mines in 1975 with a BS in Civil Engineering, Worked 29+ years with South Dakota Department of Transportation the last 25 as Pavement Design Engineer specializing in pavement design, pavement rehabilitation, and pavement preservation activities.

ATTACHMENT 2: GEOGRAPHIC STAFF RESPONSIBILITIES

This map shows the general geographic areas covered by each of the four members of the field staff in doing on-site technical assistance or local department visits.



ATTACHMENT 3: PROPOSED BUDGET FOR 2018 CALENDAR YEAR

SALARY AND WAGES	FTE	SDSU		SDDOT	Total
		Billed	Donated	Donated	
Director (R. Reid) (Less 10% Donated)	0.10	10,750	7,166		\$17,916
Program Manager (Vavra)	1.00	66,263			\$66,263
Program Assistant (Anderson)	1.00	36,827			\$36,827
Field Services Manager (Peterson)	1.00	59,750			\$59,750
Technical Assistance Provider (Fromelt)	0.40	18,453			\$18,453
Technical Assistance Provider (Eggebraaten)	0.40	19,310			\$19,310
Technical Assistance Provider (Reuer)	0.40	21,293			\$21,293
Technical Assistance Provider (Hedman)	0.40	17,479			\$17,479
SDDOT Contact (Huft)	0.05			5,049	\$5,049
SDDOT Contact (Ripley)	0.05			1,868	\$1,868
Subtotal	4.8	250,124	7,166	6,917	\$264,207
FRINGE BENEFITS		SDSU		SDDOT	Total
		Billed	Donated	Donated	
SDSU (15.0%+8,894/FTE) -- PT FTE/Fringe at 9%		59,977	1,518		\$61,495
SD DOT (58.9% S&W)				4,074	\$4,074
Subtotal		59,977	1,518	4,074	\$65,569
TRAVEL & PERDIEM		SDSU		SDDOT	Total
		Billed	Donated	Donated	
National/Regional LTAP Travel		10,000			\$10,000
All Other Travel-Trno & Tech Support		15,000			\$15,000
Advisory Board		500			\$500
Subtotal		25,500			\$25,500
VEHICLES		SDSU		SDDOT	Total
		Billed	Donated	Donated	
Car Lease at SDSU		13,900			\$13,900
Car Lease in Pierre		7,500			\$7,500
Subtotal		21,400			\$21,400
PUBLICATIONS AND POSTAGE		SDSU		SDDOT	Total
		Billed	Donated	Donated	
Newsletters & Marketing		2,000			\$2,000
Subtotal		2,000			\$2,000
OTHER DIRECT COSTS		SDSU		SDDOT	Total
		Billed	Donated	Donated	
Supplies & Copying		1,500			\$1,500
Telephones		3,840			\$3,840
Meeting Rooms		800			\$800
National LTAP Dues		750			\$750
Publications & Videos		1,158			\$1,158
Training Consultants		2,500			\$2,500
Subtotal		10,548			\$10,548
TOTAL DIRECT COSTS		369,549	8,684	10,991	\$389,224
INDIRECT COSTS		SDSU		SDDOT	Total
		Billed	Donated	Donated	
SDSU (28%) total direct billed & (1.34%) donated costs		103,474	4,952		\$116,827
SDSU (29.34%) of total direct donated costs			2,548		\$2,595
Subtotal		103,474	7,500		\$110,974
GRAND TOTAL by Organization		473,022	16,185	10,991	\$500,198
FUNDING SOURCES		AMOUNT	PERCENT		
FHWA Local Technical Assistance Program		\$150,000	29.99%		
SD Local Road & Bridge Fund		\$313,022	62.58%		
Regional Local Roads Conference Transfer (2016/2017)		\$10,000	2.00%		
SDSU (donated)		\$16,185	3.24%		
SDDOT (donated)		\$10,991	2.20%		
TOTAL		\$500,198	100.00%		

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – N
DATE: December 5-7, 2017

SUBJECT

M&R Projects

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 6:6 – Maintenance and Repair](#)

BACKGROUND/DISCUSSION

Maintenance and Repair projects with costs of more than \$250,000 require Board approval.

IMPACT AND RECOMMENDATIONS

Approval of these projects will allow the campuses to proceed to full design and construction.

ATTACHMENTS

Attachment I – List of Maintenance and Repair Projects by Campus

DRAFT MOTION 20171205_4-N:

I move to approve the maintenance and repair projects as listed on the attachment.

Maintenance and Repair Projects
 (\$250,000-\$1,500,000)

Black Hills State University

Donald E. Young Center – Wellness Center: At the December 2016 meeting, the Board of Regents approved the BHSU's Preliminary Facility Statement to begin planning for future construction of a Wellness Center addition to the Young Center. BHSU proposed raising two-thirds of the cost of the addition from private funds and one-third of the cost will be funded with general activity fee (GAF) or other cash. No GAF increase will be requested to debt finance the facility. The cost develop the Facility Program Plan (FPP) was not to exceed \$50,000. The pre-design and site analysis and renderings phase services cost \$62,420. Therefore, BHSU requests an additional \$12,420 to be paid with GAF bringing the total cost of the schematic and pre-design development to \$62,420.

South Dakota State University

Avera Health & Science Center – Renovation: The Avera Health and Science building, completed in 2011, has classroom laboratories in rooms 150 and 168 that do not reflect the current trends in learning environments or the pharmaceutical profession. The issues include fixed furniture that do not support current teaching methods, technology that is becoming dated, and general space configuration that does not reflect the professional setting students will be entering after graduation. For these reasons, the Pharmacy Department at SDSU initiated a request to renovate the classroom laboratories in Avera. At a cost of \$651,000 to be paid using departmental funds (tuition and fees), this renovation would involve replacing the fixed islands with mobile stations that could be configured in a variety of ways to suit different teaching methods and learning styles, and updating the classroom technology in order to make the learning experience more interactive. Video displays would allow faculty and students to connect digitally from anywhere in the room. The added connectivity would allow for more seamless interaction between faculty and student groups plus resources available outside the university. Upgrades to technology and furnishing would enhance collaboration opportunities amongst students in the classroom. One third of the project budget will be devoted to technology and furnishings to support the changes in instruction. The remainder is to upgrade the facilities and provide design services that will properly support the educational efforts.

Bailey Rotunda Hall – Restroom Renovation (Phase 1): This design and construction project is to renovate four restrooms in Bailey Rotunda Hall to meet university design and construction standards, ADA guidelines. It does not require any structural modifications and is primarily an interior design project that would replace the plumbing fixtures, toilet partitions, ceramic tile finishes, light fixtures, galvanized plumbing systems and toilet accessories. M&R fee and general funds M&R for this project were originally approved for Morrill Hall projects but have been transferred to Rotunda Hall in the amount of \$330,000.

Campus – Intramural Fields Relocation: Using revenues from the 2016 BOR approved increase in the general activity fee (GAF) by \$4.50/credit hour, SDSU will relocate the Warren Williamson intramural fields to the current location of the outdoor football practice fields. The

double crown practice fields would be renovated to create intramural fields for student recreation. Regrading the existing fields, improving drainage from the area, installing electrical, water, storm sewer, and sanitary sewer utilities are included in this project. Lighting for the fields will include relocation of the existing light poles and refitting the fixtures to improve energy efficiency. Concrete walks will be installed at the periphery of the new fields for site access. The cost for this project is \$595,000.

Campus – Parking Lot 158 Resurfacing: Using parking and traffic fees, this \$525,000 project includes milling the edges of the parking lot near the curbs, repairing potholes, and adding an asphalt overlay to the existing surface. An additional 2/3 of the parking lot was added due to good unit prices and available funding.

Central Chiller Plant – Renovation: SDSU's full design and construction to add an additional 525-ton modular chiller and cooling tower to the Central Chiller Plant is necessary as the current chiller capacity is at a threshold point and lacks utility infrastructure redundancy. If one chiller breaks down, the remaining chillers will not be able to meet the demand from all of the buildings that are connected. The surplus capacity (redundancy) originally assumed is not able to meet the needs due to the renovation of Brown Hall and the installation of air conditioning to the building. This project will also replace the failed chiller serving Larson Commons and connect this to the central plant as well. In addition, future plans are to replace the chiller in Wagner Hall and connect this building to the Central Chiller Plant. These loads will reduce the surplus capacity to a point that any additional connected load needs to provide a new chiller to provide adequate future redundancy. The Central Chiller Plant was constructed on a modular basis. Each chiller generates 525 tons of chilled water. There is space in the facility for two more modular chillers. SDSU would prefer to continue in this modular fashion and install one additional 525-ton chiller that will satisfy at least the planned projects for Pierson Hall and Mathews Hall and replace some of the surplus capacity utilized in renovating Brown Hall and service Larson Commons. The \$1,400,000 cost will be funded from rent revenues.

Wagner Hall – Replace Chiller with Connection to Central Chiller Plant: This project will be the full design and construction to replace the 50-year old chiller. The building will be connected to the Central Chiller Plant and the chilled water distribution system. The existing chiller has exceed its expected life and has been rebuilt multiple times and will require rebuilding again in the near future. SDSU would take advantage of the efficiency and redundancy of the central chilled water system and proximity of Wagner Hall to the central chilled water system to connect this facility. A new distribution main will be constructed that will branch from the existing system. This will extend to Wagner Hall, a plate and frame heat exchanger will be installed with new distribution pumps that will provide chilled water to the air handling units in the penthouse of the building. General funds M&R in the amount of \$595,000 will be used for this project. Originally, these funds were intended to be used to replace/upgrade two air handling units and controls in Rotunda Hall.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – O
DATE: December 5-7, 2017

SUBJECT

FY19 M&R Fee Projects

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-53-6](#) Tuition Rates and Fees

[BOR Policy 6:6](#) Maintenance and Repair

BACKGROUND/DISCUSSION

In March 1993, the Board approved a per-credit-hour maintenance and repair fee on all on-campus courses. In 2007 the fee was increased to fund some bonded critical deferred maintenance projects. The per-credit-hour fee, now part of the on-campus tuition rate, is currently at \$3.31 per credit hour. The M&R fee is used to pay the bonded indebtedness and to fund new maintenance and repair projects. The fee is retained by each campus. Available funds are based on the estimated credit hour totals times the \$3.31 per credit hour approved fee. The FY19 projected revenues are as follows:

	FY19 Projected Credit Hours	\$3.31 M&R Fee Projected Revenue
BHSU	44,650	\$147,792
DSU	29,185	\$96,602
NSU	33,361	\$110,425
SDSM&T	69,083	\$228,665
SDSU	255,207	\$844,735
USD	61,169	\$533,469
	592,655	\$1,961,688

IMPACT AND RECOMMENDATIONS

The FY19 available funding is \$1,961,688.

Approval of the FY19 M&R Fee projects will allow the universities to begin project planning and completion in a timely manner.

ATTACHMENTS

Attachment I – FY19 Maintenance and Repair Fee projects requested by the institutions

DRAFT MOTION 20171205_4-O:

I move to approve the FY19 M&R Fee projects as requested.

FY19 Fee Maintenance & Repair Projects

Project #	Building Name	Project Name	M&R Category	M&R Class	Cost Estimate
<u>Black Hills State University</u>					
6R1901		Series 2007 Critical M&R Bond Payment			\$49,420
6R1902		Planning & Design			\$7,390
6R19XX	Campus	Water Main	Public Health, Safety & Compliance	Repair	\$90,982
FY19 Fee M&R Projects Total					\$147,792
<u>Dakota State University</u>					
8R1901		Series 2007 Critical M&R Bond Payment			\$28,932
8R1902		Planning & Design			\$4,830
8R19XX	Campus Wide	Sidewalk and Landscape Replacement	Public Health, Safety, and Compliance	Repair	\$32,840
8R19XX	Beadle Hall	Paint Fire Escape	Building Integrity	Maintenance	\$20,000
8R19XX	Campus Wide	Interior Painting	Building Integrity	Maintenance	\$10,000
FY19 Fee M&R Projects Total					\$96,602
<u>Northern State University</u>					
5R1902		Planning & Design			\$5,521
5R19XX	Campus wide	Chiller Maintenance	Building Integrity	Maintenance	\$88,956
5R19XX	Campus wide	Climate Control Maintenance	Energy and Utility savings	Maintenance	\$15,948
FY19 Fee M&R Projects Total					\$110,425
<u>South Dakota School of Mines & Technology</u>					
4R1901		Series 2007 Critical M&R Bond Payment			\$30,503
4R1902		Planning & Design			\$11,433
4R1903	McLaury Building	Phase 2 Renovation (Garden Level)	Building Integrity	Renovation	\$100,000
4R1904	Mineral Industries	Mineral Industries Upgrades	Public Health Safety and Compliance	Renovation	\$44,000
4R1905	Various	Classroom Updates	Programmatic Suitability	Renovation	\$42,729
FY19 Fee M&R Projects Total					\$228,665
<u>South Dakota State University</u>					
3R1901		Series 2007 Critical M&R Bond Payment			\$370,486
3R1902	Campus	Space Planning of Phased Building Renovations (e.g. PC, IM, WG, LMH)	Planning	Renovation	\$45,749
3R1903	Wagner Hall	Replace Hot Water Convertors & Water Heaters	Building Integrity	Repair	\$165,000
3R1904	Performing Arts Center	Calk Precast Panels	Building Integrity	Maintenance	\$21,100
3R1905	Performing Arts Center	Replace Carpet	Building Integrity	Maintenance	\$82,400
3R1906	Crothers Engineering Hall	Galvanized Piping Replacement, Abatement, & Insulation	Building Integrity	Repair	\$160,000
FY19 Fee M&R Projects Total					\$844,735
<u>University of South Dakota</u>					
2R1901		Series 2007 Critical M&R Bond Payment			\$175,228
2R1902		Planning & Design			\$23,241
2R19XX	Old Main	Bond payment			\$80,000
2R19XX	Dakota Dome	Re-lamp Hi-Bay Lighting	Energy & Utility Savings	Maintenance	\$30,000
2R19XX	Dakota Dome	Turf Trough Repairs	Building Integrity	Renovation	\$25,000
2R19XX	Dakota Dome	Dakota Dome Red Lights	Energy and Utility Savings	Renovation	\$20,000
2R19XX	Arena	American Flag at main court	Building Integrity	Renovation	\$20,000
2R19XX	Dakota Dome	Wall Pad Replacement/Branding	Building Integrity	Renovation	\$50,000
2R19XX	Dakota Dome	Fuel Storage	Building Integrity	Renovation	\$20,000
2R19XX	Church-Hill Haines	Renovation of Seven Lab spaces	Building Integrity	Renovation	\$50,000
2R19XX	Belbas	Carpet and Wood Floor Refinishing	Building Integrity	Renovation	\$20,000
2R19XX	Lee Med	In-floor power and data at 105	Programmatic Suitability	Renovation	\$20,000
FY19 Fee M&R Projects Total					\$533,469
Grand Total FY19 Fee M&R Projects					\$1,961,688

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – P
DATE: December 5-7, 2017

SUBJECT

FY19 HEFF M&R Projects

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-51-2](#) Educational Facilities Fund – Purposes

[SDCL 13-53-15](#) Receipt by State Treasurer of Institutional Moneys - Distribution

[SDCL 13-53-15.3](#) Medical School Funds

[BOR Policy 6:6](#) Maintenance and Repair

BACKGROUND / DISCUSSION

The Higher Education Facilities Fund (HEFF) represents eleven and one-half percent of all tuition (on-campus and off-campus) collected minus one hundred seventy-five thousand dollars related to the medical school. The funds are used for maintenance and repair (M&R) needs of the universities, long-term indebtedness for capital improvements, and new construction. The FY19 available funding is \$15,932,747.

The HEFF allocation formula is based on fifty percent of the replacement values and fifty percent of the gross square footage for academic buildings. Attachment I provides the formula distribution for the FY19 HEFF allocation. The campuses can allocate funds towards planning and design to assist the universities in determining appropriate work scope and cost of each proposed project. The funding for planning and design is identified as part of the allocation.

Attachment II provides the FY19 maintenance and repair projects submitted by the institutions for approval. Each project is placed into one of the following categories: Public Health, Safety and Compliance; Building Integrity; Programmatic Suitability; Energy and Utility Savings; or Other according to Board Policy 6:6. The policy provides for funding realignments and transfers between approved projects. Changes to the approved project list for projects estimated to cost \$50,000 to \$250,000 must be submitted for the Executive Director's approval and projects more than \$250,000 must be submitted for Board approval. Projects under \$50,000 (all costs and contracts inclusive) may be approved by the presidents or their designee.

(Continued)

DRAFT MOTION 20171205_4-P:

I move to approve the HEFF M&R requested projects for FY19.

IMPACT AND RECOMMENDATIONS

The FY19 available funding is \$15,932,747.

Approval of the FY19 HEFF Maintenance and Repair projects will allow the universities to begin project planning and completion in a timely manner.

ATTACHMENTS

Attachment I – Formula and distribution for the FY19 HEFF allocation

Attachment II – FY19 HEFF Maintenance and Repair projects requested by the institutions

FY19 HEFF M&R Allocation Formula Distribution

Line											
1	M&R Funding Available	\$15,932,746									
2	Gross Sq. Feet	6,527,503									
3	Replacement Value	\$1,708,480,618									
		<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>SSOM</u>	<u>BHSU-RC</u>	<u>UC-SF</u>	<u>TOTAL</u>
4	Academic Square Feet	512,126	323,165	601,218	589,406	2,479,937	1,743,334	91,895	57,352	129,070	6,527,503
5	Current FY Gross Square Feet										
	Disbursement Factor: (Line 4/Line2)*.5	3.92%	2.48%	4.61%	4.51%	19.00%	13.35%	0.70%	0.44%	0.99%	50.00%
6	Current FY Gross Square Feet Portioned M&R Funds										
	Line 5*Line 1	\$625,015	\$394,401	\$733,746	\$719,330	\$3,026,594	\$2,127,620	\$112,152	\$69,994	\$157,522	\$7,966,374
7	Academic Replacement Value	145,195,611	81,112,423	147,056,605	179,768,148	617,657,543	469,779,833	16,311,446	16,630,006	34,969,002	1,708,480,617
8	Current FY Institutional Replacement Value										
	Disbursement Factor: (Line 7/Lines 3)*.5	4.25%	2.37%	4.30%	5.26%	18.08%	13.75%	0.48%	0.49%	1.02%	50.00%
9	Current FY Replacement Value Portioned M&R Funds										
	Line 8 * Line 1	\$677,023	\$378,214	\$685,702	\$838,230	\$2,880,039	\$2,190,509	\$76,058	\$77,543	\$163,055	\$7,966,373
10	Institutions M&R Allocation for FY17										
	Line 6 + Line 9	\$1,302,038	\$772,615	\$1,419,448	\$1,557,560	\$5,906,633	\$4,318,129	\$188,210	\$147,537	\$320,577	\$15,932,747
Series 2011 M&R Bond		\$108,063	\$0	\$135,440	\$0	\$522,528	\$428,893	\$0	\$0	\$0	1,194,924
5% Planning and Design		\$65,102	\$38,631	\$70,972	\$77,878	\$295,332	\$215,906	\$9,411	\$7,377	\$16,029	\$796,638
Balance of HEFF Allocation for M&R Projects		\$1,128,873	\$733,984	\$1,213,036	\$1,479,682	\$5,088,773	\$3,673,330	\$178,799	\$140,160	\$304,548	\$13,941,185

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FY19 HEFF Maintenance & Repair Projects

Project #	Building Name	Project Name	M&R Category	M&R Class	Cost Estimate
<u>Black Hills State University</u>					
6H1901		M&R Bond			\$108,063
6H1902		Planning & Design			\$65,102
6H19XX	Campus	Electronic Door Upgrade	Campus Infrastructure	Maintenance	\$103,000
6H19XX	Campus	Pedestrian Walkway	Campus Infrastructure	Renovation	\$475,873
6H19XX	Woodburn	Storm Water Drainage	Public Health, Safety & Compliance	Repair	\$150,000
6H19XX	Facilities Services	Roof Replacement	Building Integrity	Repair	\$150,000
6H19XX	Campus	Fire Alarm System Upgrade	Public Health, Safety & Compliance	Renovation	\$250,000
FY19 HEFF M&R Projects Total					\$1,302,038
<u>Black Hills Rapid City</u>					
8H1952		Planning & Design			\$7,377
8H195X	Campus	Irrigation Upgrade	Campus Infrastructure	Renovation	\$45,000
8H195X	Campus	Pedestrian Walkway/Landscape	Campus Infrastructure	Renovation	\$49,000
8H195X	Campus	Retrocommissioning	Energy & Utility Savings	Maintenance	\$46,160
FY19 HEFF M&R Projects Total					\$147,537
<u>Dakota State University</u>					
8H1902		Planning & Design			\$38,631
8H19XX	East Hall	Phase 2 Renovations	Programatic Suitability		\$321,896
8H19XX	Dakota Prairie Playhouse	Roof Replacement	Building Integrity		\$62,088
8H19XX	Campus Wide	Classroom Improvements	Programatic Suitability		\$350,000
FY19 HEFF M&R Projects Total					\$772,615
<u>Northern State University</u>					
5H1901		M&R Bond			\$135,440
5H1902		Planning & Design			\$70,972
5H19XX	Barnett Center	Replace Air Handlers	Building Integrity	Repair	\$620,000
5H19XX	Johnson Center	Replace chiller	Building Integrity	Repair	\$250,000
5H19XX	Johnson Center	Renovate Original Restrooms	Building Integrity	Renovation	\$300,000
5H19XX	Campus-wide	Landscape/Concrete	Campus Infrastructure	Maintenance	\$23,036
5H19XX	Various Buildings	Office & Classroom upgrades	Building Integrity	Maintenance	\$20,000
FY19 HEFF M&R Projects Total					\$1,419,448

FY19 HEFF Maintenance & Repair Projects

Project #	Building Name	Project Name	M&R Category	M&R Class	Cost Estimate
South Dakota School of Mines & Technology					
4H1902		Planning & Design			\$77,878
4H1903	McLaury Building	Phase 2 Renovation (Garden Level)	Building Integrity	Renovation	\$1,100,000
4H1904	Various	Campus HVAC Emergency	Public Health Safety and Compliance	Maintenance	\$80,000
4H1905	Various	Campus Fire & Life Safety	Public Health Safety and Compliance	Maintenance	\$50,000
4H1906	Various	Campus Building Integrity	Building Integrity	Maintenance	\$40,000
4H1907	Campus	Sidewalk and Exterior Lighting	Campus Infrastructure	Repair	\$30,000
4H1908	Various	Roof Replacements	Building Integrity	Repair	\$179,682
FY19 HEFF M&R Projects Total					\$1,557,560
South Dakota State University					
3H1901		M&R Bond			\$522,528
3H1902	Lincoln Music Hall, McFadden N-Plains BioStress, Pugslev Center	Planning & Design of FY20 Projects	Planning	Renovation	\$176,472
3H19XX	McFadden Northern Plains Biostress	Planning & Design of FY20 Project to Replace Exhaust System	Planning	Renovation	\$280,000
3H19XX	The Barn, McFadden N-Plains BioStress	Masonry Repairs	Building Integrity	Repair	\$328,760
3H19XX	Campus	Matching Funds for Energy Conservation	Energy & Utility Savings	Renovation	\$65,000
3H19XX	Campus	Replacement of Sidewalks, Entry Paving & Equipment Pads	Campus Infrastructure	Repair	\$90,000
3H19XX	Campus	Campus Utility - Steam & Chilled Water Upgrades (BOR Capital Project)	Campus Infrastructure	Repair	\$1,201,873
3H19XX	Campus	Campus Utility - Water & Sewer Upgrades (BOR Capital Project)	Campus Infrastructure	Repair	\$1,000,000
3H19XX	Campus	Steam Distribution System - Annual PPM	Campus Infrastructure	Maintenance	\$100,000
3H19XX	Campus	Steam Valve Replacement - 20+ buildings	Campus Infrastructure	Maintenance	\$50,000
3H19XX	Berg Agricultural Hall	Lecture Hall Remodel & Upgrade	Programmatic Suitability	Renovation	\$100,000
3H19XX	Central Heating Plant	Equipment Upgrades and Repairs	Building Integrity	Repair	\$150,000
3H19XX	Central Heating Plant	Roof Replacement	Building Integrity	Repair	\$240,000
3H19XX	Morrill Hall	DDC Replacement of HVAC Controls	Building Integrity	Repair	\$226,000
3H19XX	Agricultural Heritage Museum	Historic Window Restoration & Replacement	Building Integrity	Repair	\$125,000
3H19XX	Performing Arts Center	Fishback Theater Lighting Upgrades	Building Integrity	Maintenance	\$176,000
3H19XX	Performing Arts Center	Refinish Green Room & Dressing Rooms	Building Integrity	Maintenance	\$60,000
3H19XX	Performing Arts Center	Precast Panel Calking	Building Integrity	Maintenance	\$40,000
3H19XX	The Barn	Extend Chilled Water Infrastructure	Campus Infrastructure	Renovation	\$540,000
3H19XX	The Barn	Remodel 3,000 sf Space for 3D Art Classroom Spaces	Programmatic Suitability	Renovation	\$360,000
3H19XX	Wagner Hall	Relocate Health & Nutrition Offices to Wagner Hall	Programmatic Suitability	Renovation	\$20,000
3H19XX	Wagner Hall	Remodel Three Spaces for Health & Nutrition Science	Building Integrity	Repair	\$55,000
FY19 HEFF M&R Projects Total					\$5,906,633

FY19 HEFF Maintenance & Repair Projects

Project #	Building Name	Project Name	M&R Category	M&R Class	Cost Estimate
University of South Dakota					
2H1901		M&R Bond			\$428,893
2H1902		Planning & Design			\$215,906
2H19XX	Dakota & East Halls	Hazardous Materials Abatement	Public Health, Safety & Compliance	Maintenance	\$75,000
2H19XX	Campus	Electrical Repairs and Upgrades	Public Health, Safety & Compliance	Maintenance	\$210,000
2H19XX	Campus	Mechanical Repairs and Upgrades	Building Integrity	Maintenance	\$145,000
2H19XX	McKusick, Patterson, Noteboom	Roof Inspections and Repairs	Building Integrity	Maintenance	\$50,000
2H19XX	Campus	Building Control Systems Maintenance & Replacement	Energy & Utility Savings	Maintenance	\$55,000
2H19XX	McKusick, Arts & Science, Dakota	Painting and Flooring Repairs and Upgrades	Building Integrity	Maintenance	\$50,000
2H19XX	Campus	Sidewalk Safety And Accessibility Improvements / Repair	Public Health, Safety & Compliance	Maintenance	\$80,000
2H19XX	Patterson, Slagle, Dakota Dome	Elevator Repairs	Public Health, Safety & Compliance	Maintenance	\$50,000
2H19XX	Law School & ID Weeks	Data Closet Code Modification	Building Integrity	Maintenance	\$75,000
2H19XX	Slagle and Continuing Ed Bldg	UPS Replacement	Public Health, Safety & Compliance	Maintenance	\$60,000
2H19XX	West and Main Campus Malls	Irrigation Line Maintenance	Campus Infrastructure	Maintenance	\$15,000
2H19XX	Fine Arts, Delzell, Churchill-Haines	Campus Security Camera Install and Upgrades	Public Health, Safety & Compliance	Maintenance	\$75,000
2H19XX	Campus	Classroom Critical Maintenance & Repair	Building Integrity	Maintenance	\$25,000
2H19XX	Campus	Academic Building Space Maintenance	Building Integrity	Maintenance	\$25,000
2H19XX	East, Dakota, Pardee & Belbas	Campus Tuck-pointing/Building Repair	Building Integrity	Maintenance	\$50,000
2H19XX	Dakota Dome, Fine Arts, Continuing Ed	Exterior Pedestrian Light Pole Upgrades	Energy & Utility Savings	Maintenance	\$105,593
2H19XX	Davidson	Central Steam Plant	Energy & Utility Savings	Maintenance	\$180,000
2H19XX	Service Center	Renovation	Public Health, Safety & Compliance	Renovation	\$500,000
2H19XX	Dakota Dome	Pool Maintenance	Public Health, Safety & Compliance	Maintenance	\$20,000
2H19XX	Dakota Dome	Replace Irrigation Main Line to Practice Football Field	Campus Infrastructure	Renovation	\$50,000
2H19XX	Dakota Dome	Mechanical & Electrical Infrastructure	Energy & Utility Savings	Renovation	\$579,880
2H19XX	National Music Museum	HVAC Infrastructure	Campus Infrastructure	Renovation	\$500,000
2H19XX	North Commons	Space Renovation	Programmatic Suitability	Renovation	\$697,857
FY19 HEFF M&R Projects Total					\$4,318,129
Sanford School of Medicine					
2H1952		Planning & Design			\$9,411
2H195X	HSC- Sioux Falls	Replace Chiller pumps	Campus Infrastructure	Renovation	\$78,799
2H195X	HSC- Sioux Falls	Replace Boiler Pump Controls	Campus Infrastructure	Renovation	\$100,000
FY19 HEFF M&R Projects Total					\$188,210
University Center - Sioux Falls					
2H1962		Planning & Design			\$17,577
2H196X	GEAR	Exhaust System modifications, Phase 2	Energy & Utility Savings	Alteration	\$100,000
2H196X	UC1, UC2, GEAR	Roof repairs	Building Integrity	Repair	\$15,000
2H196X	UC1, UC2, GEAR	HVAC System repair/upgrade	Energy & Utility Savings	Maintenance	\$60,000
2H196X	UC1, GEAR	Security Camera upgrades	Public Health, Safety & Compliance	Alteration	\$55,000
2H196X	UC1, UC2, GEAR	Testing/Repair fire alarm	Public Health, Safety & Compliance	Repair	\$10,000
2H196X	UC1, UC2, GEAR	Boiler Control Inspection/Repair	Public Health, Safety & Compliance	Repair	\$25,000
2H196X	UC1, UC2, GEAR	Traffic Roundabout landscaping	Public Health, Safety & Compliance	Maintenance	\$13,000
2H196X	UC1	Sidewalk replacement	Public Health, Safety & Compliance	Repair	\$15,000
2H196X	UC1, UC2, GEAR	Maintenance painting/finishes	Building Integrity	Maintenance	\$10,000
FY19 HEFF M&R Projects Total					\$320,577
Grand Total FY19 Fee M&R Projects					\$15,932,747

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – Q
DATE: December 5-7, 2017

SUBJECT

FY19 Auxiliary System M&R Projects

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 6:6 Maintenance and Repair](#)

[BOR Policy 5:25 Auxiliary Revenue System](#)

BACKGROUND/DISCUSSION

The auxiliary system encompasses all the facilities that are pledged under the Board of Regents' bond covenants – generally it includes the student unions, wellness centers, residential facilities and a number of the parking systems. To achieve an adequate maintenance and repair program for all auxiliary buildings, the goal is to spend an average of two percent a year of the total building replacement value. After the operating costs are covered, excess revenues flow to the Repair and Replacement Reserve Fund which is then available to fund maintenance projects. The fund is used to cover the cost of maintenance and repair, renewals, renovations, and replacements not paid as part of the ordinary operation.

Each year, the institutions identify planned projects that will be funded with auxiliary funds. Approval of the list provides Board approval for the projects. Throughout the year, additional projects can be added or the list can be revised in accordance with Board Policy 6:6(8).

IMPACT AND RECOMMENDATIONS

The FY19 available funding is \$12,857,300.

Approval of the FY19 HEFF Maintenance and Repair projects will allow the universities to begin project planning and completion in a timely manner.

ATTACHMENTS

Attachment I – Attachment I includes the campus designated projects, the estimated project cost, and the project's fund source.

DRAFT MOTION 20171205_4-Q:

I move to approve the FY19 Auxiliary System M&R projects as presented in Attachment I.

FY19 Auxiliary System Maintenance & Repair Projects

Project #	Building Name	Project Name	M&R Class	Fund Source	Cost Estimate
<u>Black Hills State University</u>					
6X1901	Student Union	Mudjack Kitchen Area	Repair	Bond Refunding Savings	\$100,000
6X1902	Student Union	Replace Kitchen Flooring	Repair	Bond Refunding Savings	\$50,000
6X1903	Yellow Jackets Apartments	Replace Boilers	Repair	RRR Fund	\$160,000
6X1904	Residence Halls	Fire Alarm System Upgrade	Renovation	RRR Fund	\$200,000
6X1905	Yellow Jackets Apartments	Apartment Renovation Phase III	Renovation	RRR Fund	\$400,000
6X1906	Campus	Solar Carport	Renovation	University Overhead	\$125,000
6X1907	Wenona Cook	Lobby Air Conditioner	Renovation	RRR Fund	\$40,000
FY19 Fee M&R Projects Total					\$1,075,000
<u>Dakota State University</u>					
8X1901	Emry Hall	Hydronic Pipe Insulation Replacement	Maintenance	RRR Fund	\$35,000
8X1902	Richardson Hall	Hydronic Header Replacement	Alteration	RRR Fund	\$75,000
8X1903	Emry Hall	North Window Replacement	Renovation	RRR Fund	\$75,000
8X1904	Various Buildings	Entrance Door Replacement	Renovation	RRR Fund	\$45,000
8X1905	Various Buildings	Flooring Replacement	Maintenance	RRR Fund	\$40,000
FY19 Fee M&R Projects Total					\$270,000
<u>Northern State University</u>					
5X1901	Various Halls	Install Security Cameras	Maintenance	Residence Hall Revenue	\$50,000
5X1902	Kramer Hall	Install Carpet in Hallways	Repair	Residence Hall Revenue	\$75,000
FY19 Fee M&R Projects Total					\$125,000
<u>South Dakota School of Mines & Technology</u>					
4X1901	Connolly Hall	Wireless Access Points	Alteration	Housing Fees/Revenues	\$40,000
4X1902	Peterson Hall	Flooring Replacement/Bathroom Renovations	Renovation	Housing Fees/Revenues	\$400,000
4X1903	Various	Residence Hall General Maintenance	Maintenance	Housing Fees/Revenues	\$120,000
4X1904	Surbeck Center	Bookstore HVAC Replacement/Renovation	Renovation	GAF/Other Revenue	\$125,000
4X1905	Surbeck Center	Stage Renovation	Renovation	GAF/Other Revenue	\$100,000
4X1906	Surbeck Center	Surbeck General Maintenance	Maintenance	GAF/Other Revenue	\$30,000
4X1907	Surbeck Center	General Paintings	Repair	GAF/Other Revenue	\$40,000
4X1908	Auxiliary Buildings	LED Upgrades	Alteration	Housing Fees/Revenues	\$60,000
4X1909	Power Plant	Campus Boiler Replacement (serves both auxiliaries and academic spaces)	Renovation	Housing Fees/Revenues	\$200,000
4X1910	Palmerton/Connolly	Water Heater Addition	Alteration	Housing Fees/Revenues	\$50,000
FY19 Fee M&R Projects Total					\$1,165,000

Project #	Building Name	Project Name	M&R Class	Fund Source	Cost Estimate
<u>South Dakota State University</u>					
3X1901	All Halls	Concrete Replacement	Maintenance	Rent Revenue	\$50,000
3X1902	Window Unit AC Halls	Replace Portable A/C Units (Annual)	Maintenance	Rent Revenue	\$30,000
3X1903	All Halls	Interior Signage	Alteration	Rent Revenue	\$60,000
3X1904	All Halls	Outdoor Recreation Areas	Alteration	Rent Revenue	\$100,000
3X1905	Binnewies Hall	Exterior Door Replacement	Repair	Rent Revenue	\$54,100
3X1906	Binnewies Hall	Update Fire Alarm	Repair	Rent Revenue	\$253,700
3X1907	Binnewies Hall	Replace Electric Service & Motor Control Center	Repair	Rent Revenue	\$312,000
3X1908	Binnewies Hall	Domestic Water Heater Convertor	Repair	Rent Revenue	\$34,500
3X1909	Binnewies Hall	Replace Day Room A/C System	Repair	Rent Revenue	\$51,700
3X1910	Brown Hall	Corridor Flooring Replacement	Repair	Rent Revenue	\$150,000
3X1911	Brown Hall	Student Room Flooring Replacement	Repair	Rent Revenue	\$100,000
3X1912	Caldwell Hall	Exterior Door Replacement	Repair	Rent Revenue	\$45,000
3X1913	Caldwell Hall	Central Office And Lobby Floor Replacement	Repair	Rent Revenue	\$20,000
3X1914	Caldwell Hall	Major Elevator Maintenance	Repair	Rent Revenue	\$40,000
3X1915	Larson Commons	Remodel Concourse	Renovation	Rent Revenue	\$108,200
3X1916	Larson Commons	Roof Repairs	Repair	Rent Revenue	\$10,000
3X1917	Mathews Hall	Flooring Replacement On Residential Wings	Repair	Rent Revenue	\$172,200
3X1918	Meadows North	Stand Alone Boiler System	Repair	Rent Revenue	\$401,700
3X1919	Meadows South	Stand Alone Boiler System	Repair	Rent Revenue	\$401,700
3X1920	Meadows South	Dryer Ventilation System Replacement	Repair	Rent Revenue	\$25,000
3X1921	Meadows South	Hot Water Heater Replacement	Repair	Rent Revenue	\$52,000
3X1922	Pierson Hall	Student Room Door Replacement	Repair	Rent Revenue	\$360,400
3X1923	Pierson Hall	Window Replacement	Repair	Rent Revenue	\$532,600
3X1924	Pierson Hall	Replace Heating System With Central Heating/Cooling System	Alteration	Rent Revenue	\$1,100,000
3X1925	Skylight Apartments	Roof Replacement	Repair	Rent Revenue	\$30,000
3X1926	Young Hall	Hot Water Convertor Replacement	Repair	Rent Revenue	\$34,500
3X1927	Young Hall	Exterior Door Replacement	Repair	Rent Revenue	\$54,100
3X1928	Parking Lots	PL131 - Asphalt Overlay	Maintenance	Parking Revenues	\$11,000
3X1929	Parking Lots	PL 134 & 135 - Modifications, Repairs, And Overlay	Renovation	Parking Revenues	\$138,000
3X1930	Parking Lots	PL 118 - Mill And Asphalt Overlay	Maintenance	Parking Revenues	\$166,000
3X1931	Student Wellness Center	Replace Carpet W/Fitness Flooring	Maintenance	RRR Fund	\$265,000
3X1932	Student Wellness Center	Window Recaulking	Maintenance	RRR Fund	\$15,000
3X1933	Student Wellness Center	Student Health Clinic Flooring Replacement	Maintenance	RRR Fund	\$20,000
3X1934	Student Wellness Center	Climbing Wall Upgrades	Repair	RRR Fund	\$61,000
3X1935	Student Wellness Center	Outdoor Boulder Course	Renovation	RRR Fund	\$50,000
3X1936	Student Wellness Center	Sand Volleyball Court	Renovation	RRR Fund	\$25,000
3X1937	University Student Union	Upgrade 2 Restrooms (Including P,W, & V)	Renovation	RRR Fund	\$334,900
3X1938	University Student Union	Remodeling (Phase 1)	Renovation	RRR Fund	\$2,000,000
3X1939	University Student Union	Replace Carpet - Southeast Dining	Maintenance	RRR Fund	\$41,200
3X1940	University Student Union	Replace Carpet 2nd Floor Meeting Rooms & Public Space	Maintenance	RRR Fund	\$91,600
3X1941	University Student Union	Replace Carpet - Marketplace	Maintenance	RRR Fund	\$29,600
3X1942	University Student Union	Replace Carpet - Marketplace	Maintenance	RRR Fund	\$29,600
				FY19 Fee M&R Projects Total	\$7,861,300

Project #	Building Name	Project Name	M&R Class	Fund Source	Cost Estimate
University of South Dakota					
2X1901	Campus	Planning & Design		RRR Fund	\$10,000
2X1902	Brookman Hall, Burgess	Hazardous Materials Abatement	Maintenance	RRR Fund	\$50,000
2X1903	Campus	Electrical Repairs/Upgrades At Various Bldgs	Maintenance	RRR Fund	\$46,000
2X1904	Campus	Mechanical Repairs/Upgrades At Various Bldgs	Maintenance	RRR Fund	\$65,000
2X1905	North Complex, Brookman	Roof Inspections And Repairs	Maintenance	RRR Fund	\$10,000
2X1906	Auxiliary Buildings	Johnson Controls - Inspections & Repairs	Renovation	RRR Fund	\$15,000
2X1907	Brookman Hall & Norton	Residential Room Repairs/Upgrades	Maintenance	RRR Fund	\$20,000
2X1908	Muenster, Wellness, Coyote Village	Elevator Repairs	Maintenance	RRR Fund	\$30,000
2X1909	Burgess, Norton & North Complex	Data Closet Code Modifications	Maintenance	RRR Fund	\$10,000
2X1910	Burgess, Norton & North Complex	Upgrade Security Camera Systems	Maintenance	RRR Fund	\$50,000
2X1911	Beede Hall	Replace Roof	Renovation	RRR Fund	\$150,000
2X1912	Brookman Hall	Abate And Replace Flooring In Rooms	Renovation	RRR Fund	\$125,000
2X1913	Brookman Hall	New Room Signage	Renovation	RRR Fund	\$10,000
2X1914	Brookman Hall	Cooling For Lobby	Renovation	RRR Fund	\$25,000
2X1915	Brookman Hall	Irrigation And Landscaping	Renovation	RRR Fund	\$25,000
2X1916	Brookman Hall	New Windows At Lobby/Lounge Area	Renovation	RRR Fund	\$150,000
2X1917	Burgess Hall	Replace Roof	Renovation	RRR Fund	\$130,000
2X1918	Burgess/Norton	Replacement Of Water Line	Renovation	RRR Fund	\$200,000
2X1919	Burgess	Replace Damage Sewer Line That Feeds RD Apartment	Maintenance	RRR Fund	\$100,000
2X1920	Burgess	Replace Front Desk	Renovation	RRR Fund	\$10,000
2X1921	Coyote Village	Replace Water Heaters B-Wing	Repair	RRR Fund	\$350,000
2X1922	Coyote Village	Replace Condensing Units	Repair	RRR Fund	\$100,000
2X1923	Coyote Village	Replace Kitchen Flooring	Repair	RRR Fund	\$5,000
2X1924	Mickelson Hall	Replace Roof	Renovation	RRR Fund	\$300,000
2X1925	North Complex	Room Door Architectural Assessment	Renovation	RRR Fund	\$50,000
2X1926	North Complex	Duct Cleaning	Energy & Utility Savings	RRR Fund	\$30,000
2X1927	North Complex	Install New Variable Frequency Drive (Motor Controller)	Energy & Utility Savings	RRR Fund	\$20,000
2X1928	North Complex	Replace Fan Coil Units	Repair	RRR Fund	\$75,000
2X1929	Richardson	Replace Roof	Renovation	RRR Fund	\$150,000
2X1930	Muenster	Replace Stairwell Wood Veneer	Building Integrity	RRR Fund	\$50,000
				FY19 Fee M&R Projects Total	\$2,361,000
				Grand Total FY19 Auxiliary System M&R Projects	\$12,857,300

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – R
DATE: December 5-7, 2017

SUBJECT

FY19 AES M&R Projects

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 38-20A-59](#)

[BOR Policy 6:6 Maintenance and Repair](#)

BACKGROUND/DISCUSSION

Maintenance and repair projects for the Agricultural Experiment Station are funded by the pesticide tax, enacted by the South Dakota Legislature in 1998 and amended by the 2008 Legislature (SB134). For each biennial application fee of \$300.00 collected, the Agricultural Experiment Station (AES) receives \$30 and the Cooperative Extension Service receives \$20.

IMPACT AND RECOMMENDATIONS

For FY19, the pesticide fee revenue for AES is projected to be \$225,000. The pesticide fee revenue allotted to AES is to be used entirely for AES maintenance and repair projects.

The projected pesticide tax revenue will not cover the planned projects for FY19. AES farm revenues will be utilized as needed to make up the balance. Funding for the Volga grassland house removal and the Oak Lake Field Station basement for house relocation will utilize farm revenues and not pesticide funding.

Approval of the FY19 AES M&R projects will allow SDSU to begin project planning and completion in a timely manner.

ATTACHMENTS

Attachment I – FY19 AES M&R projects requested by SDSU

DRAFT MOTION 20171205_4-R:

I move to approve the AES M&R projects for FY19 as requested.

**South Dakota State University
Agricultural Experiment State (AES)
FY19 Maintenance & Repair Projects**

Project #	Building Name	Project Name	M&R Category	M&R Class	Funding Source	Cost
3A1901	Swine Unit	Fencing Repairs	Infrastructure	Repair	Pesticide Tax	\$15,000
3A1902	Cottonwood AES	Feedlot Replacement	Infrastructure	Repair	Pesticide Tax	\$21,000
3A1903	Dairy Science Farm	Road System Repairs and Drainage	Infrastructure	Repair	Pesticide Tax	\$11,000
3A1904	Feed Processing Unit	Boiler Replacement	Building Integrity	Repair	Pesticide Tax	\$85,700
3A1905	Volga - Grassland	House Removal	Programmatic Suitability	Alteration	Farm Revenue	\$10,000
3A1906	Oak Lake Field Station	Basement for House Relocation	Programmatic Suitability	Renovation	Farm Revenue	\$40,000
3A1907	SD AES Farm Department	Replace Bin(s) for Feed Storage	Infrastructure	Renovation	Pesticide Tax	\$50,000
3A1908	Dairy Research & Training	Feed Storage Pad	Infrastructure	Renovation	Pesticide Tax	\$10,000
3A1909	Agronomy Horticulture Plant Scienc	Greenhouse Control System	Programmatic Suitability	Renovation	Pesticide Tax	\$80,000
3A1910	Dairy Sience Farm	Shade Structures for South Pasture	Programmatic Suitability	Renovation	Pesticide Tax	<u>\$8,000</u>
					FY19 M&R Projects Total	\$330,700

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – S
DATE: December 5-7, 2017

SUBJECT

FY19 Special Schools M&R Projects

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 38-20A-59](#)

[BOR Policy 6:6 Maintenance and Repair](#)

BACKGROUND/DISCUSSION

To provide maintenance and repair dollars for the two special schools, the Board pursued legislation that would allow the Board to establish a School and Public Lands (S&PL) trust from the money available from the over-funding of the Presidents' Retirement Fund. This legislation was approved during the 1998 Legislative Session.

Because of pending legislation for the School for the Blind and Visually Impaired, only the School for the Deaf will be submitting project requests for FY19.

IMPACT AND RECOMMENDATIONS

The table below is a condition statement of the fund for FY17 and FY18. For FY19, \$93,600 of projects are planned to utilize the endowed funds, as indicated in Attachment I.

<u>Special Schools S&PL Endowed M&R Fund</u>	
FY17 Beginning Balance	\$174,076.05
Revenue	
Investment Council (FY16 Earnings)	\$1,654.35
S&PL Revenue	<u>\$50,331.29</u>
FY17 Ending Balance	<u>\$226,061.69</u>
FY18 Beginning Balance	\$226,061.69
Revenue	
Investment Council (FY17 Earnings)	\$2,081.23
S&PL Revenue (Projected)	\$50,000
FY18 Projects	(\$120,000)
FY17 Balance 06/30/2017	\$158,142.92
 FY18 Planned Projects (Attachment I)	 \$93,600.00

(Continued)

DRAFT MOTION 20171205_4-S:

I move to approve the FY19 M&R projects for the South Dakota School for the Deaf.

In addition to the School and Public Lands Endowed Funds, the two special schools have the availability to use Statewide M&R Funds, when available, and local S&PL funds.

Approval of the FY19 M&R projects will allow SDSD to begin project planning and completion in a timely manner.

ATTACHMENTS

Attachment I – FY19 SDSD M&R projects.

South Dakota School for the Deaf FY19 Maintenance & Repair Projects

Project	Building Name	Project Name	M&R Category	M&R Class	Funding Source	Cost Estimate
0 Z1901	Krohn/Hummel/Infirmary	Replace 4 FCU fan motors	Energy/Utilities	Maintenance	Endowed Fund & Local S&PL	\$8,600
0 Z1902	Campus	Sidewalk replacement	Public safety, compliance	Maintenance	Endowed Fund & Local S&PL	\$15,000
0 Z1903	Garage	Garage facility repairs	Building Integrity	Maintenance	Endowed Fund & Local S&PL	\$10,000
0 Z1904	Berry Wright	South campus drainage		Maintenance	Endowed Fund & Local S&PL	<u>\$60,000</u>
					FY19 SDSD M&R Projects Total	\$93,600

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance
Consent

AGENDA ITEM: 4 – T
DATE: December 5-7, 2017

SUBJECT

NSU Naming Request – Great Plains East and Great Plains West

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:27 – Naming of Institutional Facilities, Programmatic Units or Funded Academic Honors](#)

BACKGROUND/DISCUSSION

Northern State University (“NSU”) requests authorization to name the two residence halls currently under construction “Great Plains East” and “Great Plains West”. The residence halls being built are located north of 15th Avenue, between Washington Street and the Barnett Center.

The names “Great Plains East” and “Great Plains West” symbolize the East River and West River areas of South Dakota. The names also recognize the generosity of donors and supporters of NSU within the region.

Board Policy 1:27 requires Board approval of names of all new or existing campus facilities costing more than \$250,000. In cases such as this where the building is not being named for an honoree, the Board still must grant its approval to make sure that the name is appropriate.

The new residence halls were made possible through gifts by private donors. While naming rights were not part of the gift agreements with these donors, the requested names were discussed with the donors prior to being reviewed and approved by NSU’s Facilities Naming Committee and Senior Cabinet.

IMPACT AND RECOMMENDATIONS

Per Board Policy 1:27, the names “Great Plains East” and “Great Plains West” are appropriate, and therefore, Board staff recommends approval by the Board.

ATTACHMENTS

Attachment I – Naming Request Form

DRAFT MOTION 20171205_4-T:

I move to approve the request by Northern State University to name the new residence halls being constructed on campus “Great Plains East” and “Great Plains West.”



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: 11/30/2017

Name of Institution: Northern State University

Current Name: new facility

Proposed Name: Great Plains East and Great Plains West

Effective Date and Duration of Proposed Name: Effective upon BOR approval; No end date

Location on Campus: North of 15th Ave between Washington St and Barnett Ctr

Purpose of Facility, Space, or Program to be Named: Residence halls

If the naming request is the result of a gift, is the institution currently in possession of the gift? : Yes

If the naming request is the result of a gift agreement that provides the donor the right to name the facility, when and how was the Board apprised of such an agreement in advance? (Please submit the gift agreement with this form.)

Naming right was not part of gift agreement.

Rationale for Proposed Name (Include in the space below, or attach documentation):

Northern State University requests approval to name the two residence halls currently under construction Great Plains East and Great Plains West. The names symbolize the East River and West River areas within the state of South Dakota. The names further recognize the generosity of donors and supporters of Northern State University from within the region.

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:

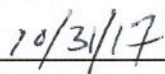
1. When naming a facility or programmatic unit for a person, family, or organization where there is no gift, the proposed honoree shall have achieved distinction in one or more of the following ways:
 - a. Serving the university in an academic or administrative capacity with high distinction, or
 - b. 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 – V
DATE: December 5-7, 2017

SUBJECT

BOR Policy 6:9 – Auxiliary System Revenues – Delete (First Reading & Final Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:25 – Auxiliary Revenue System](#)

BACKGROUND/DISCUSSION

BOR Policy 5:25 was developed to be an all-inclusive policy, with the covenants located in the Bond Resolutions as its basis. BOR Policy 6:9, Attachment I, predates this policy. It has been noted that sections 2.1 and 2.2 of BOR Policy 5:25 incorporate the provisions that are in BOR Policy 6:9.

IMPACT AND RECOMMENDATIONS

The board office recommends that Policy 6:9 be deleted due to the fact that all of its provisions are also included in BOR Policy 5:25.

ATTACHMENTS

Attachment I – BOR Policy 6:9

DRAFT MOTION 20171205_4-V:

I move to (1) waive the two-reading requirement of By-Laws Section 5.5.1, and (2) approve the deletion of BOR Policy 6:9 – Auxiliary System Revenue.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: ~~Auxiliary System Revenues~~

NUMBER: ~~6:9~~

~~1. Auxiliary System Revenues~~

~~Room rental rates, student fees and other revenues dedicated to the auxiliary system, shall be adequate to provide income to pay all construction, amortization, operation, maintenance, supervision, indirect, and other appropriate costs.~~

~~For self liquidating facilities constructed or improved upon with the proceeds of bonds, all 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 self liquidating facilities shall be so fixed and revised from time to time and shall be so collected, that the (1) ratio of net revenues to annual debt service in each fiscal year shall be at least equal to 120 percent of the annual debt service for such fiscal year; and (2) ratio of net revenues of each institution to annual debt service of the bonds of that institution in each fiscal year shall be at least equal to 120 percent of such annual debt service for such fiscal year.~~

~~Any institution that does not meet the 120% rate covenant shall notify the Board no later than August 1st. The Board will then engage an independent management consultant acceptable to the related bond insurer. The consultant will make recommendations on how to meet the required coverage ratio within 45 days of engagement.~~

~~Each institution shall notify the Board at least 30 days prior to each interest or principal payment date if it does not have sufficient net revenues available from the self liquidating facilities to make such interest and principal payment, if any, and specifying the amount of such deficiency.~~

~~1. SOURCE: BOR, October 1964; April 1992; December 2010.~~

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 5 – B
DATE: December 5-7, 2017

SUBJECT

USD Student Organization Awards

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

In March 2017, the Board approved the recommendations offered by each institution for 2016 student organization awards winners and agreed to announce the names of the award winners throughout the following year.

The USD Student Organization Awards will be presented at the December BOR meeting in Sioux Falls. Information about the USD student organization award winners can be found below:

USD Award for Academic Excellence: USD Speech and Debate Team

The USD Speech and Debate Team is open to all undergraduate students seeking to participate in competitive forensics. The team is committed to providing a community-centered and supportive environment in which students use competitive public speaking as a context for forming lasting friendships while practicing the foundational habits of a liberal education including empathy, wisdom, moderation and courage. The Speech and Debate Team creates an opportunity for all undergraduate students to gain factual knowledge, learn multiple modes of persuasion, and practice concrete communication skills every day, inside and outside the classroom.

USD Award for Community Service: Pi Kappa Alpha Fraternity (PIKE)

Pi Kappa Alpha (PIKE) at USD is dedicated to developing men of integrity, intellect, and high moral character and to fostering a truly lifelong fraternal experience. In 2016, the fraternity dedicated more than \$25,000 to various charities, more than any other USD sorority or fraternity. Moreover, the chapter members committed more than 8,000 community service hours. The community service hours and philanthropic commitments alone were more than all USD fraternities combined.

(Continued)

INFORMATIONAL ITEM

USD Award for Organizational Leadership: Women in STEM (Science, Technology, Engineering, and Mathematics)

The mission of USD's Women in STEM is to provide resources, networking, support, and encouragement for women in STEM with the intent of rising above negative stereotypes, microaggressions, and systematic discrimination. It is a diverse group of women and their allies, who recognize the importance of advancing gender equity in STEM. Together, the group members foster an open community of driven individuals who are passionate about STEM. By providing these services and strengthening the community of women in STEM at USD, the group aims to help promote its members to emerge into the next generation of leaders in STEM.

IMPACT AND RECOMMENDATIONS

The Board recognizes the important role that student organizations play in the regental system. Student organizations provide students the opportunity to connect with others who have similar interests as well as experience a sense of community, all of which increases the likelihood of successful college completion. They also provide students with opportunities for professional development by offering students practical opportunities to hone skills, including those in leadership and communication.

ATTACHMENTS

None

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 5 – F
DATE: December 5-7, 2017

SUBJECT

Report of the Executive Director

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:5](#) – Executive Director

[BOR Policy 6:6](#) – Maintenance and Repair

BACKGROUND / DISCUSSION

Per BOR Policy, the Executive Director is granted authority to act on and/or authorize approval of various requests on behalf of the Board. In instances where these actions occur, the Executive Director shall provide to the Board a summary of these requests and approvals at each regularly scheduled Board meeting.

A portion of the interim actions of the Executive Director often include authorizing maintenance and repair projects submitted by the campuses whose costs range between \$50,000 and \$250,000 using institutional funds, donations, or funds not previously approved by the Board. Other finance-related action may also be the purchase of assets between \$250,000 and \$500,000 as well as any emergency approval of maintenance and repair projects.

IMPACT AND RECOMMENDATION

The list provided in Attachment I summarizes the interim actions taken by the Executive Director, or his designee.

ATTACHMENTS

Attachment I – Interim Actions of the Executive Director

INFORMATIONAL ITEM

Maintenance and Repair Projects
 (\$50,000 - \$250,000)

Black Hills State University

Bordeaux Hall – Solar Installation: Using \$180,000 of university overhead funds, BHSU will install 79.4 kilowatts of solar panels on the roof of Bordeaux Hall to produce an estimated \$11,000/year electrical savings. This equates to a 14-year payback with no projected utility rate increases. The project will be bid per state procurement regulations to include turnkey installation.

South Dakota School of Mines & Technology

King Center – Goodell Gym Scoreboard Replacement: This project calls for the replacement of existing scoreboards in Goodell Gym using \$120,000 of donated money to SDSM&T's Foundation. The installation will be completed by the vendor.

South Dakota State University

Alfred Dairy Science Hall – Replace Quarry Tiles in Processing Area: This project involves the full design and construction for emergency replacement of tiles in the Dairy Processing Plant due to bacterial contamination. Dairy sales revenue of \$75,000 will be used to fund this project. State purchasing approved sole source emergency purchase. SDSU Facilities and Services has the ability to design and construct the improvements.

Animal Science Complex – Rooms 153 & 155 Renovation: Full design and construction of new laboratory furnishings for Rooms 153 and 155 in the Animal Science Complex will consist of laboratory casework, black resin counter tops, sinks, pegboards, evolution shelving, metal pipe chases and water-saver faucets and fixtures. This \$150,000 project will be funded using federally appropriated funds and planned by SDSU's engineering and maintenance staff. Facilities and Services staff will be involved in the demo, re-flooring, and the plumbing and electrical modifications for this renovation.

Campus – Parking Lot 117 Resurfacing: Using \$53,000 of parking and traffic fee revenue, SDSU will resurface parking lot 117. SDSU's engineering and maintenance staff will complete this project.

Campus – South University Neighborhood Redevelopment Planning & Design: Using \$200,000 of rent revenues, SDSU requests to plan for the development of an architectural program and schematic design of new residential apartment-style housing on the south edge of campus at the present side of the State Court apartments. The preliminary facility statement was approved by the Board during the June 2017 meeting. The new housing will probably be multiple buildings composed of 3-4 story apartment buildings with multiple 2-story apartment townhouse. The apartment will be a mix of one-, two-, three-, and four-bedroom apartment units. Architectural design services are desired to provide the schematic design, estimate the construction costs of the project, determine the proper mix

of apartment units, and site any buildings to be constructed. A building committee will be required to select the design firm as the project will be a capital improvement.

Cottonwood – Relocate house: A house currently on the SDSU campus will be relocated to the Cottonwood AES Station in Philip, SD, at a cost of \$100,000. Funding will come from pesticide sales. This project includes a new basement and labor to relocate existing dilapidated mobile homes used as research housing. The work will be coordinated by SDSU and station personnel and completed by multiple contractors.

Morrill Hall – Rooms 131, 133, 216 and 312B Renovation: Renovation of Rooms 131, 133, 216, and 312B in Morrill Hall includes the design and construction to install cooling systems. General funds M&R will be used for this \$60,000 project.

Waldner Farm – Renovation of House: This \$105,000 project involves the full design and construction to upgrade windows, siding, doors, and interior finishes on the house at Waldner Farm. Work includes flooring, paint, siding, windows and foundation waterproofing. Farm revenue and cost recovery funds will be used to pay for this project.

University of South Dakota

Campus – Parking Lot Restriping and Improvements: To resurface and restripe various parking lots on campus, USD will spend \$100,000 of parking fee revenues.

Course Modifications

Since the approval of the revisions to BOR Policy 2:23 at the March 2017 BOR meeting, all subsequent course modifications approved by the System Vice President for Academic Affairs can be found on the Institutional Curriculum Requests webpage at the following link:

https://www.sdbor.edu/administrative-offices/academics/aac/Institutional_Curriculum_Requests/Pages/default.aspx

Substantive Program Modifications

Since the approval of the revisions to BOR Policy 2:23 at the March 2017 BOR meeting, all subsequent substantive program modifications approved by the System Vice President for Academic Affairs can be found on the Institutional Substantive Program Modification Requests webpage at the following link:

https://www.sdbor.edu/administrative-offices/academics/aac/Sub_Program_Mod_Requests/Pages/default.aspx

Reduced Tuition Externally Sponsored Courses For December 2017 Board of Regents						
Institution	Course Number and Title	Credit	Dates Offered	Location	Funding Source	Date Approved
NSU	MUS 592: Choral Directors' All-State Workshop	1	10/4/17-11/5/17	NSU	SD Arts Education Association & SD College Art Association	9/19/2017
USD	SPED 593: Autism: Strategies for Success	2	10/23/17-12/1/17	Online	Autism Spectrum Disorders Grant	9/22/2017
BHSU	ED 602: Virtual Coaching: Mathematics Instruction	2	1/8/18-5/8/18	Various SD Locations	SDDOE	9/25/2017
BHSU	ED 679: Assessment of Science Teaching and Learning	2	1/8/18-5/4/18	TBD	Earth Space Science	10/5/2017
BHSU	ED 592: Emplementing Three Dimensional Science Instruction	1	1/8/18-5/4/18	TBD	Title II A Grant	10/5/2017
DSU	CET 692: Special Topics: Inclusive STEM Ed	2	1/8/18-5/4/18	Online	EPSCOR Grant	10/12/2017
SDSU	CA 592: Financial Foundations for Educators	1	2/5/18-3/30/18	Extension Regional Centers & Online	SDSU Extension	10/18/2017
DSU	CED 592: Special Topics: Flipping a Classroom Using Google Classroom, Blackboard & Other Software Programs	1	10/27/2017-12-1-17	Online	Lemmon School District	10/19/2017
DSU	CET 692: Special Topics: Inclusive STEM Ed	2	1/8/18-5/4/18	Online	EPSCOR Grant	10/19/2017
USD	SPED 493: Autism: Strategies for Success	2	10/23/17-12/1/17	Online	Autism Spectrum Disorders Grant	10/26/2017
USD	AHED 790: LERN Conference 2017	1	11/15/17-12/29/17	Portland, OR	LERN	10/26/2017
USD	SPED 493: Functional Sign Language II	1	9/15/17-11/30/17	Online	SDDOE	10/26/2017
NSU	MUS 592: SDMEA State Music Education Conference 2017	1	10/26/17-11/05/17	Sioux Falls, SD	SD Music Education Association	10/30/2017
NSU	EDFN 742: School & Community Partnerships	3	1/8/18-5/4/18	Huron Community Campus	Huron Community Campus	10/30/2017

NSU	ELRN 750: Teaching & Learning with Digital Technology	3	1/8/18-5/4/18	Aberdeen Roncalli High School	Aberdeen Catholic School System	10/30/2017
NSU	POLS 210: State & Local Government	3	1/8/18-5/4/18	Huron Community Campus	Huron Community Campus	10/30/2017
NSU	BIOL 153/153L: General Biology II & Lab	4	1/4/18-5/18/18	O'Gorman High School	O'Gorman High School	10/30/2017
NSU	HIST 152: United States History II	3	1/4/18-5/17/18	Aberdeen Central High School	Aberdeen Central High School	10/30/2017
NSU	HIST 152: United States History II	3	1/15/18-5/24/18	Brandon Valley High School	Brandon Valley High School	10/30/2017
NSU	HIST 152: United States History II	3	1/3/18-5/24/18	Mitchell High School	Mitchell High School	10/30/2017
NSU	BIOL 211 & 211L: Environmental Biology & Lab	3	1/8/18-5/4/18	Huron Community Campus	Huron Community Campus	11/6/2017
NSU	ENGL 210: Introduction to Literature	3	1/8/18-5/4/18	Huron Community Campus	Huron Community Campus	11/6/2017
NSU	ENGL 210: Introduction to Literature	3	1/15/18-5/24/18	Brandon Valley High School	Brandon Valley High School	11/6/2017
NSU	ENGL 210: Introduction to Literature	3	1/3/18-5/16/18	Canton High School	Canton High School	11/6/2017
NSU	SPCM 101: Fundamentals of Speech	3	1/3/18-5/16/18	Canton High School	Canton High School	11/6/2017

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 5 – G
DATE: December 5-7, 2017

SUBJECT

Amendments to the By-Laws (First and Final Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[By-Laws of the South Dakota Board of Regents](#)

BACKGROUND/DISCUSSION

At the August 2017 Board Meeting, the Board approved the first reading of Amendments to the By-Laws ([Agenda Item 5-H](#)), which included revising how the Board can waive the two-reading requirement in Section 5.5.1 of the By-Laws.

At the October 2017 Board Meeting, the Board approved the second reading of Amendments to the By-Laws ([Agenda Item 5-G](#)), which included revising how the Board can waive the two-reading requirement in Section 5.5.1 of the By-Laws.

While debriefing the October Board meeting, an apparent confusion arose about the revised method through which the Board can waive the two-reading requirement to adopt or revise Board policies pursuant to Section 5.5.1 of the By-Laws. It was determined that the method should be further revised to only require the unanimous consent of those voting on the item.

Section 5.5.1 Language Approved at October 2017 Board Meeting

Any proposed Board policy adoptions and revisions (including By-Laws) may not be finally passed until they have official action at two separate Board meetings. However, the Board may waive this requirement by unanimous consent of the regents **present at the Board meeting**.

Section 5.5.1 Language Being Proposed in this Board Item

Any proposed Board policy adoptions and revisions (including By-Laws) may not be finally passed until they have official action at two separate Board meetings. However, the Board may waive this requirement by unanimous consent of the regents **voting on the proposed Board policy adoption or revision**.

(Continued)

DRAFT MOTION 20171206_5-G:

I move to approve the first and final reading of the By-Laws, with the revisions as shown in Attachment I.

A minor update was also made to Section 3.1.2 to change the term “Career Service” to “Civil Service” to align with updated vernacular found in statute.

IMPACT AND RECOMMENDATIONS

If the Board approves this first and final reading of the amendment to the By-Laws, the Board will be able to waive the two-reading policy with the unanimous vote of the regents voting on the proposed Board policy adoption or revision instead of a unanimous vote of the regents present at the Board meeting.

The Board staff recommendation is to approve this item.

ATTACHMENTS

Attachment I – Current By-Laws with Proposed Revisions Shown

BY-LAWS OF THE SOUTH DAKOTA BOARD OF REGENTS

Article I. Name

Section 1.0 Legal Name. The legal name of the Board is the Board of Regents.

Article II. Organization of the Board

Section 2.0 Membership. The Board is composed of nine voting regents appointed by the Governor and confirmed by the senate. One of the nine regents shall be a student regent. The regents are subject to SDCL Chapter 13-49 regarding terms and qualifications.

Section 2.1 Officers. The Board shall elect a President, Vice-President and Secretary at the first regularly scheduled meeting of the Board following the end of the annual Session of the South Dakota Legislature. The terms of the President, Vice-President and Secretary shall run through the end of first such regularly scheduled meeting of the Board in the following year.

Section 2.2 Duties of the President. The President shall preside at all meetings, appoint committees, and perform such other duties as authorized by statute, policy, agreement, or the By-Laws; delegated by the Board; or customarily placed upon the presiding officer of a deliberative body.

Section 2.3 Duties of the Vice-President. The Vice-President shall assume the duties of President when ordered or when the President is absent or otherwise unable to serve.

Section 2.4 Duties of the Secretary. The Secretary shall sign documents according to established practice and perform official duties as the Board may from time to time determine.

Section 2.5 Vacancies. The Board shall fill a vacancy occurring in any of its offices at any regular or special meeting for the unexpired term of the office.

Article III. Standing Committees

Section 3.0 Organization. Each regent shall be appointed to at least one Standing Committee at the first regularly scheduled meeting of the Board following the end of the annual Session of the South Dakota Legislature. The President of the Board shall designate a chairperson for each Standing Committee. The terms of each shall run through the end of the first regularly scheduled meeting of the Board following the end of the annual Session of the South Dakota Legislature in the following year. A majority of the Standing Committee members present and voting shall constitute a quorum for conducting business. The affirmative vote of a majority of the Standing Committee members shall be required to take action. The President of the Board shall serve as an ex-officio voting member of all Standing Committees. The President shall also have the authority to designate a regent from one Standing Committee to serve on another Standing Committee as required to conduct business.

Section 3.1 Standing Committees. The following Standing Committees are hereby authorized: (1) Committee on Academic and Student Affairs, (2) Committee on Budget and Finance, (3) Committee on Planning, Governance, and Resource Development, (4) Audit Committee, and (5) Athletics Committee. Except where indicated otherwise, each Standing Committee shall consist of no more than three regents (not counting the President who is an ex-officio voting member), shall be appointed by the President of the Board, and shall report directly to the Board. When possible, the President shall make the Standing Committee appointments based upon the preference of each regent.

Section 3.1.1 Committee on Academic and Student Affairs. The jurisdiction of the Committee on Academic and Student Affairs shall be as follows:

- Accreditation
- Articulation Activities
- Enrollment
- Financial Aid, Tuition Waiver and Scholarship
- Faculty Rank, Tenure, and Promotions
- Faculty/Staff Development Service Policies
- Graduation Lists
- Guidance and Counseling
- Libraries
- Program Review and Development
- Reciprocity, Academic Compacts, Slot Programs
- Student Relations

Section 3.1.2 Committee on Budget and Finance. The jurisdiction of the Committee on Budget and Finance shall be as follows:

- Accounting

Athletics (reported through the Athletics Committee)
 Bonding
 Budget
~~Career~~ Civil Service/Exempt Personnel Activities
 Facilities and Physical Plant
 HEFF and School and Public Lands Fund
 Inventory
 Investments
 Maintenance and Repair
 Payroll
 Personnel Actions
 Purchasing and Printing
 Salaries and Fringe Benefits
 Travel and Contractual Review
 Tuition

Section 3.1.3 Committee on Planning, Governance, and Resource Development. The jurisdiction of the Committee on Planning, Governance, and Resource Development shall be as follows:

Foundations
 Fund Raising/Gifts and Donations
 Governance and Board Operations
 Public Information
 Research and Grant Proposals
 System and Institutional Planning

Section 3.1.4 Audit Committee. The jurisdiction of the Audit Committee shall be as follows:

Financial Oversight and Control
 Financial Reporting
 External and Internal Audit Functions and Reports
 Internal Controls
 Compliance with Laws, Regulations, and Policies
 All Functions of the Chief Financial Officer of the Institutions

The Audit Committee shall consist of five members appointed by the President (not counting the President who is an ex-officio voting member): three members shall be regents, and two members shall be non-regents who are permanent residents of the State of South Dakota. The non-regents shall be appointed for three-year terms.

Section 3.1.5 Athletics Committee. The jurisdiction of the Athletics Committee shall be as follows

Fiscal Integrity and Budget of Athletic Programs
 Compliance by Athletic Programs
 Personnel Contracts of Athletics Programs
 All Aspects of Intercollegiate Athletics Programs

The Athletics Committee shall provide recommendations to the Committee on Budget and Finance.

Section 3.2 Meetings. Standing Committee meetings may be held in conjunction with regular meetings of the Board. A special meeting of any Standing Committee may be called by the President of the Board, the Executive Director with the consent of the President of the Board, or the chairperson of the Standing Committee. Prior to a Standing Committee meeting or a Board meeting, the Standing Committee chairpersons and any other interested regents may be briefed on agenda items by staff.

Section 3.3 Action. A Standing Committee may take one of the following actions on an agenda item before reporting back to the Board (or to the Committee on Budget and Finance in the case of the Athletics Committee):

- (a) Recommend adoption
- (b) Recommend adoption with amendment(s)
- (c) Recommend against adoption
- (d) Forward without a recommendation
- (e) Recommend deferral to a date certain
- (f) Recommend re-referral to same committee for further study and/or hearings
- (g) Recommend referral to another committee with or without a recommendation
- (h) Receive for information purposes
- (i) Recommend adoption of a new policy or revision to a current policy
- (j) Recommend adoption of a new procedure or revision to a current procedure.

Standing Committees shall report back to the Board (or to the Committee on Budget and Finance in the case of the Athletics Committee) following each Standing Committee meeting.

Article IV. Special Committees

Section 4.0 Special Committees. The following Special Committees are hereby authorized by order of the Board: Search Committee. Additional Special Committees may be appointed from time to time by order of the Board. Except where indicated otherwise, each Special Committee shall consist of no more than three regents (not counting the President who is an ex-officio voting member), who shall be appointed by the President of the Board, and shall report directly to the Board. The President of the Board shall serve as an ex-officio voting member of all Special Committees.

Section 4.1 Search Committee. All nationwide search activities conducted by the Board shall be assigned a Search Committee.

Section 4.1.1 Organization. The President of the Board shall appoint a Search Committee, the chairperson of the Search Committee, and any local or campus advisory committee that may supplement the Search Committee. The Executive Director shall serve as staff to the Search Committee.

Section 4.1.2 Action. The chairperson of the Search Committee or the President of the Board shall approve the position announcement prior to publication. The Search Committee shall determine appropriate materials to be submitted by the candidates for position vacancies. The screening process shall be conducted by the Search Committee. The Search Committee may share the application materials with any local or campus advisory committee appointed by the President of the Board as the Search Committee deems appropriate. The Search Committee will contact references and conduct meetings to select semifinalists. From this group, approximately three to five finalists will be selected by the Search Committee. The Search Committee may provide input and a recommendation to the Board regarding the applicants. The Board shall ultimately make any hiring decision.

Article V. Meetings of the Board

Section 5.0 Regular Meetings. An annual schedule of meetings shall be prepared in advance by the Board.

Section 5.1 Special Meetings. Special meetings of the Board will be held on the call of the President or by joint request of a majority of the regents, with due and reasonable notice always being given.

Section 5.2 Public Meetings. Regular and special meetings of the Board shall be appropriately noticed and open to the media and the public in accordance with SDCL § 1-25, except by vote of the Board for discussion of those matters which are permitted under South Dakota statutes to be discussed in executive session.

Section 5.3 Quorum. A majority of the regents shall constitute a quorum for the transaction of business, except as otherwise provided in these By-Laws.

Section 5.4 Parliamentary Procedure. On questions of parliamentary procedure, Robert's Rules of Order, Revised, shall prevail.

Section 5.5 Official Action. The affirmative vote of a majority of the regents shall be required to take official action. Official action by the Board shall be in the form of (1) By-Laws or Board Policy Actions, (2) Special Resolutions, and (3) Ordinary Business. All By-Laws or Board policy actions, special resolutions, and ordinary business have equal validity. In case of conflict, the one passed last shall prevail.

Section 5.5.1 Final Action on Board Policy. Any proposed Board policy adoptions and revisions (including By-Laws) may not be finally passed until they have official action at two separate Board meetings. However, the Board may waive this requirement by unanimous consent of the regents ~~present at the Board meeting~~ voting on the proposed Board policy adoption or revision.

Section 5.6 Agenda. The Board office must receive all requests for items to be placed on a Standing Committee or the Board agenda no later than fourteen working days prior to the meeting. Any request must be in writing and accompanied by the necessary background information. Failure to comply with the requirements of this section may cause the Standing Committee or the Board to defer the proposed agenda item until the Standing Committee or the Board has sufficient time to review the item. The By-Laws shall govern the placement of items on the agendas of appropriate Standing Committees by jurisdiction or the Board. The regular order of business at all Board meetings shall be:

- (a) Approval of agenda
- (b) Approval of minutes of preceding meetings
- (c) Standing Committees' consideration of agenda items as a whole Board, or reports thereof

- (1) Committee on Planning, Governance, and Resource Development
- (2) Committee on Academic and Student Affairs
- (3) Committee on Budget and Finance
- (4) Audit Committee (as necessary)

Approval by two-thirds of the regents shall be required to add an item to the agenda of the Board.

Article VI. Employees

Section 6.0 Executive Director. The Board shall employ an Executive Director, who shall perform such duties as are delegated by the Board. The salary of the Executive

Director shall be set by the Board. The Executive Director shall be responsible for the employment and termination of additional staff in accordance with the personnel policies of the Board.

Article VII. Communications

Section 7.0 Communications to the Board. All communications to the Board from non-regents, except in the case of the Presidents or Superintendents of the institutions or from legal counsel or the Chief Fiscal Officer where required as a matter of professional responsibility, shall be submitted in writing to the Executive Director of the Board at least fifteen days prior to the Board meeting at which Board consideration is requested.

Section 7.1 Communications by the Board. The President of the Board is the only regent authorized to make official pronouncements for the Board, and then as instructed by the Board. The Executive Director of the Board is authorized to speak for the Board and the state system of higher education with respect to any policy matters that have received the approval of the Board, and on administrative matters which have been entrusted to the Executive Director by law or by the Board. The President or Superintendent of each institution, as chief executive officer of his/her respective institution, is responsible for all releases and information issued from his/her institution.

Article VIII. Indemnification

Section 8.0 Indemnification. If any claim or action is instituted against the Board or any of its regents, officers, or employees arising out of an act or omission occurring in the exercise of official duties or responsibilities as a regent or an officer of the Board, or within the scope of the employment, the Board may request authorization from the Attorney General for any one or more of the following:

- (a) Indemnification of such regent, officer, or employee for the court costs incurred in the defense of such claim or action;
- (b) Payment to, or indemnification of, such regent, officer, or employee for the reasonable attorney fees incurred by virtue of such claim or action;
- (c) Payment to, or indemnification of, such regent, officer, or employee for a judgment based upon such claim or action; or
- (d) Payment to, or indemnification of, such regent, officer, or employee for a compromise or settlement of such claim or action.

Section 8.1 Limitations. Indemnification is subject to the limitations and exceptions in SDCL Chapter 3-19.

Article IX. Amendments

Section 9.0 Amendments. These By-Laws may be amended or repealed, consistent with Section 5.5.1, at any regular or special meeting of the Board, by a majority vote of the regents, provided that proper notice of any proposed amendments shall be deemed to have been given to each regent and to the Executive Director if included in the normal agenda distribution given before the meeting at which they are to be proposed.

SOURCE: BOR, [October 2015](#), [October 2016](#), [October 2017](#)

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – A
DATE: December 5-7, 2017

SUBJECT

Building Committee Report

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 6:5](#)

BACKGROUND / DISCUSSION

This is a review of the actions taken by the building committees since the last Board meeting.

On September 28, 2017, the building committee for the NSU Athletic and Recreational Turf Field Complex, represented by Regent Thares, approved the schematic design for the project.

On October 30, 2017, the building committee for the SDSU American Indian Student Center Building, represented by Regent Sutton, selected TSP to serve as the Architect Engineer for the project.

On November 6, 2017, the building committee for the NSU Regional Science Education Center, represented by Regent Morgan, approved the project's final design and Guaranteed Maximum Price of \$19,539,425 with a total project cost of \$25,175,000.

On November 6, 2017, the building committee for the NSU Athletic and Recreational Turf Field Complex, represented by Regent Thares, approved the Facility Design Plan for the project.

IMPACT AND RECOMMENDATIONS

None

INFORMATIONAL ITEM

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – B
DATE: December 5-7, 2017

SUBJECT

Capital Projects List

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of capital improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of capital improvement projects – Payment of appropriated funds

[SDCL 5-14-3](#) Preparation of plans and specifications for capital improvements – State building committees – Approval by board or commission in charge of institution

[BOR Policy 6:4](#) Capital Improvements

BACKGROUND / DISCUSSION

The attached project list identifies the current capital improvement projects along with the regental building committee representative, estimated dollar amount, the source of funds for the project, and the current status of the project.

The review and approval of capital improvement projects involves several phases, and Board approval is required before a project may advance from one stage to another. Institutions may request exemption from this approval process for any maintenance and repair project after the preliminary facility statement. The review and approval steps involved include:

1. Submission of Preliminary Facility Statement for Board approval (proposal and justification).
2. Submission of work request for the Office of the State Engineer (OSE) and appointment of the Building Committee if an A/E firm is needed for development of the Facility Program Plan. OSE begins architect evaluation process and Building Committee interviews and selects architect.
3. Submission of Facility Program Plan (programmatic justification and detail, identification of financing fund source).
4. Legislative approval is required for all facilities outside of the auxiliary system and can be sought when funding is available or will be part of the Board's Ten year Plan.

(Continued)

INFORMATIONAL ITEM

5. Final Design Plan presented to Building Committee for initial approval prior to Board approval.
6. Final Design Plan submitted for Board approval.
7. Building Committee approves bid if within project approved limits and carries the project oversight from this point forward.
8. Board approves bid if there are substantive changes from Program Plan.

Once the bids are approved by the Building Committee or the Board and the financing plan is in place, the project proceeds to construction.

The list indicates if the projects were included in the 2005 or the 2012 Ten-Year Plans.

IMPACT AND RECOMMENDATIONS

No impact.

ATTACHMENTS

Attachment I – December 2017 Capital Projects List

South Dakota Board of Regents Capital Improvement Projects - December 2017

	Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
ACADEMIC FACILITIES									
4559	<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 \$500,000 \$4,500,000	May-12 Exempt	Construction	2017	Bastian
	Lyle Hare Stadium Renovation					Jun-16 Facility Stmt	Planning	2024	Bastian
	School of Business			Private		Dec-14 Facility Stmt	Planning		Sutton
	<u>Dakota State University</u>								
	Event Center					Dec-16 Facility Stmt	Planning		Schaefer
	Information Systems Building AKA Beacom Institute of Technology	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)			Private	\$18,000,596	May-17 Program Plan	Design		Schaefer
	<u>Northern State University</u>								
	Athletic and Recreation Turf Field			Private	\$6,303,314	Oct-17 Program Plan	Planning		Thares
	New Regional Science Education Center		HB1010-2017	Private	\$25,175,000	Dec-16 Program Plan	Planning	2019	Morgan
	<u>South Dakota School of Mines and Technology</u>								
	Chemistry/Chemical Engineering Building Repair & Renovation	FY12 10 Yr Plan	HB1021-2015	HEFF M&R HEFF	\$519,000 <u>\$6,040,000</u> \$6,559,000	Apr-15 Design Plan	Final Inspection		Sutton
	Mineral Industries Bulding			Private		Jun-14 Facility Stmt	A/E Selection		Wink
	Music Center (Old Gym) Renovation			Private		Oct-14 Facility Stmt	Planning		Wink
	South Dakota Advanced Materials & Manufacturing Institute					Oct-16 Facility Stmt	Planning		Bastian
	Student Innovation Center			Private		Jun-14 Facility Stmt	A/E Selection		Sutton

South Dakota Board of Regents Capital Improvement Projects - December 2017

Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
South Dakota State University								
American Indian Student Center			Private HEFF M&R	\$4,000,000 <u>\$500,000</u> \$4,500,000	Dec-17 Program Plan	A/E Selection		
Animal Disease Research & Diagnostic Lab (ADRDL) - Addition & Renovations		HB1080-2016 SB172-2017 LDE/Animal Ready Fund Local Planning	Livestock Disease Emergency Bonded ADRDL Fees	\$1,575,000 \$50,039,637 \$2,600,000 \$6,000,000 <u>\$1,105,000</u> \$61,319,637	Oct-16 Design Plan	Design	2020	Morgan
Harding Hall - Renovation & Addition		SB10 - 2016	HEFF M&R Tuition	\$3,300,000 <u>\$5,000,000</u> \$8,300,000	May-17 Design Plan	Cosntruction	2018	Morgan
Lincoln Hall - Renovation			Private	\$13,000,000	Aug-17 Facility Stmt	A/E Selection		
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 Final Inspection	2015 2016	Morgan
Outdoor Sports Facility			Business and Athletic Income	\$600,000	Jun-17	Planning	2022	Not Assigned
Performing Arts Center-Theater & Music Education Addition	FY12 10 Yr Plan	HB1051-2012 HB1016-2016	(Committed) Private Local	\$13,000,000 \$29,349,807 <u>\$6,042,000</u> \$48,391,807	Dec-16 (Revised Funding)	Construction	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	Final Inspection	2017	Morgan
Precision Agricultural Classroom & Laboratory Building	FY12 10 Yr Plan (Redirected Visual Arts \$)		HEFF	\$7,500,000	Dec-16 Facility Stmt	Planning		Morgan
Pugsley Center - Renovation			Private	\$15,000,000	Aug-17 Facility Stmt	A/E Selection		
South Dakota Art Museum Addition and Renovation			Private		Dec-15 Facility Stmt	Planning		Morgan
Stanley Marshall Center - Additions & Renovations		SB18-2017	Private	\$15,000,000	May-17 Design Plan	Design	2018	Roberts
Southeast University Neighborhood Redevelopment			Revenue Bonds	\$20,000,000	Jun-17 PFS	Planning	2019	Not Assigned
Utility Tunnel (North), Steam/Condensate Infrastructure Repair &	FY12 10 Yr Plan	HB1051-2012	HEFF Bonds	\$7,000,000	May-17	Design	2019	Schaefer

4560

South Dakota Board of Regents Capital Improvement Projects - December 2017

Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
Modernization			HEFF M&R General Fund M&R	\$10,202,000 <u>\$232,000</u> \$17,434,000	Design Plan (revised)			
Utility Repairs & Upgrades - Water, Sanitary Sewer, Storm Sewer	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	Schaefer

University of South Dakota

Patterson Hall	FY12 10 Yr Plan	HB1051-2012 HB1051-2016	HEFF Bonds	\$6,500,000	Aug-13 Program Plan	Planning	2022	Not Assigned
Facilities Management Building - New			Unknown		Oct-15 Facility Stmt	Planning		Schieffer
Graduate Education & Applied Research (GEAR) Bldg Expansion					Aug-14 Facility Stmt	Planning		Schaefer
North Commons Renovation					Mar-17 Facility Stmt	Planning		Adam
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

REVENUE FACILITIES

BHSU	University Wellness Center Addition		Private		Dec-16 Facility Stmt	Planning		Bastian
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	Thares
NSU	New Residence Halls (Jerde Replacement)		Private Aramark Local	\$22,725,000 \$150,000 <u>\$110,000</u> \$22,985,000	Feb-17 Design Plan	Design	2018	Thares
SDSMT	Surbeck Center Addition		Private		Apr-14 Facility Stmt	A/E Selection		Wink
SDSU	South University Neighborhood Development		Rents (Bonded)		Jun-17 Facility Stmt	A/E Selection		Roberts
SDSU	Student Wellness Center Addition		Bonded	\$12,400,000	Dec-16	Construction	2018	Morgan

4561

South Dakota Board of Regents Capital Improvement Projects - December 2017

Facility Name	Ten-Year Plan	Legislative Action / YR	Fund Type	Legislative / Approved Amount	Most Recent Board Action	Current Project Status	Projected Completion Date	Building Committee Rep.
			GAF	\$2,000,000	Design Plan			
				\$14,400,000				
Board Action:			Project Status:					
1) Preliminary Facility Statement			1) Planning					
2) Facility Program Plan			2) A/E Selection					
3) Design			3) Design					
4) Bid - Board approves substantive changes from program Plan			4) Bid					
			5) Construction					

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – C
DATE: December 5-7, 2017

SUBJECT

Campus Tuition Proposals

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-53-6](#) Tuition rates and fees

BACKGROUND / DISCUSSION

The universities are proposing a number of tuition programs for nonresident students. While rates are set in March, approval of the programs at this time will allow the universities to start recruiting from the surrounding states. The universities are asking that they be able to offer the equivalent of the resident rate according to the following table:

	Nebraska	Montana	Colorado
BHSU		Resident rates to new freshman and new transfer students.	Resident rates to new freshman and new transfer students.
DSU	Resident rates to new freshman and new transfer students.		
NSU	Resident rates to new freshman and new transfer students.		
SDSM&T	Resident rates to new freshman and new transfer students.		Resident rates to new freshman and new transfers for high achieving students.
SDSU	Resident rates to new freshman and new transfer students.		
USD	Resident rates to new freshman and new transfer students.		

(Continued)

DRAFT MOTION 20171205_6-C:

I move to approve the equivalent of resident tuition rates for first-time freshman and new transfers from Nebraska starting with AY18-19 (academic year) for all schools except BHSU. I move to approve the equivalent of resident tuition rates for first-time freshman and new transfers from Colorado and Montana at BHSU starting AY18-19. I move to approve the equivalent of resident tuition rates for first-time freshman and new transfers from Colorado for students with a minimum of a 27 ACT and a 3.5 GPA at SDSM&T starting with AY18-19. I move to approve the equivalent of resident tuition rates for Law School students at USD Law School with an LSAT of 155 or higher starting with AY18-19.

A comparison of the nonresident rates for FY18 compared to the resident rates assuming a 30 credit hour student load shows the cost reduction being proposed for the surrounding states:

	<u>FY18 Nonresident Rate</u>	<u>FY18 Resident Rate</u>	<u>Difference Based on 30 Hours</u>
BHSU	\$350.45	\$250.45	\$3,000.00
DSU, NSU	\$337.35	\$239.70	\$2,929.50
SDSM&T	\$385.30	\$246.00	\$4,179.00
SDSU, USD	\$347.95	\$239.70	\$3,247.50

Using the FY17 new freshman and transfers as the base, and looking only at the tuition reduction, a breakeven analysis shows the number of credit hours and FTE that will be needed for each school to break even:

Campus	FY17 Freshman and Transfer Base Credit Hours	Base Student FTE	Tuition Discounted	Credit Hour Gain to Break Even	New Full- time Students to Break Even
BHSU – Montana	393	14	\$39,300	157	6
BHSU - Colorado	908	31	\$90,800	363	13
DSU - Nebraska	126	5	\$12,304	51	2
NSU - Nebraska	55	2	\$5,371	22	1
SDSMT - Nebraska	582	20	\$81,073	324	11
SDSMT - Colorado	1,329	45	\$185,130	753	26
SDSU – Nebraska	2,200	74	\$238,150	994	34
USD – Nebraska	2,328	78	\$252,006	1,051	36

The narrative justifications for each of these programs are provided in the attachment.

The Board also asked for enrollment information from the states being discussed. The following table provides headcount numbers for freshman students from Nebraska, Montana, Colorado, and Iowa.

Headcount Numbers of Freshman Students Taking at Least One on-Campus Course							
<u>Nebraska</u>	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	11	7	5	36	74	95	228
Fall 2015	16	12	7	35	74	117	261
Fall 2016	18	8	2	28	80	100	236
Fall 2017	16	10	1	15	94	102	238
<u>Montana</u>	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	15	1	1	5	0	0	22
Fall 2015	17	1	2	4	2	1	27
Fall 2016	15	0	0	7	0	0	22
Fall 2017	11	0	0	8	0	1	20
<u>Colorado</u>	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	33	3	0	64	11	12	123
Fall 2015	31	2	0	75	6	15	129
Fall 2016	44	1	2	59	6	15	127
Fall 2017	48	4	1	62	10	5	130
<u>Iowa</u>	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	3	12	0	11	190	171	387
Fall 2015	1	6	2	12	163	160	344
Fall 2016	3	12	2	6	175	184	382
Fall 2017	3	28	3	12	220	227	493

The next table identifies the total headcount for all students taking at least one on-campus course from the same states.

Headcount Number of All Students Taking at Least One On--Campus Course							
Nebraska	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	48	20	21	113	214	417	833
Fall 2015	50	28	21	117	230	428	874
Fall 2016	49	27	12	108	251	412	859
Fall 2017	48	22	9	91	261	350	781
Montana	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	44	2	2	28	6	7	89
Fall 2015	45	2	3	20	5	9	84
Fall 2016	46	0	5	19	4	9	83
Fall 2017	36	1	5	20	3	10	75
Colorado	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	77	6	4	174	38	49	348
Fall 2015	72	8	5	199	40	61	385
Fall 2016	87	6	2	202	33	59	389
Fall 2017	100	9	1	230	31	42	413
Iowa	<u>BHSU</u>	<u>DSU</u>	<u>NSU</u>	<u>SDSM&T</u>	<u>SDSU</u>	<u>USD</u>	<u>Total</u>
Fall 2014	11	32	4	32	595	744	1,418
Fall 2015	10	34	8	30	571	734	1,387
Fall 2016	9	42	4	36	617	756	1,464
Fall 2017	8	59	7	43	673	836	1,626

USD Law School

The University of South Dakota is also requesting a unique program that would allow nonresidents from any state that achieve an LSAT of 155 or higher to come to USD at the equivalent of in-state tuition. Because USD is not capturing these students today, this would hopefully allow USD to recruit more high-achieving students and to increase overall revenues to the school.

IMPACT AND RECOMMENDATIONS

The universities continue to look for opportunities to grow enrollments and better utilize available campus capacity. Bringing in nonresidents helps keep the cost lower for all students and grows the workforce in South Dakota.

Bringing in additional students has the potential to grow tuition revenue, but also to increase meal plan revenues, fill empty beds, and add diversity to the campuses and bring in more fee revenue.

The Board should monitor the programs to see if we have been able to grow enrollments and increase revenues.

ATTACHMENTS

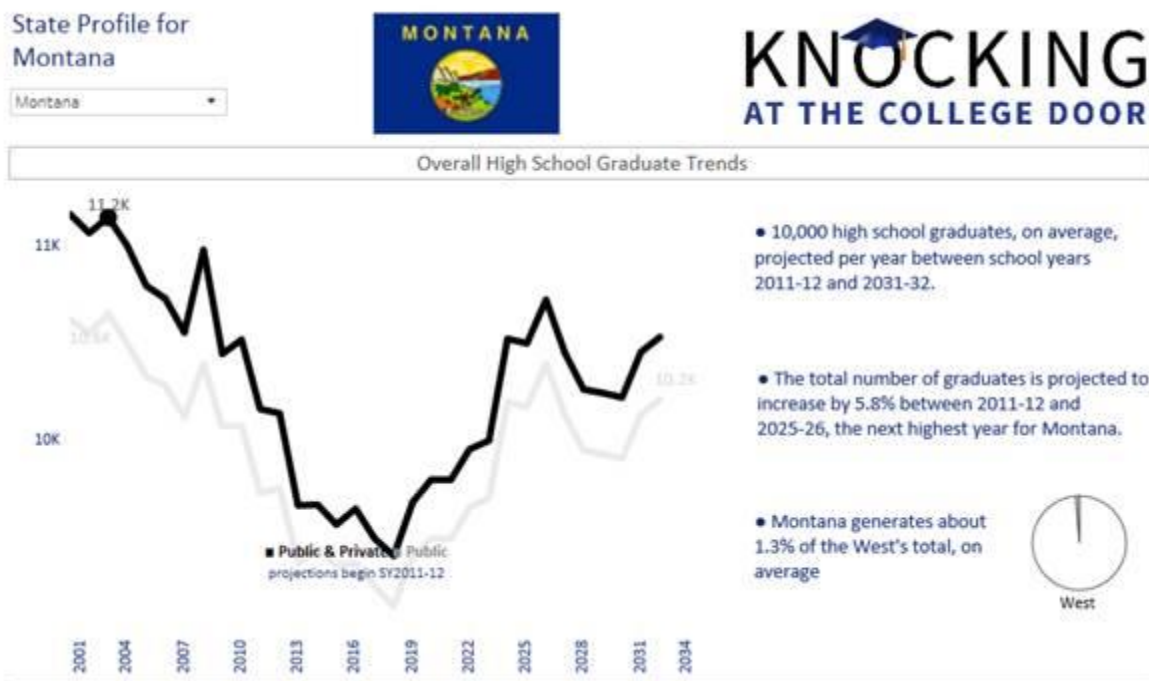
Attachment I – University narrative justifications for reduced tuition proposals

South Dakota Board of Regents FY19 Nonresident Tuition Proposals

Black Hills State University – Colorado and Montana

Black Hills State University is proposing an exclusive resident tuition rate for Colorado and Montana residents attending BHSU. This proposal is similar to the current resident tuition rate available for Wyoming residents attending BHSU or North Dakota residents attending NSU. BHSU is positioned as the only South Dakota public liberal arts university west of the Missouri River making the western states a natural area of expansion for enrollment. Colorado and Montana are major recruiting areas for BHSU with 55% of South Dakota's enrollment from Montana and 65% of SD's enrollment from Colorado attending BHSU, with the exception of SDSM&T. There are currently over 1,000 student prospects in our database from Montana and nearly 12,000 for Colorado.

According to data from the Western Interstate Commission on Higher Education, the total number of high school graduates in Montana is estimated at 10,000 per year and is expected to grow by 5.8% by 2025. Colorado has an estimated 57,000 high school graduates per year with an expected increase of nearly 19% by 2025. BHSU also recruits a significant number of athletes from Colorado as a member of the Rocky Mountain Athletic Conference. Our athletic teams play more games in Colorado than in South Dakota.



State Profile for
Colorado

Colorado


KNOCKING
AT THE COLLEGE DOOR

Overall High School Graduate Trends



- 58,000 high school graduates, on average, projected per year between school years 2011-12 and 2031-32.

- The total number of graduates is projected to increase by 18.5% between 2011-12 and 2024-25, the next highest year for Colorado.

- Colorado generates about 6.9% of the West's total, on average



The following tables provide a comparison of the revenue generated with current freshman and new transfer non-resident rates compared to the proposed resident rate. BHSU will lose \$90,800 in tuition revenue from current Colorado residents and \$59,500 from Montana residents by reducing the rate. This requires an additional 13 full-time Colorado students and 8 full-time Montana students to become revenue neutral the first year. The BHSU Admissions staff believes the resident tuition rate will make a significant difference for these students and feels confident that the additional enrollment will be achieved.

Colorado Break Even Point

	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	31	908	\$350.45	\$318,209
Projected Revenue at Proposed Resident Rates	31	908	\$250.45	\$227,409
Tuition Revenue Loss				(\$90,800)
Break-Even Credit Hours				363
New FTE required to breakeven				13

Montana Break Even Point

	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	20	595	\$350.45	\$208,518
Projected Revenue at Proposed Resident Rates	20	595	\$250.45	\$149,018
Tuition Revenue Loss				(\$59,500)
Break-Even Credit Hours				238
New FTE required to breakeven				8

Offering an up-front tuition discount of over \$3,000 will make BHSU highly attractive to Colorado and Montana residents. In order to impact Fall 2018 enrollment, recruiting efforts need to begin as soon as possible even though the rate will not take effect until FY19 and the Board may not officially approve the rate until March of 2018.

Dakota State University – Nebraska

Dakota State University is requesting a tuition rate reduction initiative targeting Nebraska students. DSU would apply this reduction in tuition for NE students – as a recruitment tool aimed at new freshmen and transfer students beginning fall 2018.

Enrollment growth in new student populations each year is a vital element to achieving the university enrollment goals as stated in the DSU strategic plan. One key to that enrollment growth is implementation of market expansion strategies such as targeted academic program recruitment and athletic program recruitment in new territories. Demonstrating price competitiveness as DSU begins these new recruitment initiatives will open the door to students who previously wouldn't have considered the university.

NEBRASKA TUITION - PUBLIC	Tuition Per Credit Hour				
Resident Status	<i>UNL</i>	<i>UNO</i>	<i>Kearney</i>	<i>Wayne</i>	<i>DSU</i>
Resident	237.50	216.25	191.75	172.00	278.70
Non-Resident	747.50	677.25	417.75	344.00	376.35
MAP (Metro area in Iowa)		324.37			
CO, KS			191.75		
IL, IN, MI, MN, MO, ND, OH, WI			288.00		
IL, IN, IA, KS, MI, MN, MO, SD, ND, OH, WI				258.00	
IA					278.70
MN					285.80

In the fall of 2017, 5 freshman and new transfer students were enrolled at DSU from Nebraska. A similar marketing strategy was implemented previously, with a reduced tuition rate program designed for Iowa students. New student enrollment from Iowa grew nearly 200% at DSU because of that program. DSU believes they can also produce more than the required students from NE if the NE tuition rate for new students is set at a rate equivalent to the resident rate.

The following table provides more information on the breakeven calculation for Nebraska.

DSU Breakeven Calculation - Nebraska				
	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	5	126	\$337.35	\$42,506
Projected Revenue at Proposed Resident Rates	5	126	\$239.70	\$30,202
Tuition Revenue Loss				(\$12,304)
Break-Even Credit Hour Gain Required				51
New FTE required to breakeven (30 credit hours)				2

Northern State University – Nebraska

NSU is requesting approval effective with the 2018 summer session to begin offering resident tuition rates to freshman and transfer students who are residents of Nebraska. As noted in the comparison below from a recent web search, a resident tuition rate will bring NSU tuition cost for Nebraska students to within \$2.23 per credit hour at the University of Nebraska – Lincoln and to a difference of \$67.73 per credit hour at other institutions in the Nebraska State System. Fees charged by NSU are considerably lower than any of the Nebraska schools included in the comparison.

Offering resident tuition will enable NSU to be more competitive when recruiting Nebraska students. NSU is most likely to see application crossover with Chadron, Peru, and Wayne State due to the similar academic profile of our students and comparable campus facilities. The proposed resident tuition level would allow those students to attend NSU for approximately one half of the current non-resident tuition rate of \$337.35. A prospective NSU student from Nebraska who is also considering the Nebraska State System would save \$74 - \$129 per credit hour compared to the current SD non-resident rate. NSU will leverage resident tuition rates most effectively among prospective Nebraska student athletes, music, and education majors.

	Resident Tuition	Fees	Tuition and Fees	Non-Resident Tuition	Fees	Tuition and Fees
NSU	\$ 239.73	\$36.30	\$ 276.03	\$ 337.35	\$36.30	\$ 373.65
Chadron State*	\$ 172.00	\$ 67.36	\$ 239.36	\$ 173.00	\$ 67.36	\$ 240.36
Peru State**	\$ 172.00	\$ 72.20	\$ 244.20	\$ 172.00	\$ 72.20	\$ 244.20
Wayne State***	\$ 172.00	\$ 55.45	\$ 227.45	\$ 344.00	\$ 55.45	\$ 399.45
University of NE - Kearney	\$ 191.75	\$ 52.42	\$ 244.17	\$ 417.75	\$ 52.42	\$ 470.17
University of NE - Lincoln	\$ 237.50	\$ 61.76	\$ 299.26	\$ 747.50	\$ 61.76	\$ 809.26
University of NE - Omaha	\$ 216.25	\$ 66.34	\$ 282.59	\$ 677.25	\$ 66.34	\$ 743.59
* Chadron State charges \$1 more for non-residents						
** Peru State charges residents and non-residents the same rate						
***Wayne State charges \$258/credit hour for tuition for residents of SD/ND/IA/IL/IN/KS/MI/MN/MO/OH/WI						

Based on current enrollment information for freshman and new transfers, NSU would need just one additional student from Nebraska in order to generate enough revenue to break even if this proposal is approved.

	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	2	55	\$ 337.35	\$ 18,554
Projected Revenue at Proposed Resident Rates	2	55	\$ 239.70	\$ 13,184
Tuition Revenue Loss				\$ (5,371)
Break-Even Credit Hour Gain Required				22
New FTE required to breakeven (30 annual credit hours)				1

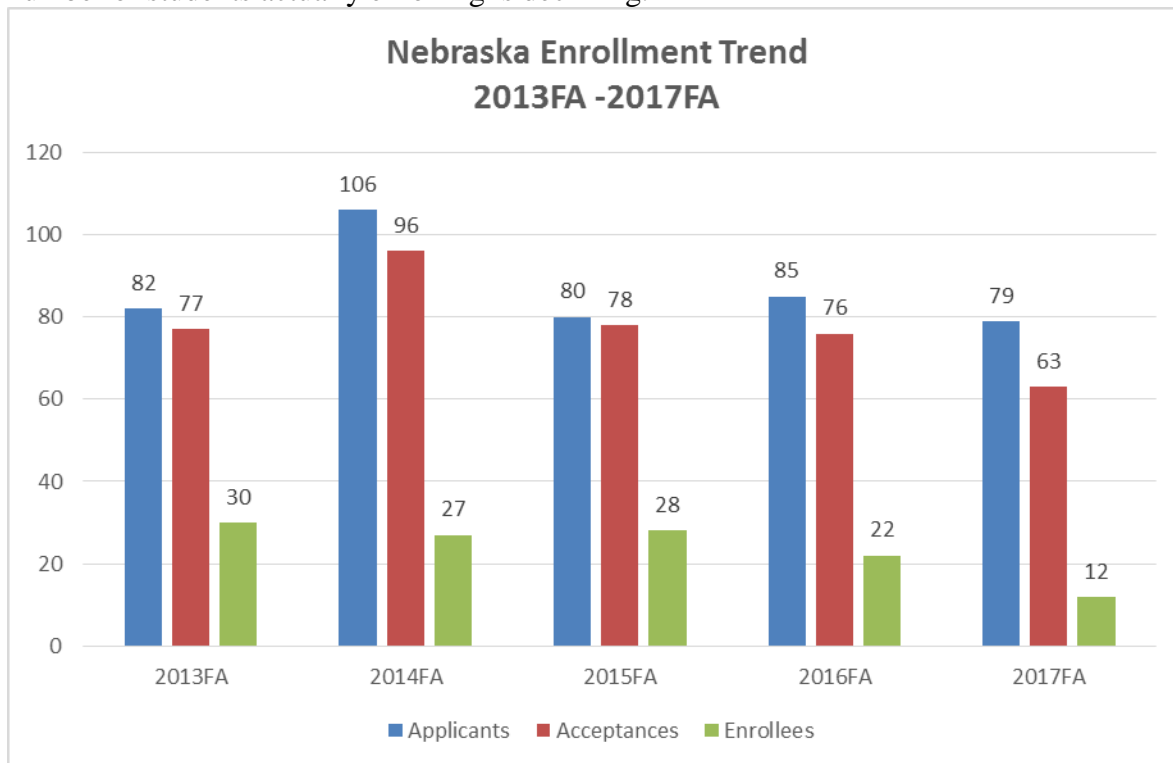
SDSM&T - Nebraska

SD Mines continues to monitor undergraduate enrollment of students from Nebraska, specifically with regards to the number of students enrolled as compared to those that have been accepted. Since fall of 2013, when 49% of the Nebraska students accepted also enrolled, we have experienced a drop to roughly 25% enrolling. The number of Nebraska students enrolling is much lower than the average rates from other states.

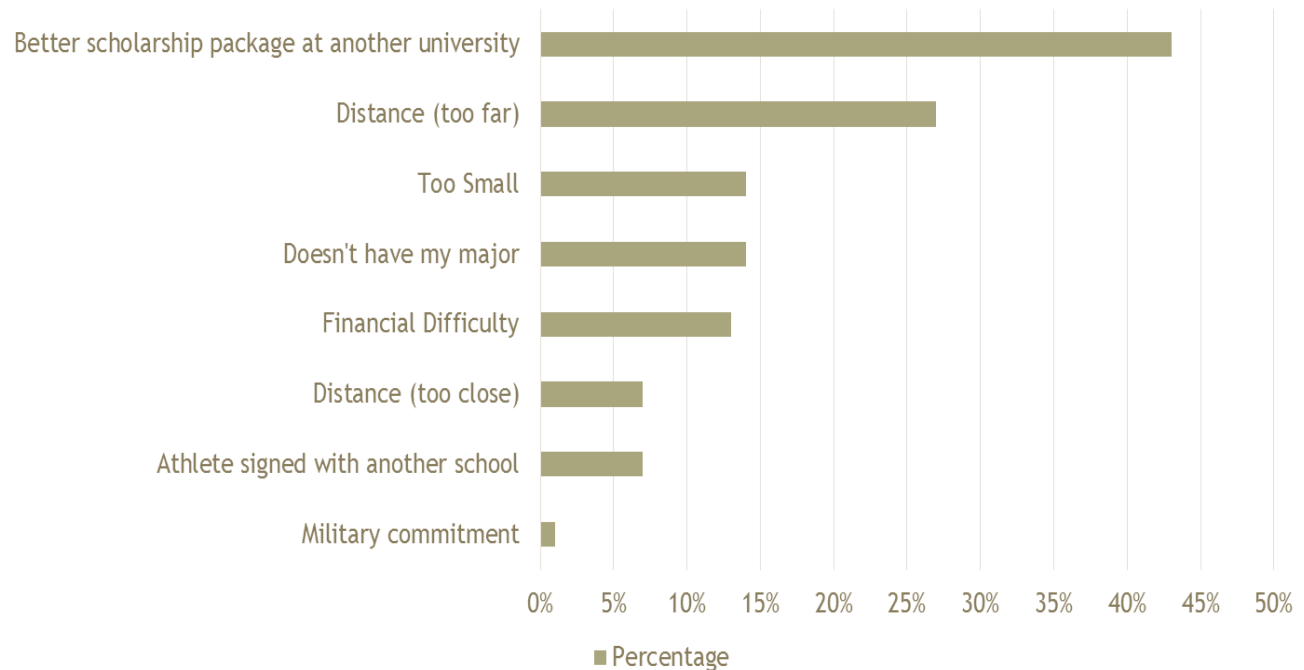
The tables below illustrate enrollment data for first-time/full-time students from Nebraska:

Nebraska FTFT	2013FA	2014FA	2015FA	2016FA	YTD 2017FA
Applicants	82	106	80	85	79
Acceptances	77	96	78	76	63
Enrollees	30	27	28	22	16
% Enrolled/Accepted	39.0%	28.1%	35.9%	28.9%	25.4%

The number of applicants and students accepted from Nebraska continue to hold steady, while the number of students actually enrolling is declining.



While cost/scholarship offers are not the only reason for low enrollment from Nebraska students, our survey of students declining to attend SD Mines indicates that better scholarships at other universities represent the number one reason students go elsewhere.



Our proposed pilot is to reduce the tuition cost to freshman and new transfers from Nebraska to that of a resident student, equivalent to a reduction of \$3,343.20 per student annually. Break even for this pilot is estimated at 11 new FTE students.

Nebraska Break Even:

	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	20	582	\$ 385.30	\$ 224,245
Projected Revenue at Proposed Resident Rates	20	582	\$ 246.00	\$ 143,172
Tuition Revenue Loss				\$ (81,073)
Break-Even Credit Hour Gain required				324
New FTE required to breakeven (30 annual credit hours)				11

SDSM&T – Colorado

SD Mines continues to monitor undergraduate enrollment of students from Colorado, specifically with regards to the number of students enrolled as compared to those that have been accepted. Since Fall of 2013, when 48% of the Colorado students accepted also enrolled, we have experienced a drop to the 35% - 40% range enrolling. As Colorado has historically been a large importer of students to SD Mines, we are proposing a pilot to reverse the trend.

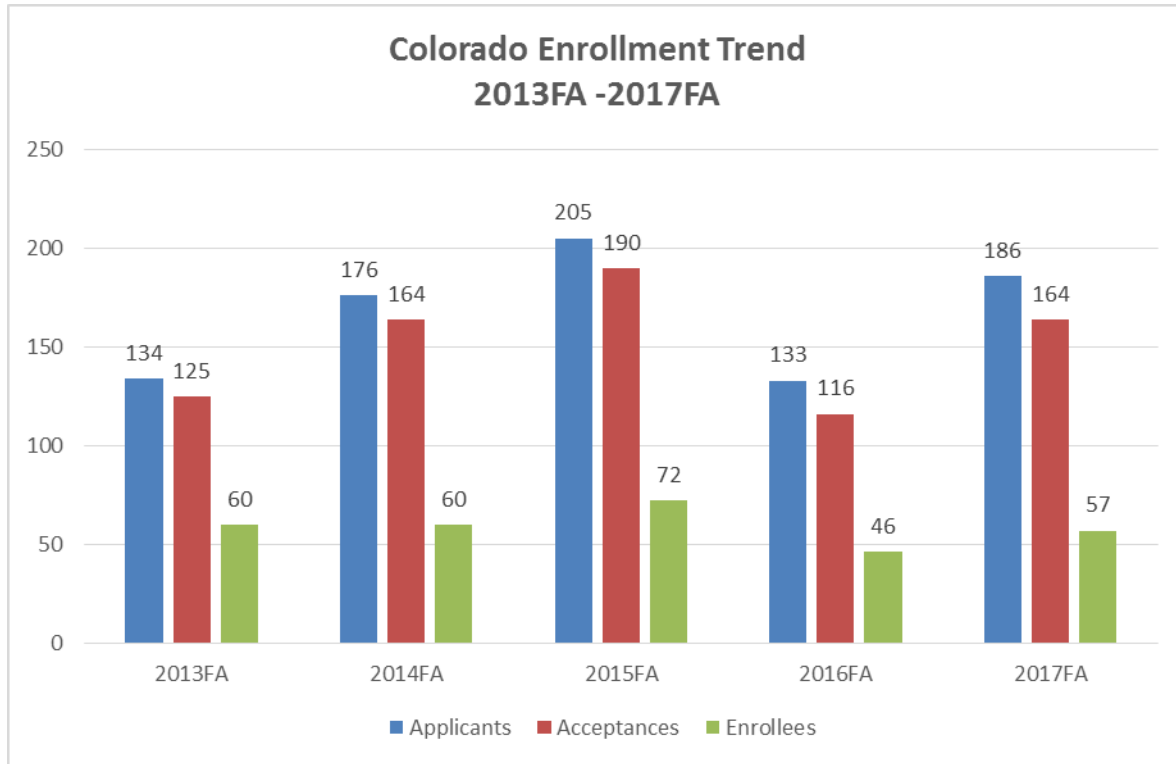
The tables below illustrate enrollment data for first-time/full-time and transfer students from Colorado:

Colorado FTFT	2013FA	2014FA	2015FA	2016FA	YTD 2017FA
Applicants	125	160	190	126	171
Acceptances	116	151	179	114	155
Enrollees	56	52	64	46	55
% Enrolled/Accepted	48.3%	34.4%	35.8%	40.3%	35.5%

Colorado Transfer	2013FA	2014FA	2015FA	2016FA	YTD 2017FA
Applicants	9	16	15	7	15
Acceptances	9	13	11	2	9
Enrollees	4	8	8	0	2
% Enrolled/Accepted	44.4%	61.5%	72.7%	0.0%	22.2%

Total Colorado	2013FA	2014FA	2015FA	2016FA	YTD 2017FA
Applicants	134	176	205	133	186
Acceptances	125	164	190	116	164
Enrollees	60	60	72	46	57
% Enrolled/Accepted	48.0%	36.6%	37.9%	39.7%	34.8%

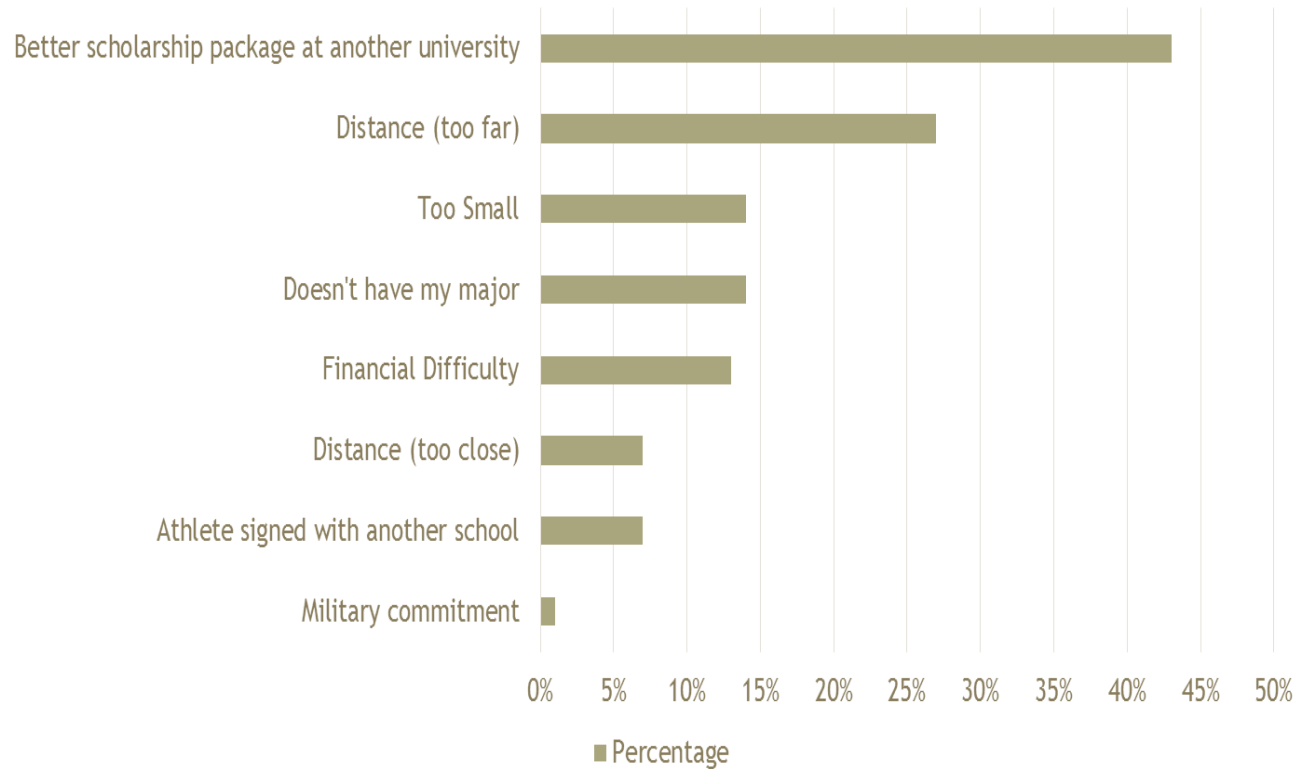
The number of applicants and students accepted from Colorado continues to grow, while the number of students actually enrolling is not.



An area of particular interest to SD Mines are those high achieving students with a minimum 27 ACT and a 3.5 GPA. As you can see from the table below, we have been enrolling an equally small number of this subset of students.

Colorado Students with Minimum 27 ACT/3.5 GPA	
Applicants	42
Acceptances	42
Enrollees	16
% Enrollees/Acceptances	38.1%

All 42 students above from Colorado were offered scholarships for 2017FA. Of that number, only 16 (or 38%) accepted the scholarships and enrolled at SD Mines. While cost/scholarship offers are not the only reason for low enrollment, our survey of students declining to attend SD Mines indicates that better scholarships at other universities represent the number one reason students go elsewhere.

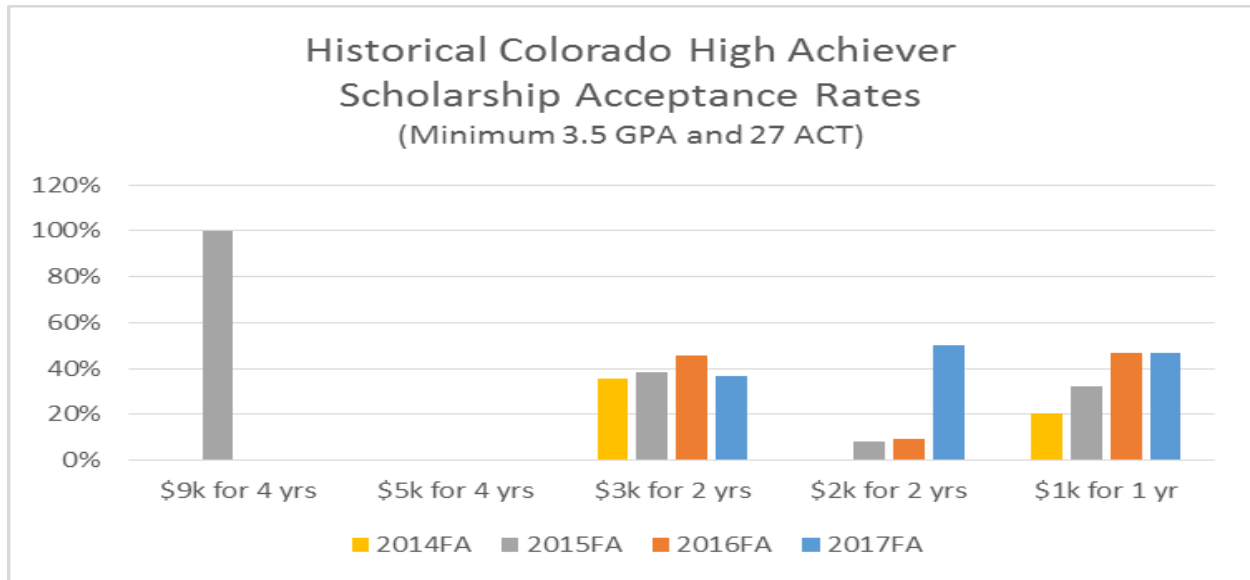


Our proposed pilot is to reduce the tuition cost to high achieving freshman and new transfers from Colorado students with a minimum 27 ACT and 3.5 GPA to that of a resident student, equivalent to a reduction of \$3,343.20 per student annually. Break even for this pilot is estimated at 26 new FTE students.

	Current Student FTE	FY17 Credit Hours	Undergraduate Tuition Rate	Total Tuition Revenue
Current Revenue at Non-Resident Rates	45	1,329	\$ 385.30	\$ 512,064
Projected Revenue at Proposed Resident Rates	45	1,329	\$ 246.00	\$ 326,934
Tuition Revenue Loss				\$ (185,130)
Break-Even Credit Hour Gain Required				753
New FTE required to breakeven (30 annual credit hours)				26

The largest acceptance rates for SD Mines scholarships have been those of \$3,000/year and lower; thus we feel comfortable that a tuition reduction of just over \$3,000/year will yield an even larger percentage of high achieving Colorado students.

	\$9k for 4 yrs	\$5k for 4 yrs	\$3k for 2 yrs	\$2k for 2 yrs	\$1k for 1 yr
Offered	2	2	19	4	15
Accepted	0	0	7	2	7
Declined	2	2	12	2	8
% Accepted	0%	0%	37%	50%	47%



Our proposal would classify these students as their own student type, much like we currently do with the Child of Alum rate.

SDSU – Nebraska

After monitoring the growth in first-time full-time Iowa students over the last two years, and as a result of the Iowa in-state tuition program, SDSU is requesting to test a similar program in Nebraska. In our efforts to increase enrollment, we believe Nebraska offers us another opportunity to ensure we reach our enrollment targets. As a reference, Table #1 below shows the headcount enrollment numbers for freshman students taking at least one on-campus course. This data shows the improvement in Iowa resident freshman since the start of that program (which was approved at the April BOR meeting in 2016). In addition, the data shows the significantly smaller portion of Nebraska residents when compared to Iowa residents at SDSU.

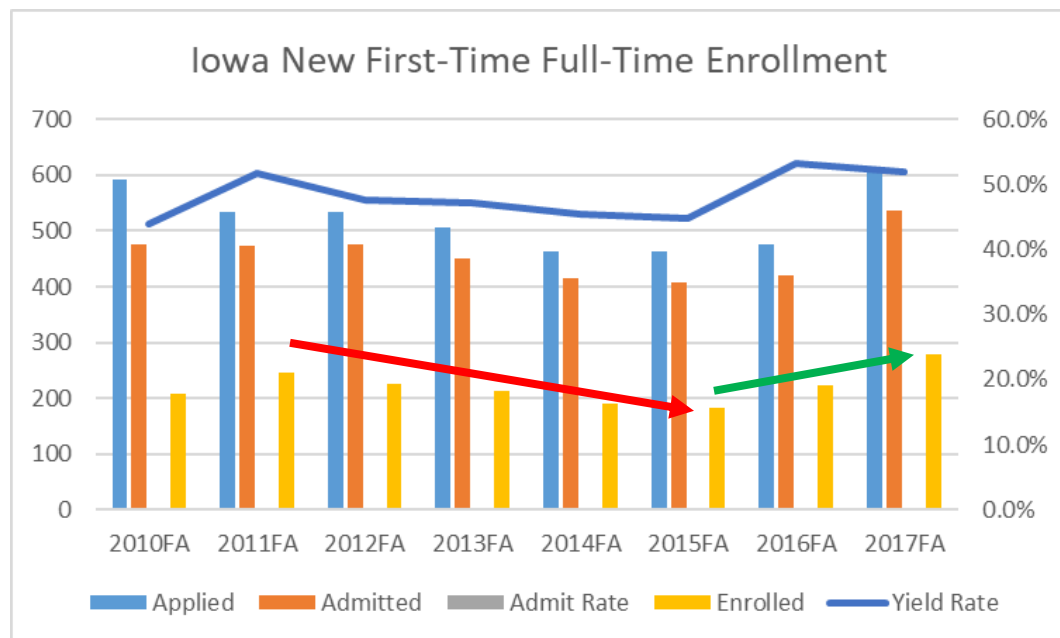
Based on our current Nebraska enrollments our break-even point will be significantly less than our Iowa break-even point providing us the potential for greater upside with less risk. Below in Table #1 you can see the break-even analysis showing that we would need 34 new FTE to break-even our first year based on our Nebraska proposal.

SDSU - Nebraska	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	74	2,200	\$ 347.95	\$ 765,490
Projected Revenue at Proposed Resident Rates	74	2,200	\$ 239.70	\$ 527,340
Tuition Revenue Loss				\$ (238,150)
Break-Even Credit Hour Gain Required				994
New FTE required to breakeven (30 annual credit hours)				34

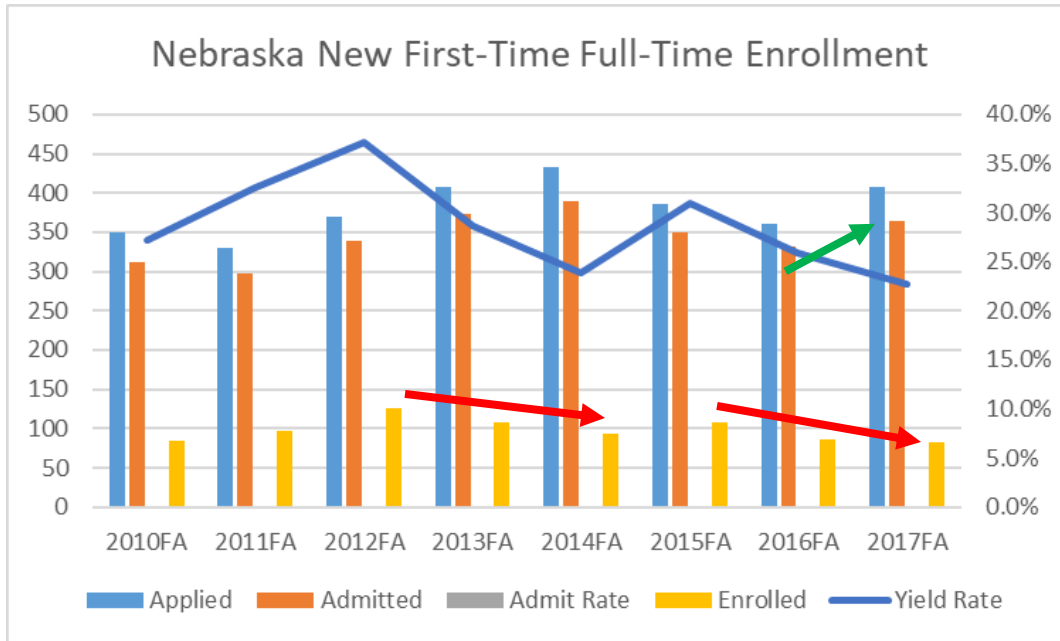
University of South Dakota – Nebraska

Over the past several years USD has been monitoring the geographic diversity for our full-time undergraduate population on our main campus in Vermillion. This proposal is aimed and trying to increase our market share of Nebraska students. Based on the success of our Iowa in-state tuition pilot, USD would like to test the Nebraska market with an in-state tuition rate. Below you will find evidence of our concerns in Nebraska compared with recent results in Iowa.

Note the downward trend in Iowa from 2011FA to 2015FA (Red arrow below) or prior the in-state tuition rate pilot. As you can see we were able to reverse a negative trend and turn it into record numbers in every stage of the enrollment funnel (Green arrows; Applications, Admits, and Enrollees). This pilot produced a yield increase from the base year in 2015 of 8.4% for Fall 2016 and 7.1% in Fall 2017 along with a 32.6% increase in admits during these last two years.



Compare the Iowa success to what we are seeing in Nebraska on the next page and it doesn't take long to believe that we can see better results if we mirror the Iowa in-state tuition plan in Nebraska.



Our biggest concern is that USD has been able to maintain or slightly grow our applications and admits from Nebraska, but our yield rate (admit to enrolled) has been declining the past two years and at our lowest yield rate since 2010FA. The proposed pilot initiative is to reduce the tuition cost to Nebraska students while also increasing our marketing and recruitment efforts in Nebraska. See below (page 3) for the proposed marketing plans for this new initiative in Nebraska. Note we are using a similar strategy to Iowa, but eliminating some of the marketing pieces that we felt didn't aid us in bringing awareness of this new plan.

Following the result of our success with our Iowa pilot USD expects this Nebraska pilot to bring an increase in yield between 7% to 9% in 2018 and 6% to 8% in 2019. Our strategy is designed to be realistic yet driven to exceed the SDBOR's break-even for USD of 36 more students from Nebraska. Year one will probably fall short of this break-even mark given the final decision not being made until April on this proposal. That being said, USD expects to see a growth of 27 to 31 new Nebraska students in Fall 2018 (holding acceptance volumes constant with 2017). USD's goal in Fall 2019 would be an additional bump in admitted students of a conservative 20% (reminder Iowa had a 32.6% increase) resulting in an additional 43 to 48 enrollees from Nebraska at USD and exceeding the break-even of 36 enrollees.

USD - Nebraska

	Current Student FTE	FY17 Credit Hours	Tuition Revenue per non-resident credit hour	Total Tuition Revenue
Current Revenue at Non-Resident Rates	78	2,328	\$ 347.95	\$ 810,028
Projected Revenue at Proposed Resident Rates	78	2,328	\$ 239.70	\$ 558,022
Tuition Revenue Loss				\$ (252,006)
Break-Even Credit Hour Gain Required				1,051
New FTE required to breakeven (30 annual credit hours)				36

**USD Nebraska Tuition Reduction Marketing Plans
Pending BOR Approval at March 31-April 1 Meeting**

Initiatives	Date of execution	New Initiative	Status	Person Responsible
Postcard to Nebraska students noting the new cost	ASAB (As Soon as Approved by BOR) to entire prospect pool plus ongoing for new stealth applications from Nebraska.	Yes	0%	Brittany
Onward Events hosted by USD in Omaha & South Sioux City	February or March 2018	Yes	0%	Erin/Ryan/Jeff
Email to Nebraska students noting the new cost	April 2018	Yes	0%	Brittany
Update USD website with new costs showing the Nebraska rate	ASAB plus ongoing	Yes	0%	Brittany
Update to Net Price Calculator with new Nebraska rate	ASAB plus ongoing	No	0%	College Raptor/Mark
USD in 30 presentations by admission counselors to be updated with new Nebraska cost so that visitors know the value	ASAB plus ongoing	No	0%	Nick
Estimated financial aid letters will be redone to emphasize the value of this new rate	February 2018	Yes	0%	Mark/Brittany
Updated USD cost sheet noting Nebraska reduced pricing	February 2018	No	0%	Brittany
Billboards in Sioux City & Omaha noting in-state rate or affordable message	Early April 2018	Yes	0%	Tena/Michelle
Initiatives	Date of execution	New Initiative	Status	Person Responsible
Specific image email with link to usd.edu/nebraska to Nebraska Association for College Admission Counseling driving to PURL on USD website	April 2018	Yes	0%	Scott/Howard/Brittany/Mark
Purchase front page strip ads for Omaha World Herald and Sioux City Journal	1. Sioux City Journal- Early April 2. Omaha World Herald- Early April	Yes	0%	Tena/Alison/Michael
Social media updated across all USD accounts	ASAB	No		Howard/Brittany
Dialmycalls.com voice recording to all accepted students announcing the new costs for all Iowa accepts	April 2018	Yes		Mark/Kimberley
Radio Broadcasting in Nebraska	Need to identify opportunities in April	Yes	0%	Tena/Michael
Google Adwords in Nebraska	Spending \$1000 on Nebraska IP addresses with key words related to higher education/costs, etc.	Yes	0%	Howard
Identify key high schools in Nebraska based on admit volumes for USD and target all aspects of marketing (school newspapers, Facebook, school counselor mailings, etc.)	Creating ad related to Nebraska reduction in tuition for these locations deadline is April 6 th going out the week of April 11 th .	Yes	0%	Tena/Mark/Michael/Brittany

University of South Dakota Law School – High Achieving Nonresident Students

The University of South Dakota School of Law provides the backbone for the legal profession and judicial system in the state. Nationally, fewer students are seeking law degrees. At the same time, accreditation standards are rising. The school is not immune to the national trends and has experienced a decline in class size of nearly 30%. USD assembled a task force and hired Spivey Consulting, Inc. to examine the School of Law. One of several recommendations is to ask the Board of Regents for authority to offer resident tuition rates to non-resident students with certain qualifications. After analysis of the LSAT scores of admitted students versus students ultimately enrolling at the School of Law, there is evidence that USD is able to generate interest of non-resident students with LSAT scores of 155 or higher; however, have enrolled very few. In fact, in the last three years, 71 non-resident students with an LSAT of 155 or greater were admitted, but only 1, in three years, enrolled. Therefore, USD would like to propose offering the resident rate to non-resident students with an LSAT of 155 or greater as a pilot with the goal of increasing the yield of these students and increasing class size to nearer the level of capacity.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – D
DATE: December 5-7, 2017

SUBJECT

Maintenance and Repair Planning

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-51-15](#) Long range financing plan required for improvements financed by private donations – Establishing endowments.

[SDCL 5-14-1](#) Classification of capital improvements

[BOR Policy 6:6](#) Maintenance and Repair

BACKGROUND / DISCUSSION

Academic Facilities

This item and the discussion about maintenance and repair funding relates only to the academic buildings at the universities. The Auxiliary System, which consists of residential facilities, wellness centers, and student unions fund their own maintenance and repair needs. Agricultural Experiment facilities are provided a portion of the pesticide tax to fund maintenance and repair. The SDSU stadium is one of the few buildings in the system that is required to self-fund its maintenance and repair so is excluded from this item. The Animal Disease Research and Diagnostic Laboratory has its own fund source for maintenance and repair. Almost all other buildings on campus are considered academic facilities, including athletic and research facilities.

Maintenance and Repair Fund Sources

Higher Education Facilities Funds (HEFF) – This fund represents 11.5% of all tuition collected less the first \$1.5M of Medical School Tuition. The exemption of the Medical School tuition amounts to \$175,000 less to HEFF, believed to have been put in place to recognize the community based nature of the medical school and to minimize the contribution students make to facilities given the cost of medical school. The HEFF funds are used to debt service capital projects approved by the Regents and to fund maintenance and repair on academic facilities. For FY19, the allocated amount for maintenance and repair is \$15,932,747.

Maintenance and Repair Fee – This is a per-credit hour charge on all on-campus courses. This charge of \$3.31 per credit was once part of the university support fee, but is now
(Continued)

DRAFT MOTION 20171205_6-D:

I move that the institutions with building projects that will go to the Legislature for approval in 2018 develop a plan to fund the 2% maintenance and repair using tuition, fees, institutional funds, private dollars or other funds.

assessed as part of tuition. The revenue is used to pay bonded indebtedness on some critical deferred maintenance projects bonded in 2007 and to fund annual maintenance and repair projects. The revenues are retained by each campus to fund local projects. Available funds are based on the estimated credit hour totals multiplied by the \$3.31 per credit hour charge, estimated to be \$1,961,688 in FY19 for the System.

General Funds – The State has not historically provided general funds to support maintenance and repair of university facilities. The first time general funds were appropriated was in FY09 when Governor Daugaard recommended the first year of a 4-year phase-in of state support. The Legislature funded the program but the funds were cut the following year. The first year of the program was reinstated in FY14 and was funded each year through FY17. In FY18, the amount needed to get to 2% was \$918,738; instead of getting additional funds, the funding was actually cut by \$907,302. We are asking for an increase of \$1,826,040 for FY19, essentially asking for the original FY18 request plus what was cut. The current amount funded for FY18 is \$7,799,945.

Controlling Statute

Current statute 13-51-15 requires facilities funded primarily with private donations have a plan for funding operating and maintenance costs.

SDCL 13-51-15: Long range financing plan required for improvements financed by private donations--Establishing endowments. Where a capital improvement is to be primarily financed by private donations, the Board of Regents shall require the institution at which the construction will take place to develop a long-range financing plan to detail how the institution will fund projected operating, maintenance, and repair costs associated with the capital improvement. The board may require the establishment of endowments or the provision for the other nonstate fund revenue sources to cover projected operating, maintenance, or repair costs of privately donated academic buildings. The board shall require the establishment of endowments or the provision for other nonstate fund revenue sources to cover projected operating, maintenance, or repair costs of privately donated nonacademic buildings. Source: SL 1995, ch 108, § 4.

Up to this point, the Board has been willing to accept a plan that identifies the Higher Education Facilities Fund (HEFF) as the source of funds for maintenance and repair for academic facilities. More and more, this is not realistic as we are losing ground on our 2% maintenance requirement. As new buildings are being added, the available funds are simply being shifted around the system. Not only are privately funded facilities a concern, but any new construction that adds to the need for more maintenance and repair dollars is a growing concern.

2% Goal

The Board has made the funding for maintenance a priority by increasing its own commitment from HEFF and by establishing an annual maintenance and repair goal equivalent to 2% of the facility replacement values. This goal has driven a number of budget requests asking the state to participate in the maintenance of university facilities. The 2% goal was deemed to be the minimum investment necessary to maintain buildings

that we often expect to last 50 to 60 years. This is the same goal that the State is attempting to reach for other state owned facilities. There have been a number of studies done that recommend this level of investment, but the most comprehensive and often referenced book titled *Committing to the Cost of Ownership – Maintenance and Repair of Public Buildings*¹ makes it clear that 2% is really the minimum needed to sustain facilities to reach their expected public useful life. Some excerpts from the book have been provided in Attachment I. Following is the first finding and recommendation in the book:

“Underfunding is a widespread and persistent problem that undermines maintenance and repair (M&R) of public buildings. To overcome this problem, M&R budgets should be structured to identify explicitly the expenditures associated with routine M&R requirements and activities to reduce the backlog of deferred deficiencies. An appropriate budget allocation for routine M&R for a substantial inventory of facilities will typically be in the range of 2 to 4 percent of the aggregate current replacement value of those facilities (excluding land and major associated infrastructure). In the absence of specific information upon which to base the M&R budget, this funding level should be used as an absolute minimum value. Where neglect of maintenance has caused a backlog of needed repairs to accumulate, spending must exceed this minimum level until the backlog has been eliminated.”

Over the past decade there was a concerted effort to increase the funding for maintenance and repair. In many of the years the HEFF contribution was increased greater than the tuition increase. As the Board purposely slows the level of tuition increases to keep a public postsecondary education accessible and affordable, the fund can no longer keep up with the inflation on our facilities and the added square footage. We must now consider how we will fund maintenance and repair on all new facilities.

HEFF is just one source that we include when determining our 2% goal. We also include the maintenance and repair fee and general funds. As of FY18, here is our 2% need and available funding:

¹ Committee on Advanced Maintenance Concepts for Buildings, Building Research Board, Commission on Engineering and Technical Systems, National Research Council, *Committing to the Cost of Ownership – Maintenance and Repair of Public Buildings*, National Academy Press, Washington, DC, 1990.

FY18 2% Calculation and Available Funds

Replacement Values*	\$1,383,744,066
2% of Replacement Value	\$27,674,881
 FY18 HEFF M&R	 \$16,262,074
M&R Fee	\$1,961,688
General Funds	<u>\$7,799,945</u>
M&R Long or (Short)	\$1,651,174

*Replacement values used were from CY15 and reflect phasing in new buildings over 5 years.

For FY19, the replacement values were all reviewed and updated by the Office of Risk Management and a number of new buildings were brought on-line.

FY19 2% Calculation and Available Funds

Replacement Values*	\$1,708,480,617
2% of Replacement Value	\$34,169,612
 FY19 HEFF M&R	 \$15,932,746
M&R Fee Estimate	\$1,961,688
General Funds (Includes Budget Request)	<u>\$9,625,985</u>
M&R Long or (Short)	(\$6,649,193)

* Replacement values used were from CY17 and reflect phasing in new buildings over 5 years.

The history of maintenance and repair funding reflects the efforts of the Board to get to the 2% goal. The following table shows the total investment by year for the last 20 plus years. The addition of state funding has helped us close the gap.

Maintenance and Repair Funding Sources FY97 to FY19

	M&R FEE	HEFF	General Funds	Total
FY97	\$681,639	\$4,100,000		\$4,781,639
FY98	\$678,584	\$4,295,564		\$4,974,148
FY99	\$702,229	\$4,424,431		\$5,126,660
FY00	\$720,744	\$4,601,408		\$5,322,152
FY01	\$731,951	\$4,785,465		\$5,517,416
FY02	\$742,600	\$4,976,884		\$5,719,484
FY03	\$742,600	\$5,175,959		\$5,918,559
FY04	\$831,739	\$5,383,000		\$6,214,739
FY05	\$833,355	\$5,598,820		\$6,432,175
FY06	\$866,420	\$5,822,254		\$6,688,674
FY07	\$874,757	\$6,055,144		\$6,929,901
FY08	\$1,643,694	\$6,297,349		\$7,941,043
FY09	\$1,644,872	\$6,549,243	\$1,632,999	\$9,827,114
FY10	\$1,689,482	\$6,811,213		\$8,500,695
FY11	\$1,695,050	\$7,083,662		\$8,778,712

FY12	\$1,705,628	\$11,667,008		\$13,372,636
FY13	\$1,667,420	\$14,250,358		\$15,917,778
FY14	\$1,755,447	\$15,105,379	\$1,729,824	\$18,590,650
FY15	\$1,586,110	\$15,105,379	\$3,377,271	\$20,068,760
FY16	\$1,605,805	\$15,770,016	\$5,432,783	\$22,808,604
FY17	\$1,654,933	\$15,770,016	\$8,707,247	\$26,132,196
FY18	\$1,961,688	\$16,262,074	\$7,799,945	\$26,023,707
FY19*	\$1,961,688	\$15,932,747	\$9,625,985	\$27,520,420

*FY19 General Funds includes the FY19 budget request increase of \$1,826,040

The following table shows the investment as a percentage of the total replacement value for the last 20 plus years.

<i>Historical Progress on 2% Goal</i>			
Fiscal Year	Replacement Value	M&R Allocated	% of Building Replacement Value
FY97	\$454,312,716	\$4,781,639	1.1%
FY98	\$470,609,036	\$4,974,148	1.1%
FY99	\$492,013,501	\$5,126,660	1.0%
FY00	\$508,660,398	\$5,322,152	1.0%
FY01	\$518,913,458	\$5,517,416	1.1%
FY02	\$540,584,850	\$5,719,484	1.1%
FY03	\$554,919,720	\$5,918,559	1.1%
FY04	\$579,265,190	\$6,214,739	1.1%
FY05	\$604,514,057	\$6,432,175	1.1%
FY06	\$693,297,593	\$6,688,674	1.0%
FY07	\$700,022,519	\$6,929,901	1.0%
FY08	\$958,591,791	\$7,941,043	0.8%
FY09	\$929,991,392	\$9,827,114	1.1%
FY10	\$929,991,392	\$8,500,695	0.9%
FY11	\$961,678,539	\$8,778,712	0.9%
FY12	\$981,477,527	\$13,372,636	1.4%
FY13	\$1,150,275,509	\$15,917,778	1.4%
FY14	\$1,193,278,983	\$18,590,650	1.6%
FY15	\$1,240,562,259	\$20,068,760	1.6%
FY16	\$1,295,827,545	\$22,808,604	1.8%
FY17	\$1,327,777,181	\$26,132,196	2.0%
FY18	\$1,383,744,066	\$26,023,707	1.9%
FY19	\$1,708,480,617	\$27,520,420	1.6%

Replacement Values Impact

The replacement values used for many years for the maintenance and repair allocation were the original cost values indexed by the building construction cost inflation index from R.S. Means. This was changed in 2009 when the decision was made to insure all of the BOR properties. At that time, BOR finance staff worked with OSE and Williams Insurance to calculate the replacement values that would be used for the insurance statement of values. The process used was to look at the space assignments in the buildings and then find the R.S. Means cost per square foot value for the location, size and type of building. For example, a classroom building would be broken down into classrooms, labs, offices, circulation and common spaces, and then multiplied by the R.S. Means cost per square foot for that type of space, in that part of the state, for a similar size building. This value was then deemed the replacement value for maintenance and repair purposes. Campuses had the opportunity to increase their insurance values if they thought the replacement values were low for insurance purposes, and over several years SDSU adjusted their values.

The replacement values were increased as new buildings were added using the construction cost and adjusted for any demolished buildings. The overall values were adjusted by the building cost index. Starting in FY15, new buildings were phased-in over a five year period at 20% each year.

In the summer of 2016, the Office of Risk Management (ORM) contacted BOR about updating the insurance values for the buildings with the intent to use the values for maintenance and repair as well as the insurance statement of values. Apparently there was some frustration within the administration that the values used for maintenance and repair allocation did not match our insurance replacement values. In November of 2016, the updated values were provided for BHSU, SDSU, and NSU. The campuses were given an opportunity to review the values and raise any concerns. The other campuses were scheduled to be completed in 2017. The values were not used for the FY18 M&R allocation because not all campuses had been updated and there were concerns about the overall increase to the values, specifically at SDSU. The values used for the FY18 maintenance and repair allocation were the 2015 values.

A comparison of the 2015 statement of values compared to the 2018 values is provided below. New buildings brought on-line from 2015 to 2018 are excluded to make the two years comparable.

2015 Replacement Values	\$1,265,665,968
2018 Replacement Values	\$1,513,516,436
Change in Values	\$247,850,468
Percentage of Change in Values	19.58%

The change in replacement values requires an additional \$4,957,009 in maintenance and repair funding to reach the 2% replacement value goal. This accounts for 75% of the new dollars needed for maintenance and repair from FY18 to FY19.

Facilities Square Footage Impact

There have been a lot of new buildings or additions that have resulted in the addition of square footage in the last 20 years. Adding additional space will drive up the need for maintenance and repair dollars. The type of space also makes a difference with lab, specialty space and research related space being very expensive to build and maintain.

The following summary by campus provides the change in square footage from 1997 to current followed by the change in on-campus enrollments.

Change in Square Footage by Campus 1997 to Current

Campus	1997	Demolished	Added	Net Change	Percent Change	Current Total
BHSU	471,799	61,756	102,082	40,326	8.5%	512,125
DSU	245,825	0	95,009	95,009	38.6%	340,834
NSU	526,389	23,047	98,284	75,237	14.3%	601,626
SDSM&T	478,991	38,781	151,171	112,390	23.5%	591,381
SDSU	1,758,409	135,667	832,615	696,948	39.6%	2,455,357
USD	1,389,847	102,724	528,346	425,622	30.6%	1,815,469
BHSU-RC	0	0	57,352	57,352	100.0%	57,352
UC-SF	0	0	106,589	106,589	100.0%	129,070
Total	4,871,260	361,975	1,971,448	1,609,473	33.0%	6,503,214

Historical On-Campus Enrollments

	1997	2017	Increase/ (Decrease)	% Increase/ (Decrease)
	<u>State-Support</u>	<u>On-Campus*</u>		
BHSU	2,773	1832	-941	-33.90%
DSU	1,326	1220	-106	-8.00%
NSU	2,464	1347	-1,117	-45.30%
SDSM&T	2,210	2280	70	3.20%
SDSU	8,162	8850	688	8.40%
USD	<u>6,534</u>	<u>5578</u>	<u>-956</u>	-14.60%
	23,469	21,107	-2,362	-10.10%

* On-campus includes distance hours from same campus

New Buildings Planned

A summary of all the new buildings that have been completed since 1997 and their fund sources is identified in Attachment II. Additional buildings being added into the system will also grow the maintenance and repair requirements. The following is the list of buildings either under construction or that are being requested in the 2018 legislative session. The buildings already approved but not yet constructed will require around \$1.4M more each year when fully phased-in (\$86,366,807 * 0.8 (less 20% for non-building costs) * 0.02 = \$1,381,869). Further exacerbating the problem, the pending buildings going to the

legislature for approval in 2018 would grow the maintenance and repair need by another \$1.1M annually ($\$75,326,403 * 0.8$ (less 20% for non-building costs) $* .02 = \$1,205,222$). The total maintenance and repair shortfall if all of the proposed buildings are completed would put our annual shortfall at \$9,236,284, assuming we get our budget request of \$1,826,040 funded in FY19.

NSU - Regional Science Center – 54,051 GSF and \$25,175,000 – Approved
SDSU - Performing Arts Center - 95,025 GSF and \$48,391,807 – Approved
SDSU - Stanley Marshal Center - 27,012 GSF and \$12,800,000 – Approved
DSU - Madison Cyber Labs - 39,375 GSF and \$18,000,596 - Pending
NSU Athletic Pavilion – 6,000 GSF and \$1,875,000 – Pending
SDSU – Precision Ag Building – 129,000 GSF and \$45,772,057 – Pending
SDSU Native American Center – 16,000 GSF and \$4,500,000 – Pending
SDSU Outdoor Sports Facility – 2,802 GSF and \$600,000 - Pending
USD National Music Museum Addition – 16,380 GSF and \$5,118,750 – Pending
Note: Using 80% of estimated total cost to estimate construction cost.

When all the above buildings are completed, the total change in square footage for each campus will look quite different. The following table provides a view after the planned and requested buildings in the queue are completed.

**Change in Square Footage by Campus
1997 to Current and Including Planned Construction**

Campus	1997	Demolished	Added	Net Change	Percent Change	Planned Total
BHSU	471,799	61,756	102,082	40,326	8.5%	512,125
DSU	245,825	11,723	134,384	122,661	49.9%	368,486
NSU	526,389	23,047	158,335	135,288	25.7%	661,677
SDSM&T	478,991	38,781	151,171	112,390	23.5%	591,381
SDSU	1,758,409	168,108	1,102,454	934,346	53.1%	2,692,755
USD	1,389,847	102,724	544,726	442,002	31.8%	1,831,849
BHSU-RC	0	0	57,352	57,352	100.0%	57,352
UC-SF	0	0	106,589	106,589	100.0%	129,070
Total	4,871,260	406,139	2,357,093	1,950,954	40.1%	6,844,695

Maintenance and Repair Funding and Allocation

The dollars collected by the institutions for HEFF are deposited into a central pool and used for maintenance and repair and to satisfy the annual debt service on the bonded facilities. The capital projects approved by the Board are based on priorities established by the Board and not based on dollars contributed to the pool by each campus. The first priority is funding maintenance and repair and secondly cash flowing additional bond indebtedness to fund capital projects. The Board is not required to get to 2% before additional capital projects are funded. Each year the funding going to maintenance and

repair is increased by at least the overall percentage growth in revenues – so if revenues go up 2%, the funding allocated to M&R also goes up by at least 2%. In past years the amount of funding allocated to maintenance and repair funding has been well above the increase in revenues because of the backlog of deferred maintenance and the desire to get to 2%.

M&R Fee dollars are retained by each university and used to fund their own projects.

The maintenance and repair 2% need calculation is based on the total system replacement values for academic facilities. New buildings are phased-in at 20% each year for the first five years. Once the HEFF dollars available are determined, they are allocated using a formula that has been around for at least three decades – 50% of the money is allocated using the prorated square footage at each campus and 50% is allocated based on their pro rata share of the replacement values. General fund dollars are allocated to the institutions using the same formula as that used for HEFF.

Age of the buildings is not currently a factor in the allocation. Because we are using replacement values, regardless of age, each building is given an “equal” weight in the formula. The idea of using age has been debated many times, but many old buildings are completely or partially renovated and then it becomes difficult to determine how age should be adjusted. Using square footage offsets some of the variances in replacement costs and recognizes that all space must be maintained.

The current maintenance and repair allocation process is essentially a zero sum game. If the dollars available do not grow, but the demand grows because a university builds a new building, the gains experienced by one campus are offset by losses at the others. So if the square footage and replacement values grow by 2% at one campus and everyone else is static, 2% of the available funding will move to that campus and the others will lose their proportionate share.

IMPACT AND RECOMMENDATIONS

When looking at our current maintenance and repair funding dilemma, one may wonder how we got here. We continue to add substantial value to our building values by inflating them each year, and there was a significant impact with the latest reassessment of building replacement values by the Office of Risk Management. In fact, 75% of the funding shortfall estimated for FY19 is related to the change in replacement values. We have added new space across the system and thereby added to the demand for maintenance and repair dollars. We have not had a significant tuition increase in the last 4 years – 0% in FY15; 4.4% in FY16; 0.0% in FY17; average of 1.0% increase for FY18. Overall our credit hours are static or declining, coupled with a desire to manage student cost by slowing tuition increases, at a time when we are adding new buildings and the average building index inflation is over 3% each year.

Relying on future growth in credit hours or tuition increases to generate enough HEFF to fund the growing demand for maintenance and repair is no longer feasible. The investment from the state is an important factor in getting to 2%. The Board can continue to make this

a budget priority, but that is not likely to get us an additional \$9.2M (FY19 shortfall including planned buildings). To increase HEFF by \$9.2M would require an \$11.50 per credit hour increase – and that is with no new buildings approved in 2018. Under current statute where we only capture 11.5% per credit for HEFF, that would require a \$100.00 per credit hour tuition increase! The only viable option for doing this through HEFF is to raise tuition by \$11.50 per credit hour and increase the 11.5% to approximately 15% so that the entire increase would go to HEFF. This would require a statute change.

Rather than increasing tuition and raising the HEFF proportion to 15%, we could request that each campus increase the proportion of tuition allocated to the maintenance and repair fee at each school. HEFF would get 11.5% of any tuition increase, but the balance could be dedicated to campus maintenance and repair. For example, if everyone raised tuition by \$11.50 per credit with the intent that the increase is to be targeted towards maintenance and repair, \$1.32 would go to the HEFF fund and \$10.18 would stay at each campus. This would allow us to increase the investment to 2% but the institutions would keep most of the money they raise. There could be a plan to do this over a number of years and not all at once.

Replacement Values

We could request that the Office of Risk Management take another look at the replacement values given that the increase in values is driving a majority of the maintenance and repair shortfall. Another review may not change the values given that ORM believes that the values are better today than what we were using previously. ORM and the Bureau of Finance and Management want us to use the same values for insuring the property and determining the 2% investment.

Investments Not Currently Considered Part of the 2%

In determining the 2% investment we use the replacement values to determine the need and we use the M&R fee (an allocation from tuition), HEFF, and state funding to determine the annual investment. What we have not traditionally included on the investment side are the private dollars and campus investments from other funds that are used to address maintenance and repair needs. For example, USD will be investing local and private funds of \$21M in the next couple of years to renovate and upgrade the Dakota Dome. SDSU will be investing \$5.0M in Harding Hall from local funds to upgrade that facility over the next two years. These capital investments remove major items off the deferred maintenance backlog and could be considered part of our maintenance and repair investment. Many smaller projects are also completed using local funds, indirect overhead or donated funds that are clearly maintenance and repair projects. Smaller projects that cost less than \$50,000 are not approved by the Board and we would need to collect this information from the campuses moving forward. The following projects totaling \$3,279,354 were approved by either Dr. Rush or the Board in FY2017 and could be included in our annual M&R investment:

- SDSU – Local Foods Education Center – Ornamental Fence - \$60,000 donated and \$35,000 student fees.
- SDSU – McFadden Biostress Lab – Vacuum Pump Replacement - \$5,000 facilities and services operating funds and \$65,000 of recovered F&M funds
- SDSM&T – O’Harra Stadium Track and Field Upgrades - \$1,897,604 Rapid City Vision Funds and \$300,000 from Rapid City Schools
- SDSU – Crothers Engineering Hall remodel office suite for the Dean of the College of Engineering - \$400,000 donation
- SDSU – Wagner Hall Nursing Research Grants Office suite renovation - \$285,000 from indirect funds
- SDSU – Animal Resource Wing epoxy floor replacement - \$248,000 paid with recovered facilities and administrative fees
- SDSU – Dana J Dykhouse outdoor seating \$200,000 from stadium revenues
- SDSU – Sanford Jackrabbit Athletic Center creating a golf area on the northeast mezzanine - \$118,750 of donated funds

Because we do not always know in advance what these investments will be, we could capture the previous year expenditures from private and other funds spent on renovating and upgrading academic facilities and include them in our 2% investment calculation. The downside of this approach is that the investments fluctuate widely. If we capture all of the investments we will be over our 2% investment in some years and short in others. We could however look at our maintenance and repair investment over time rather than annually.

New Building Requests

The building requests moving forward for legislative approval in this coming session will grow the need for maintenance and repair funding by another \$1.1M. Requiring the universities to have a viable maintenance and repair plan for these new facilities will satisfy SDCL 13-51-15.

ATTACHMENTS

Attachment I – Excerpts from *Committing to the Cost of Ownership – Maintenance and Repair of Public Buildings*

Attachment II – 30 year history of building investments

*Committing to the Cost of Ownership**Maintenance and Repair of Public Buildings*

Committee on Advanced Maintenance Concepts for Buildings

Building Research Board

Commission on Engineering and Technical Systems

National Research Council

NATIONAL ACADEMY PRESS

Washington, D.C. 1990

Full book available for download: http://www.nap.edu/download.php?record_id=9807

Excerpts from the book:

“Underfunding is a widespread and persistent problem that undermines maintenance and repair (M&R) of public buildings. To overcome this problem, M&R budgets should be structured to identify explicitly the expenditures associated with routine M&R requirements and activities to reduce the backlog of deferred deficiencies. An appropriate budget allocation for routine M&R for a substantial inventory of facilities will typically be in the range of 2 to 4 percent of the aggregate current replacement value of those facilities (excluding land and major associated infrastructure). In the absence of specific information upon which to base the M&R budget, this funding level should be used as an absolute minimum value. Where neglect of maintenance has caused a backlog of needed repairs to accumulate, spending must exceed this minimum level until the backlog has been eliminated.”

“While the M&R component of the cost of ownership will vary from building to building, it is possible to develop a consistent relationship between this component and characteristics of an inventory of buildings. A variety of such relationships are in use to estimate average levels of the cost of M&R. Typical maintenance expenditure per square foot is frequently used as a yardstick for determining what an appropriate level of M&R budgeting should be, but such a measure is insufficiently sensitive to either external financial conditions or building characteristics. The relationship is better stated in terms of an annual percentage of the inventory's current replacement value.

Based on experience and judgment, the committee proposes that the appropriate level of M&R spending should be, on average, in the range of 2 to 4 percent of current replacement value of the inventory.¹² The specific percentage for any inventory will depend on such factors as the age of the buildings in the inventory, the type of construction (permanent vs. temporary), the level of use of the buildings, the structure of the maintenance organization, and the climate. However, the relationship between M&R requirements and the current replacement value of single buildings may vary widely and for any one building may be outside the proposed range.

This 2 to 4 percent range is most valid as a budget guide for a large inventory of buildings and over time periods of several years. A small town or school district may find that a severe winter, or an older building nearing the time that a substantial renovation is warranted, temporarily raises annual M&R costs above this normal range. Such a jurisdiction may also find that past decisions to reduce construction expenditures now have, as a consequence, higher M&R costs. However, even with small inventories the 2 to 4 percent rule of thumb may be applied over a longer period of time, such as 5 to 10 years.

A reliable estimate of the current replacement value of a building or an inventory is a necessary element of this budgeting rule. Current replacement value can be determined in several ways. The simplest approach estimates what it would cost in any given year to construct or purchase each building in the inventory. Another approach applies escalation factors to the original acquisition cost of the buildings in the inventory. Some agencies have developed computer programs to perform such calculations and to provide a replacement value for the total inventory each year. There may be substantial uncertainties in these estimates, particularly among the older stock of public buildings (some more than 100 years old). Each agency must evaluate its own inventory and develop the best approach for determining its replacement value.

If an inventory of buildings receives an adequate level of M&R funding, a steady-state situation should exist wherein the inventory would remain in a service condition that would neither decline nor improve and a backlog of deferred deficiencies would not develop.¹³

However, if a backlog exists, it is unlikely to be reduced by expenditures limited to the 2 to 4 percent level. Further deterioration will occur if the backlog is not reduced, and the ultimate cost of correcting the deficiencies will increase. The committee proposes that a second element of the total M&R budget must be recognized—funds required to reduce the backlog. The total budget then includes the routine M&R components, which are a continuing part of the cost of ownership, and the backlog reduction component, which is determined by the physical condition of the inventory.

Assessing the size of the backlog that develops when M&R are neglected requires a condition assessment. A condition assessment is an evaluation of the degree of accumulated damage inferred from diagnostic observations and tests.¹⁴

Condition assessment, at its simplest, is a monitoring activity applied regularly as a part of a good M&R program. Systems and materials are inspected on a planned schedule to determine if they are sound and functional. Standards must be available as a basis for determining when systems or materials are deviating from their anticipated condition to spot potential problems before they become critical. Condition assessment is also used to develop information on facilities that have not received regular maintenance or inspections so as to develop comprehensive data bases on conditions and thereby establish the scope of maintenance backlogs.

If a substantial backlog has developed, several years of effort may be required to eliminate it. An appropriate M&R budget should be established to reduce the backlog as quickly as possible, which requires that repair spending must be adequate to outpace the backlog growth that occurs as a cumulative result of past neglect. No generally valid rules of thumb can be recommended for this determination. If the backlog has been eliminated, maintenance spending may be reduced to levels truly required to maintain adequate facility performance. Escrow or set-aside accounts may be established to preserve funds budgeted but not actually expended in a given year due to favorable use conditions (e.g., warmer or drier than average weather or lower than typical utilization)."

12) This rule is based on the committee's combined judgment.

13) This expectation depends on effective use of M&R funds, which requires adequate management and staff capability. Refer to Chapter 5.

14) The general field of building diagnostics is still relatively young and evolving (BRB, 1985). Most diagnostic assessments are undertaken because of specific observable failures or performance problems, not for the broad assessment of backlog envisioned by the committee. This broader

assessment is in some ways analogous to medical diagnostics that may alert a physician to a patient's potential problems or help assess the extent of those problems.

15) Condition assessment should be used to assure that performance is, in fact, being maintained at target levels.

REFERENCE

Building Research Board (BRB), Committee on Building Diagnostics, Building Diagnostics: A Conceptual Framework , Washington, D.C.,
National Academy Press, 1985.

Black Hills State University

Academic Buildings - Capital Improvements History

1997 - 2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Young Center - National Guard Addition	2002			\$150,000			\$696,118		\$846,118
Meier Hall	2004			\$329,985	\$8,215,983				\$8,545,968
Young Center - Addition for Title IX	2006		\$354,679	\$253,982	\$581,061				\$1,189,722
Life Sciences Laboratories	2010	\$4,039,200	\$4,039,200						\$8,078,400
Woodburn Hall HVAC & Student Services Renovation	2012				\$5,400,000				\$5,400,000
Central Utility Plant Upgrade	2013				\$2,283,275		\$1,100,000		\$3,383,275
Jonas Science Renovation/Sanford Science Education Center	2015			\$250,000	\$1,250,000		\$2,650,000		\$4,150,000
Total		\$4,039,200	\$4,393,879	\$983,967	\$17,730,319	\$0	\$4,446,118	\$0	\$31,593,483

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds.
Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students.

Black Hills State University - Rapid City **Academic Buildings - Capital Improvements History** 1997 - 2017

Projects	Year Complete	General Funds	Student Fees	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Black Hills State University - Rapid City	2011					\$13,425,000			\$13,425,000
Total		\$0	\$0	\$0	\$0	\$13,425,000	\$0		\$13,425,000

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

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Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students.

Dakota State University

Academic Buildings - Capital Improvements History

1997 - 2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Community Center	2000		\$1,515,000		\$1,515,000		\$3,970,000		\$7,000,000
Tunheim Classroom Building	2003				\$2,500,000				\$2,500,000
Science Center Renovation	2010	\$3,019,335	\$3,019,335						\$6,038,670
Beacom Institute of Technology	2017				\$6,000,000		\$5,400,000		\$11,400,000
Total		\$3,019,335	\$4,534,335	\$0	\$10,015,000	\$0	\$9,370,000	\$0	\$26,938,670

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds.
 Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students.

Northern State University
Academic Buildings - Capital Improvements History
1997 - 2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Beulah Williams Library	1998				\$4,500,000				\$4,500,000
Gerber Building	2001			\$5,515	\$1,558,892				\$1,564,407
MJ Tech Center	2007				\$7,000,000				\$7,000,000
Science Lab Renovation	2011	\$1,350,950	\$1,350,950						\$2,701,900
Lincoln/Graham Renovation	2011				\$3,000,000				\$3,000,000
Barnett Center Addition	2012						\$3,200,000		\$3,200,000
Greenhouse	2015				\$687,898				\$687,898
Johnson Fine Arts Center	2016			\$29,502	\$5,000,000	\$292,050	\$8,725,102		\$14,046,654
Total		\$1,350,950	\$1,350,950	\$35,017	\$21,746,790		\$11,925,102		\$36,700,859

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds
Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students

South Dakota School of Mines and Technology

Academic Buildings - Capital Improvements History

1997 - 2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Chemical & Biological Engineering/ Chemistry Bldg	2011				\$17,957,700		\$81,805		\$18,039,505
Civil/Mechanical Engr. Bldg. (Renovation)	2001			\$177,034	\$2,540,000	\$93,578	\$3,128,842		\$5,939,454
Computational Mechanics Addtn to Civil/Mech Bldg	2005						\$1,764,075		\$1,764,075
Hall of Fame Addtn.to King Center & Wellness Upgrade	2004					\$459,210	\$543,347		\$1,002,557
Library Renovation	2005				\$834,074				\$834,074
Paleontology Center	2010			\$427,990	\$7,063,428		\$186,950		\$7,678,368
Chemistry/Chemical Engineering Renovation	2017				\$6,031,035	\$188,479			\$6,219,514
Total		\$0	\$0	\$605,024	\$34,426,237	\$741,268	\$5,705,018	\$0	\$41,477,547

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds.
Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students.

South Dakota State University

Academic Buildings - Capital Improvements History

1997-2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Yeager Hall Addition	2000			\$64,139		\$162,500	\$1,928,606		\$2,155,245
Crothers Renovation & Addition	2002			\$33,671	\$3,726,762		\$3,040,980		\$6,801,413
Performing Arts Center Construction	2002			\$700,000			\$3,893,817	\$6,000,000	\$10,593,817
SD Art Museum Renov & Addition	2002					\$245,850	\$1,552,618		\$1,798,468
Animal Resource Wing Addition	2004			\$40,868			\$5,238,000		\$5,278,868
Solberg Hall Renovation & Addition	2004						\$3,900,000		\$3,900,000
Equestrian Center	2008		\$1,650,000				\$2,241,971		\$3,891,971
Daktronics Hall (Elect Engin, Comp Sci Building)	2009						\$6,500,000		\$6,500,000
Dykhouse Student Athlete Development Center	2010						\$6,000,000		\$6,000,000
Seed Technology Building	2010						\$6,500,000		\$6,500,000
Avera Health & Science Building/Shepard Hall Renov*	2011				\$24,000,000		\$15,961,525		\$39,961,525
Berg Ag Hall Science Lab Renovation	2011	\$4,068,046	\$4,068,046						\$8,136,092
Dairy Micro Plant Renovation/Addition (Davis Dairy Plant)*	2011				\$1,000,000		\$5,835,776		\$6,835,776
Davis Dairy Science Lab Renovation (Dairy Microbiology)	2011	\$3,927,843	\$3,927,843						\$7,855,686
McCrary Gardens Education Center	2011						\$3,901,702		\$3,901,702
Daktronics Hall Addn (Elect Eng, Comp Sci Phase 2/Addn)	2012			\$450,000			\$4,488,372		\$4,938,372
North Headhouse	2014			\$470,106	\$1,000,000				\$1,470,106
Architecture, Mathematics, and Engineering	2015				\$10,000,000		\$5,755,142		\$15,755,142
Enrollment Services Center (Medary Commons)	2015		\$750,000			\$2,249,910			\$2,999,910
Sanford-Jackrabbit Ath. Comp	2015						\$29,966,903		\$29,966,903
University Police Department	2015			\$2,250,000					\$2,250,000
Dana J. Dykhouse Stadium - Phase I and II	2017			\$36,000,000			\$26,750,000		\$62,750,000
Cow/Calf Research & Education Unit	2017			\$1,732,500	\$2,900,000				\$4,632,500
North Headhouse Greenhouse	2017			\$758,905			\$1,814,400		\$2,573,305
Plant Science Research Support Facility	2017			\$2,400,000			\$2,100,000		\$4,500,000
Swine Education and Research Facility	2017	\$2,037,000			\$1,000,000		\$3,863,000		\$6,900,000
Total		\$10,032,889	\$10,395,889	\$44,900,189	\$43,626,762	\$2,658,260	\$141,232,812	\$6,000,000	\$258,846,800

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds.
Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students.

The University of South Dakota
Academic Buildings - Capital Improvements History
1997 - 2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Donations & Grants	City	Total
Lee Medical Building	2008	\$1,800,000	\$689,747	\$10,349	\$12,566,415		\$22,275,152		\$37,341,664
Dakota Dome Roof	2002	\$4,000,000	\$2,900,000	\$4,432,923			\$2,267,077		\$13,600,000
Old Main	1997			\$2,537,000			\$2,463,000		\$5,000,000
Al Neuharth Center	2003						\$4,300,000		\$4,300,000
Dean Belbas Center	2004						\$2,200,000		\$2,200,000
Beacom School of Business	2010			\$37,077	\$5,400,000		\$13,485,037		\$18,922,114
Slagle Auditorium	2011			\$140,575	\$4,609,714		\$3,497,290		\$8,247,579
Science Labs									
Pardee Lab	2010	\$1,896,052	\$1,896,052						\$3,792,104
Akeley Science Center	2010	\$2,628,375	\$2,628,376						\$5,256,751
Churchill-Haines Science Center	2011	\$3,375,572	\$3,375,573						\$6,751,145
Patterson Hall Renovations	2015			\$259,341	\$5,500,000	\$70,652			\$5,829,993
Track/Soccer Complex	2016			\$3,468,641			\$4,688,507	\$229,279	\$8,386,427
Science Health and Research Lab Building	2017			\$3,701,301	\$9,695,000	\$1,500,000			\$14,896,301
Arena	2017			\$4,174,416			\$43,732,600		\$47,907,016
Total		\$13,699,999	\$11,489,748	\$18,761,623	\$37,771,129	\$1,570,652	\$98,908,664	\$229,279	\$182,431,094

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds.
Student revenues include GAF, USF, food service, residence hall fees, and other sources generated from students.

University Center - Sioux Falls

Academic Buildings - Capital Improvements History

1997 - 2017

Projects	Year Complete	General Funds	Student Revenues	Local Funds	HEFF Bonded	HEFF M&R	Other	City	Total
GEAR Building	2013				\$2,000,000		\$5,432,139		\$7,432,139
Science Classroom Building	2013				\$8,970,000		\$1,227,869		\$10,197,869
Classroom Building	2012				\$7,700,000		\$7,947,347		\$15,647,347
Total		\$0	\$0	\$0	\$18,670,000	\$0	\$14,607,355	\$0	\$33,277,355

Capital Improvement History lists reflect capital improvements substantially completed by June 30, 2017 that were either: 1) the erection of a new facility; or 2) the addition, expansion or extension of an existing facility; or 3) a major renovation or alteration of the facility to bring it into contemporary standards; or 4) a capital infrastructure project. The list should not include major maintenance and repair projects paid solely with M&R funds. If the project involved bonded funds, it should be included. The purpose of the list is to track new facilities, major facility changes and improvements.

Note: When improvements are bonded, list the proceeds in the column of the source that will satisfy the bonds.
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SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – E
DATE: December 5-7, 2017

SUBJECT

HEFF Cash Flow Statement

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-51-2](#)

[SDCL 13-53-15](#)

[SDCL 13-53-15.3](#)

BACKGROUND / DISCUSSION

The primary source of dollars to fund construction, maintenance and renovation of 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 \$1,521,740 of medical school tuition revenue which is not subject to HEFF. HEFF is also assessed on all self-support credit hours as of 2009. 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 was reduced, the 11.5% produces the same amount of revenue to support HEFF debt and maintenance and repair because it is assessed on a much larger base.

Attachment I is a cash flow statement for the Higher Education Facilities Fund as of October 2017. The statement presents actual and planned revenues and expenditures for FY15 through FY30. The statement includes the following data and assumptions:

- FY15 – FY17 are actuals, and FY18 through FY30 are projections;
- FY18 tuition revenue estimates are based upon FY17 actuals with a 1.0% weighted average tuition increase;
- Interest earnings of 3% on the unobligated cash balance plus \$4.0M of unspent maintenance and repair funds;
- FY17 and beyond assumes a 2% tuition increase and stable enrollments;
- A 2% decrease to the M&R allocation from FY18 to FY19 (\$329,328), and a 2% increase each year thereafter;
- Bonding \$10.5M in capital projects in FY22 and \$12.5M in FY27 at 4.0% interest and for 25 years.

(Continued)

INFORMATIONAL ITEM

The 11.5% tuition revenues were \$853,875 short from last October's projection. The amount of money allocated for maintenance and repair for FY19 was reduced by \$329,328 or approximately 2%, and future debt financing was pushed further out to keep the statement in the black. The following are the findings of the investigation of why the revenues fell short of the projection.

- We converted approximately \$315,000 from HEFF revenue to M&R fee revenue by increasing the maintenance and repair fee from \$1.64 to \$2.18. This amount was not subtracted from the HEFF revenue projection and it should have been. This was a shift in fund sources so it did not result in less money going to maintenance and repair.
- We made a decision after calculating the 11.5% that we would no longer assess HEFF on any fees. That was a loss of \$82,798 that was collected in FY16 and not in FY17. This change was allowed in the approved legislation.
- SDSU owes the HEFF account \$204,369.56 for the graduate assistant tuition waiver. You will recall that starting in FY17 that SDSU was no longer going to charge graduate assistants tuition. This change required that SDSU still pay the HEFF amount on those credits. This amount was calculated after the end of the year and will be paid in FY18. Now that we have the process figured out we hope to process the payment at the end of each year.
- There was a credit hour loss from FY16 to FY17 of 3,467 hours that was not anticipated. Using the undergraduate resident rate, that amounted to an estimated \$95,569 in lost revenue.
- High School Dual Credit continues to grow replacing full pay credit hours. The increase in credits in FY17 was 2,582 credits which is a loss in FY17 of approximately \$26,070 of HEFF revenue.
- The above items total \$723,806. The estimate was off by \$853,875, but when taking the above into account the difference was only a shortfall of \$130,069. The difference is attributed to rounding the HEFF capture rate of 11.55% to 11.5%.

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.

IMPACT AND RECOMMENDATIONS

The remaining projects on the 2012 Ten-Year Plan can be found in Attachment II. Based on current assumptions and revenues, \$10.5M of projects can be bonded in FY22 and \$12.5M in FY27. If this happens, it will have taken us 15 years to complete the projects that we thought we had the cash flow to complete in 10 years.

ATTACHMENTS

Attachment I – HEFF Cash Flow Statement (October 2017)

Attachment II – 2012 Ten-Year Plan

Board of Regents
HEFF Cash Flow Statement
October 2017

Fiscal Year	<u>Beginning Balance July</u>	<u>Net 11.5% Tuition</u>	<u>M&R Fee Revenue</u>	<u>Interest Revenue</u>	<u>Total Revenue</u>	<u>FY M&R Expenditures</u>	<u>Lease Payment</u>	<u>Total Expenditures</u>	<u>Obligated Unexpended</u>	<u>Ending Cash</u>	<u>Unobligated Funds</u>
2015	25,153,483	26,735,351	2,200,871	640,690	29,576,912	11,112,788	16,233,090	27,345,878	12,256,752	27,384,517	15,127,765
2016	27,384,517	27,962,164	2,201,902	716,848	30,880,913	13,732,226	16,960,075	30,692,300	14,707,915	27,573,130	12,865,215
2017	27,573,130	26,874,770	0	796,177	27,670,947	13,905,136	13,754,120	27,659,256	16,134,768	27,584,821	11,450,053
2018	27,584,821	27,143,518	0	463,502	27,607,019	27,546,344	14,114,433	41,660,776	4,000,000	13,531,064	9,531,064
2019	13,531,064	27,686,388	0	405,932	28,092,320	15,081,690	14,048,716	29,130,405	4,000,000	12,492,978	8,492,978
2020	12,492,978	28,240,116	0	374,789	28,614,905	15,399,735	14,054,162	29,453,897	4,000,000	11,653,986	7,653,986
2021	11,653,986	28,804,918	0	349,620	29,154,538	15,724,560	13,530,254	29,254,814	4,000,000	11,553,709	7,553,709
2022	11,553,709	29,381,016	0	346,611	29,727,628	16,057,307	14,739,307	30,796,614	4,000,000	10,484,723	6,484,723
2023	10,484,723	29,968,637	0	314,542	30,283,178	16,397,497	14,718,873	31,116,370	4,000,000	9,651,531	5,651,531
2024	9,651,531	30,568,009	0	289,546	30,857,555	16,741,658	14,740,661	31,482,319	4,000,000	9,026,767	5,026,767
2025	9,026,767	31,179,370	0	270,803	31,450,173	17,095,255	14,547,188	31,642,443	4,000,000	8,834,497	4,834,497
2026	8,834,497	31,802,957	0	265,035	32,067,992	17,452,488	14,548,881	32,001,369	4,000,000	8,901,120	4,901,120
2027	8,901,120	32,439,016	0	267,034	32,706,050	19,011,619	14,190,679	33,202,298	4,000,000	8,404,871	4,404,871
2028	8,404,871	33,087,796	0	252,146	33,339,943	19,384,974	13,578,537	32,963,511	4,000,000	8,781,302	4,781,302
2029	8,781,302	33,749,552	0	263,439	34,012,991	19,765,796	13,570,355	33,336,151	4,000,000	9,458,143	5,458,143
2030	9,458,143	34,424,543	0	283,744	34,708,288	20,154,235	12,580,538	32,734,773	4,000,000	11,431,658	7,431,658

Notes:

1. 3.0% interest earnings calculation based on the ending cash balance plus \$4,000,000 for unexpended M&R funds.
2. Stable enrollments for FY18 and beyond. FY18 tuition increase is 1% and 2% each year thereafter.
3. FY17 net tuition revenues are down as well as the M&R Fee Revenue because of the payoff of the 2008A-3 and 2008B series bonds and redirection of the dollars to support the tuition freeze.
4. Additional capital projects of \$10.5M would be bonded in FY22 and \$12.5M in FY27. This would complete the 2012 Ten-Year Capital Plan.
5. All figures for periods after June 30, 2017 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: 6 – F
DATE: December 5-7, 2017

SUBJECT

FY17 Auxiliary System Agreed-Upon Procedures Report

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:26 - Bond Compliance and Management](#)

BACKGROUND/DISCUSSION

A financial statement for the auxiliary 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 FY17, 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 1.20 or higher.

	FY17	FY16	FY15	FY14	FY13
BHSU	1.48	1.32	1.61	1.79	1.57
DSU	1.75	1.89	1.72	1.54	1.43
NSU	1.73	1.71	1.72	1.44	1.64
SDSMT	1.35	1.54	1.58	1.52	1.25
SDSU	1.48	1.39	1.35	1.23	1.32
USD	1.48	1.60	1.65	1.58	1.53
SYSTEM	1.49	1.48	1.50	1.41	1.41

(Continued)

INFORMATIONAL ITEM

IMPACT AND RECOMMENDATIONS

The System continues to maintain a coverage ratio above 1.40. This consistency helps the system maintain its excellent credit rating. The 20% cushion above the minimum of 1.20 also helps to protect the system from occasional drops in enrollment.

ATTACHMENTS

Attachment I – FY17 Agreed-Upon Procedures Report

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, 2017



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, 2017. 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 requirements. 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, 2017, 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. A materiality limit of 5% was utilized in performing these procedures.*

We found no exceptions as a result of these procedures.

- b. *We traced information in the footnotes to the statements and other supporting documentation.*

We found no exceptions as a result of this procedure.

- c. *We agreed the information in the supplementary schedules to the Board's general ledger and other supporting documentation. A materiality limit of 5% was utilized in performing this procedure.*

We found no exceptions as a result of this procedure.

Compliance – Agreed-Upon Procedures

- d. *We determined that balances in the Repair and Replacement Reserve Fund for each institution were in compliance with bond covenants at June 30, 2017.*

We found no instances of noncompliance as a result of this procedure.

- 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 as a result of this procedure.

- f. *We reviewed the Board of Regents meeting minutes for meetings occurring during the fiscal year ended June 30, 2017, 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, 2017.*

We found no instances of noncompliance as a result of this procedure.

- 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 as a result of this procedure.

This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review of the compliance with bond requirements or 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 or conclusion, respectively, on the compliance with bond requirements or the financial statements referred to above. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

This report is intended solely for the 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

September 29, 2017

SOUTH DAKOTA BOARD OF REGENTS - COMBINED
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2017
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 11,867,910.70	\$ 2,919,309.46	\$ 27,479,474.72	\$ 42,266,694.88
Total Assets	<u>\$ 11,867,910.70</u>	<u>\$ 2,919,309.46</u>	<u>\$ 27,479,474.72</u>	<u>\$ 42,266,694.88</u>
<u>Net Position</u>				
Unrestricted	\$ 11,867,910.70	\$ -	\$ 13,633,032.73	\$ 25,500,943.43
Externally restricted (Note 3)	<u>-</u>	<u>2,919,309.46</u>	<u>13,846,441.99</u>	<u>16,765,751.45</u>
Total Net Position	<u>\$ 11,867,910.70</u>	<u>\$ 2,919,309.46</u>	<u>\$ 27,479,474.72</u>	<u>\$ 42,266,694.88</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, 2017
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)	\$ 23,546,681.02	\$ -	\$ -	\$ 23,546,681.02
Investment income	154,734.15	69,367.45	324,606.72	548,708.32
Net general activity fee	6,878,234.10	-	-	6,878,234.10
Proceeds from bond issuance, net (Note 4)	-	21,032,877.30	-	21,032,877.30
Other Income	1,269,529.19	188,688.96	200,870.32	1,659,088.47
	<u>31,849,178.46</u>	<u>21,290,933.71</u>	<u>525,477.04</u>	<u>53,665,589.21</u>
Total revenues and other additions				
	31,849,178.46	21,290,933.71	525,477.04	53,665,589.21
Expenses and other deductions:				
Bond principal payments	-	10,315,000.00	-	10,315,000.00
Bond interest expense	-	11,417,529.17	-	11,417,529.17
Bond capitalized interest expense	-	398,366.67	-	398,366.67
Bond issuance costs	-	231,018.83	-	231,018.83
Trustee fees and bank charges	-	4,598.00	-	4,598.00
General and administrative expenses	-	-	5,918,853.10	5,918,853.10
	<u>-</u>	<u>22,366,512.67</u>	<u>5,918,853.10</u>	<u>28,285,365.77</u>
Total expenses and other deductions				
	-	22,366,512.67	5,918,853.10	28,285,365.77
Revenues and other additions over (under) expenses and other deductions	31,849,178.46	(1,075,578.96)	(5,393,376.06)	25,380,223.44
Transfers among funds - additions (deductions):				
Transfers for bond payments	(21,154,692.18)	21,604,200.18	(449,508.00)	-
Transfers for renewal and replacement	(6,412,453.23)	-	10,843,080.23	4,430,627.00
Other transfers	(127.00)	(20,402,843.26)	-	(20,402,970.26)
	<u>(27,567,272.41)</u>	<u>1,201,356.92</u>	<u>10,393,572.23</u>	<u>(15,972,343.26)</u>
Total transfers among funds - additions (deductions)				
	(27,567,272.41)	1,201,356.92	10,393,572.23	(15,972,343.26)
Net increase (decrease) in net position	4,281,906.05	125,777.96	5,000,196.17	9,407,880.18
Beginning net position	7,576,592.32	2,793,531.50	22,479,278.55	32,849,402.37
Prior Period Adjustment	9,412.33	-	-	9,412.33
	<u>11,867,910.70</u>	<u>2,919,309.46</u>	<u>27,479,474.72</u>	<u>42,266,694.88</u>
Ending net position				
	\$ 11,867,910.70	\$ 2,919,309.46	\$ 27,479,474.72	\$ 42,266,694.88

The accompanying notes are an integral part of these financial statements.

Notes to the 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 2006, Series 2007, Series 2008A, Series 2008B, Series 2009, Series 2011, Series 2013A, Series 2014A, Series 2014B, Series 2015, and Series 2016 for the year ended June 30, 2017.

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 2006, Series 2007, Series 2008A, Series 2008B, Series 2009, Series 2011, Series 2013A, Series 2014A, Series 2014B, Series 2015, and Series 2016 Bonds are limited obligations of the BOR issued by the 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 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, Series 2015, and Series 2016 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, 2017, was \$5,085,000 for Series 2006; \$5,890,000 for Series 2007; \$3,060,000 for Series 2008A; \$3,550,000 for Series 2008B; \$72,770,000 for Series 2009; \$56,400,000 for Series 2011; \$9,435,000 for Series 2013A; \$33,210,000 for Series 2014A; \$11,505,000 for Series 2014B; \$21,420,000 for Series 2015; and \$19,625,000 for Series 2016.

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 2016 bonds represent a par balance of \$19,625,000 and \$1,085,935.50 for bond premium net of discount. This amount does not tie with the total amount of proceeds from bond issuance reported on the Statement of Revenues, Expenses and Changes in Net Position because of capitalized interest from a previous bond issue.

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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 4,562,358.45	\$ 4,172,977.84	\$ 389,380.61	\$ 5,075,225.40	\$ 4,840,314.31	\$ 234,911.09
Student Center (Non-GAF)	1,731,400.32	1,436,456.78	294,943.54	1,750,217.98	1,407,944.19	342,273.79
Food Service	28,650,676.22	25,989,371.98	2,661,304.24	26,907,830.64	25,011,441.07	1,896,389.57
Residential Living	36,725,900.75	17,129,873.60	19,596,027.15	35,169,824.08	16,019,013.31	19,150,810.77
Conference Services	71,698.85	41,353.26	30,345.59	99,000.57	35,297.30	63,703.27
Other Facility Revenue	2,773,815.08	2,199,135.19	574,679.89	2,627,941.68	2,324,671.72	303,269.96
Revenues from facilities	74,515,849.67	50,969,168.65	23,546,681.02	71,630,040.35	49,638,681.90	21,991,358.45
General Activity Fee	10,048,535.59	3,170,301.49	6,878,234.10	9,850,188.76	3,170,179.77	6,680,008.99
Interest from Investments	548,708.32	-	548,708.32	507,019.80	-	507,019.80
Other Revenue	1,659,088.47	-	1,659,088.47	2,038,833.48	-	2,038,833.48
Capitalized Interest Applied to Debt Service	398,366.67	-	398,366.67	87,573.75	-	87,573.75
Total	<u>\$ 87,170,548.72</u>	<u>\$ 54,139,470.14</u>	33,031,078.58	<u>\$ 84,113,656.14</u>	<u>\$ 52,808,861.67</u>	31,304,794.47
Annual Debt Service			<u>22,130,893.82</u>			<u>21,110,676.43</u>
Coverage Ratio			1.49			1.48

SOUTH DAKOTA BOARD OF REGENTS - COMBINED
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2017
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2016	\$ 9,640,000.00	\$ 11,470,676.43	\$ 21,110,676.43
2017	10,315,000.00	11,815,893.82	22,130,893.82
2018	11,350,000.00	11,991,523.02	23,341,523.02
2019	11,785,000.00	11,503,196.26	23,288,196.26
2020	12,270,000.00	10,971,090.50	23,241,090.50
2021	12,775,000.00	10,382,158.50	23,157,158.50
2022	13,380,000.00	9,769,866.50	23,149,866.50
2023	13,960,000.00	9,101,688.52	23,061,688.52
2024	14,270,000.00	8,408,832.02	22,678,832.02
2025	14,920,000.00	7,690,587.28	22,610,587.28
2026	12,615,000.00	6,971,644.28	19,586,644.28
2027	12,245,000.00	6,365,561.28	18,610,561.28
2028	12,795,000.00	5,746,717.52	18,541,717.52
2029	11,520,000.00	5,100,058.52	16,620,058.52
2030	11,040,000.00	4,513,331.28	15,553,331.28
2031	10,415,000.00	3,939,112.54	14,354,112.54
2032	10,895,000.00	3,371,031.26	14,266,031.26
2033	11,365,000.00	2,798,456.26	14,163,456.26
2034	11,330,000.00	2,201,319.26	13,531,319.26
2035	8,040,000.00	1,608,669.26	9,648,669.26
2036	8,390,000.00	1,226,612.52	9,616,612.52
2037	4,255,000.00	827,850.00	5,082,850.00
2038	4,445,000.00	607,637.50	5,052,637.50
2039	4,635,000.00	377,600.00	5,012,600.00
2040	1,980,000.00	137,750.00	2,117,750.00
2041	1,275,000.00	51,000.00	1,326,000.00
	<u>\$ 261,905,000.00</u>	<u>\$ 148,949,864.33</u>	<u>\$ 410,854,864.33</u>

SOUTH DAKOTA BOARD OF REGENTS - BLACK HILLS STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2017
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>
<u>Assets</u>				
Cash and Investments	\$ 170,679.86	\$ -	\$ 1,880,719.50	\$ 2,051,399.36
Total Assets	<u>\$ 170,679.86</u>	<u>\$ -</u>	<u>\$ 1,880,719.50</u>	<u>\$ 2,051,399.36</u>
<u>Net Position</u>				
Unrestricted	\$ 170,679.86	\$ -	\$ 8,329.50	\$ 179,009.36
Externally restricted	<u>-</u>	<u>-</u>	<u>1,872,390.00</u>	<u>1,872,390.00</u>
Total Net Position	<u>\$ 170,679.86</u>	<u>\$ -</u>	<u>\$ 1,880,719.50</u>	<u>\$ 2,051,399.36</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, 2017
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	\$ 2,151,411.83	\$ -	\$ -	\$ 2,151,411.83
Investment income	907.41	4,323.15	31,210.08	36,440.64
Net general activity fee	393,437.36	-	-	393,437.36
	<hr/>	<hr/>	<hr/>	<hr/>
Total revenues and other additions	2,545,756.60	4,323.15	31,210.08	2,581,289.83
	<hr/>	<hr/>	<hr/>	<hr/>
Expenses and other deductions:				
Bond principal payments	-	980,000.00	-	980,000.00
Bond interest expense	-	762,841.00	-	762,841.00
Trustee fees and bank charges	-	683.34	-	683.34
General and administrative expenses	-	-	505,570.40	505,570.40
	<hr/>	<hr/>	<hr/>	<hr/>
Total expenses and other deductions	-	1,743,524.34	505,570.40	2,249,094.74
	<hr/>	<hr/>	<hr/>	<hr/>
Revenues and other additions over (under) expenses and other deductions	2,545,756.60	(1,739,201.19)	(474,360.32)	332,195.09
Transfers among funds - additions (deductions):				
Transfers for bond payments	(1,365,536.63)	1,365,536.63	-	-
Transfers for renewal and replacment	(1,013,212.22)	-	1,013,212.22	-
	<hr/>	<hr/>	<hr/>	<hr/>
Total transfers among funds - additions (deductions)	(2,378,748.85)	1,365,536.63	1,013,212.22	-
	<hr/>	<hr/>	<hr/>	<hr/>
Net increase (decrease) in net position	167,007.75	(373,664.56)	538,851.90	332,195.09
Beginning net position	3,672.11	373,664.56	1,341,867.60	1,719,204.27
	<hr/>	<hr/>	<hr/>	<hr/>
Ending net position	\$ 170,679.86	\$ -	\$ 1,880,719.50	\$ 2,051,399.36
	<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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 1,708,902.85	\$ 1,614,334.79	\$ 94,568.06	\$ 1,978,594.48	\$ 2,006,292.87	\$ (27,698.39)
Student Center (Non-GAF)	5,635.85	3,568.92	2,066.93	5,292.17	(2,443.67)	7,735.84
Food Service	2,020,877.86	1,666,236.22	354,641.64	1,806,014.99	1,538,984.16	267,030.83
Residential Living	2,820,338.69	1,277,850.98	1,542,487.71	2,445,399.77	1,152,447.88	1,292,951.89
Conference Services	36,113.31	14,935.65	21,177.66	12,547.67	19,057.39	(6,509.72)
Other Facility Revenue	171,411.87	34,942.04	136,469.83	166,406.89	21,257.45	145,149.44
Revenues from facilities	6,763,280.43	4,611,868.60	2,151,411.83	6,414,255.97	4,735,596.08	1,678,659.89
General Activity Fee	952,119.40	558,682.04	393,437.36	948,526.95	487,761.21	460,765.74
Interest from Investments	36,440.64	-	36,440.64	63,244.37	-	63,244.37
Other Revenue	-	-	-	95,483.79	-	95,483.79
Total	<u>\$ 7,751,840.47</u>	<u>\$ 5,170,550.64</u>	2,581,289.83	<u>\$ 7,521,511.08</u>	<u>\$ 5,223,357.29</u>	2,298,153.79
Annual Debt Service			<u>1,742,841.00</u>			<u>1,739,066.00</u>
Coverage Ratio			1.48			1.32

SOUTH DAKOTA BOARD OF REGENTS - BLACK HILLS STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2017
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
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>\$ 18,665,000.00</u>	<u>\$ 8,300,468.00</u>	<u>\$ 26,965,468.00</u>

SOUTH DAKOTA BOARD OF REGENTS - DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2017
Unaudited

	Housing & Auxiliary Facilities Revenue Fund	Bond & Interest Sinking Fund Account	Repair & Replacement Reserve Account	(Memorandum Only) Total
<u>Assets</u>				
Cash and Investments	\$ 503,464.35	\$ 254,018.99	\$ 2,033,087.03	\$ 2,790,570.37
Total Assets	<u>\$ 503,464.35</u>	<u>\$ 254,018.99</u>	<u>\$ 2,033,087.03</u>	<u>\$ 2,790,570.37</u>
<u>Net Position</u>				
Unrestricted	\$ 503,464.35	\$ -	\$ 1,170,576.03	\$ 1,674,040.38
Externally restricted	<u>-</u>	<u>254,018.99</u>	<u>862,511.00</u>	<u>1,116,529.99</u>
Total Net Position	<u>\$ 503,464.35</u>	<u>\$ 254,018.99</u>	<u>\$ 2,033,087.03</u>	<u>\$ 2,790,570.37</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, 2017
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	\$ 1,347,053.50	\$ -	\$ -	\$ 1,347,053.50
Investment income	9,429.76	12,479.79	16,624.69	38,534.24
Net general activity fee	412,005.76	-	-	412,005.76
Proceeds from bond issuance, net	-	318,450.00	-	318,450.00
	<hr/>	<hr/>	<hr/>	<hr/>
Total revenues and other additions	1,768,489.02	330,929.79	16,624.69	2,116,043.50
	<hr/>	<hr/>	<hr/>	<hr/>
Expenses and other deductions:				
Bond principal payments	-	470,000.00	-	470,000.00
Bond interest expense	-	418,381.00	-	418,381.00
Bond capitalized interest expense	-	318,450.00	-	318,450.00
Trustee fees and bank charges	-	516.67	-	516.67
General and administrative expenses	-	-	188,998.88	188,998.88
	<hr/>	<hr/>	<hr/>	<hr/>
Total expenses and other deductions	-	1,207,347.67	188,998.88	1,396,346.55
	<hr/>	<hr/>	<hr/>	<hr/>
Revenues and other additions over (under) expenses and other deductions	1,768,489.02	(876,417.88)	(172,374.19)	719,696.95
Transfers among funds - additions (deductions):				
Transfers for bond payments	(888,647.67)	888,647.67	-	-
Transfers for renewal and replacement	(650,000.00)	-	650,000.00	-
Other transfers	(127.00)	-	-	(127.00)
	<hr/>	<hr/>	<hr/>	<hr/>
Total transfers among funds - additions (deductions)	(1,538,774.67)	888,647.67	650,000.00	(127.00)
	<hr/>	<hr/>	<hr/>	<hr/>
Net increase (decrease) in net position	229,714.35	12,229.79	477,625.81	719,569.95
Beginning net position	273,750.00	241,789.20	1,555,461.22	2,071,000.42
	<hr/>	<hr/>	<hr/>	<hr/>
Ending net position	\$ 503,464.35	\$ 254,018.99	\$ 2,033,087.03	\$ 2,790,570.37
	<hr/>	<hr/>	<hr/>	<hr/>

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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Student Center (Non-GAF)	\$ 100.00	\$ 2,337.37	\$ (2,237.37)	\$ 1,062.00	\$ 2,212.32	\$ (1,150.32)
Food Service	2,081,606.31	1,846,498.40	235,107.91	1,825,857.95	1,915,161.43	(89,303.48)
Residential Living	1,911,792.02	797,609.06	1,114,182.96	1,746,215.39	794,109.22	952,106.17
Revenues from facilities	3,993,498.33	2,646,444.83	1,347,053.50	3,573,135.34	2,711,482.97	861,652.37
General Activity Fee	614,047.64	202,041.88	412,005.76	451,964.87	203,371.12	248,593.75
Interest from Investments	38,534.24	-	38,534.24	19,254.87	-	19,254.87
Other Revenue	-	-	-	130,000.00	-	130,000.00
Capitalized Interest Applied to Debt Service	318,450.00	-	318,450.00	87,573.75	-	87,573.75
Total	<u>\$ 4,964,530.21</u>	<u>\$ 2,848,486.71</u>	2,116,043.50	<u>\$ 4,261,928.83</u>	<u>\$ 2,914,854.09</u>	1,347,074.74
Annual Debt Service			<u>1,206,831.00</u>			<u>713,502.25</u>
Coverage Ratio			1.75			1.89

SOUTH DAKOTA BOARD OF REGENTS - DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2017
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
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>\$ 16,250,000.00</u>	<u>\$ 9,705,169.25</u>	<u>\$ 25,955,169.25</u>

SOUTH DAKOTA BOARD OF REGENTS - NORTHERN STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2017
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>
<u>Assets</u>				
Cash and Investments	\$ 1,356,600.40	\$ 492,099.54	\$ 2,570,837.52	\$ 4,419,537.46
Total Assets	<u>\$ 1,356,600.40</u>	<u>\$ 492,099.54</u>	<u>\$ 2,570,837.52</u>	<u>\$ 4,419,537.46</u>
<u>Net Position</u>				
Unrestricted	\$ 1,356,600.40	\$ -	\$ 1,170,816.52	\$ 2,527,416.92
Externally restricted	<u>-</u>	<u>492,099.54</u>	<u>1,400,021.00</u>	<u>1,892,120.54</u>
Total Net Position	<u>\$ 1,356,600.40</u>	<u>\$ 492,099.54</u>	<u>\$ 2,570,837.52</u>	<u>\$ 4,419,537.46</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, 2017
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	\$ 1,177,732.81	\$ -	\$ -	\$ 1,177,732.81
Investment income	-	-	48,379.36	48,379.36
Net general activity fee	445,000.00	-	-	445,000.00
Proceeds from bond issuance, net	-	7,161,703.38	-	7,161,703.38
Other income	-	21,892.61	-	21,892.61
	<u>1,622,732.81</u>	<u>7,183,595.99</u>	<u>48,379.36</u>	<u>8,854,708.16</u>
Total revenues and other additions				
Expenses and other deductions:				
Bond principal payments	-	445,000.00	-	445,000.00
Bond interest expense	-	501,966.26	-	501,966.26
Bond capitalized interest expense	-	79,916.67	-	79,916.67
Bond issuance costs	-	80,669.33	-	80,669.33
Trustee fees and bank charges	-	400.00	-	400.00
General and administrative expenses	-	-	85,855.86	85,855.86
	<u>-</u>	<u>1,107,952.26</u>	<u>85,855.86</u>	<u>1,193,808.12</u>
Total expenses and other deductions				
Revenues and other additions over (under) expenses and other deductions	1,622,732.81	6,075,643.73	(37,476.50)	7,660,900.04
Transfers among funds - additions (deductions):				
Transfers for bond payments	(971,871.90)	971,871.90	-	-
Transfers for renewal and replacement	(476,205.42)	-	476,205.42	-
Other transfers	-	(7,001,117.38)	-	(7,001,117.38)
	<u>(1,448,077.32)</u>	<u>(6,029,245.48)</u>	<u>476,205.42</u>	<u>(7,001,117.38)</u>
Total transfers among funds - additions (deductions)				
Net increase (decrease) in net position	174,655.49	46,398.25	438,728.92	659,782.66
Beginning net position	1,181,944.91	445,701.29	2,132,108.60	3,759,754.80
Ending net position	<u>\$ 1,356,600.40</u>	<u>\$ 492,099.54</u>	<u>\$ 2,570,837.52</u>	<u>\$ 4,419,537.46</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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 1,064,900.50	\$ 1,017,662.19	\$ 47,238.31	\$ 1,168,581.13	\$ 1,125,388.37	\$ 43,192.76
Student Center (Non-GAF)	1,030.09	71,187.66	(70,157.57)	1,690.82	44,944.43	(43,253.61)
Food Service	2,059,239.25	1,816,373.84	242,865.41	2,040,004.93	1,805,043.47	234,961.46
Residential Living	2,196,577.97	1,238,791.31	957,786.66	2,111,229.19	1,257,657.80	853,571.39
Revenues from facilities	5,321,747.81	4,144,015.00	1,177,732.81	5,321,506.07	4,233,034.07	1,088,472.00
General Activity Fee	673,877.70	228,877.70	445,000.00	715,000.00	250,000.00	465,000.00
Interest from Investments	48,379.36	-	48,379.36	52,321.52	-	52,321.52
Other Revenue	21,892.61	-	21,892.61	22,504.35	-	22,504.35
Capitalized Interest Applied to Debt Service	79,916.67	-	79,916.67	-	-	-
Total	<u>\$ 6,145,814.15</u>	<u>\$ 4,372,892.70</u>	1,772,921.45	<u>\$ 6,111,331.94</u>	<u>\$ 4,483,034.07</u>	1,628,297.87
Annual Debt Service			<u>1,026,882.93</u>			<u>951,466.26</u>
Coverage Ratio			1.73			1.71

SOUTH DAKOTA BOARD OF REGENTS - NORTHERN STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2017
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2016	\$ 435,000.00	\$ 516,466.26	\$ 951,466.26
2017	445,000.00	581,882.93	1,026,882.93
2018	635,000.00	770,397.52	1,405,397.52
2019	670,000.00	745,888.76	1,415,888.76
2020	690,000.00	718,111.26	1,408,111.26
2021	715,000.00	687,356.26	1,402,356.26
2022	755,000.00	655,426.26	1,410,426.26
2023	790,000.00	619,525.02	1,409,525.02
2024	820,000.00	581,905.02	1,401,905.02
2025	860,000.00	540,695.02	1,400,695.02
2026	910,000.00	500,663.76	1,410,663.76
2027	945,000.00	457,913.76	1,402,913.76
2028	995,000.00	410,292.50	1,405,292.50
2029	955,000.00	360,137.50	1,315,137.50
2030	650,000.00	311,600.00	961,600.00
2031	675,000.00	281,056.26	956,056.26
2032	710,000.00	246,462.50	956,462.50
2033	745,000.00	212,400.00	957,400.00
2034	770,000.00	176,637.50	946,637.50
2035	715,000.00	142,612.50	857,612.50
2036	745,000.00	112,643.76	857,643.76
2037	375,000.00	81,400.00	456,400.00
2038	390,000.00	66,400.00	456,400.00
2039	405,000.00	50,800.00	455,800.00
2040	425,000.00	34,600.00	459,600.00
2041	440,000.00	17,600.00	457,600.00
	<u>\$ 17,665,000.00</u>	<u>\$ 9,880,874.35</u>	<u>\$ 27,545,874.35</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, 2017
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>
<u>Assets</u>				
Cash and Investments	\$ 221,043.40	\$ 2,173,190.33	\$ 5,043,799.85	\$ 7,438,033.58
Total Assets	<u>\$ 221,043.40</u>	<u>\$ 2,173,190.33</u>	<u>\$ 5,043,799.85</u>	<u>\$ 7,438,033.58</u>
<u>Net Position</u>				
Unrestricted	\$ 221,043.40	\$ -	\$ 3,493,867.85	\$ 3,714,911.25
Externally restricted	<u>-</u>	<u>2,173,190.33</u>	<u>1,549,932.00</u>	<u>3,723,122.33</u>
Total Net Position	<u>\$ 221,043.40</u>	<u>\$ 2,173,190.33</u>	<u>\$ 5,043,799.85</u>	<u>\$ 7,438,033.58</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, 2017
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	\$ 862,694.18	\$ -	\$ -	\$ 862,694.18
Investment income	16,727.10	33,091.31	65,362.17	115,180.58
Net general activity fee	1,581,820.99	-	-	1,581,820.99
Other income	-	166,796.35	200,870.32	367,666.67
	<hr/>	<hr/>	<hr/>	<hr/>
Total revenues and other additions	2,461,242.27	199,887.66	266,232.49	2,927,362.42
	<hr/>	<hr/>	<hr/>	<hr/>
Expenses and other deductions:				
Bond principal payments	-	940,000.00	-	940,000.00
Bond interest expense	-	1,234,881.28	-	1,234,881.28
Trustee fees and bank charges	-	1,433.32	-	1,433.32
General and administrative expenses	-	-	683,068.75	683,068.75
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Total expenses and other deductions	-	2,176,314.60	683,068.75	2,859,383.35
	<hr/>	<hr/>	<hr/>	<hr/>
Revenues and other additions over (under) expenses and other deductions	2,461,242.27	(1,976,426.94)	(416,836.26)	67,979.07
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Transfers among funds - additions (deductions):				
Transfers for bond payments	(1,967,084.28)	2,416,592.28	(449,508.00)	-
Transfers for renewal and replacement	(519,405.92)	-	519,405.92	-
Other transfers	-	648.54	-	648.54
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Total transfers among funds - additions (deductions)	(2,486,490.20)	2,417,240.82	69,897.92	648.54
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Net increase (decrease) in net position	(25,247.93)	440,813.88	(346,938.34)	68,627.61
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Beginning net position	236,829.07	1,732,376.45	5,390,738.19	7,359,943.71
Prior Period Adjustment	9,462.26	-	-	9,462.26
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Ending net position	\$ 221,043.40	\$ 2,173,190.33	\$ 5,043,799.85	\$ 7,438,033.58
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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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Bookstore	\$ 1,788,555.10	\$ 1,540,980.86	\$ 247,574.24	\$ 1,928,049.79	\$ 1,708,633.07	\$ 219,416.72
Student Center (Non-GAF)	9,319.32	1,963.69	7,355.63	10,330.98	32,325.82	(21,994.84)
Food Service	2,690,523.78	2,677,828.92	12,694.86	2,538,615.69	2,502,800.18	35,815.51
Residential Living	2,111,751.51	1,060,849.99	1,050,901.52	2,359,447.80	1,075,297.41	1,284,150.39
Conference Services	35,585.54	26,417.61	9,167.93	86,452.90	16,239.91	70,212.99
Other Facility Revenue	-	465,000.00	(465,000.00)	-	365,000.00	(365,000.00)
Revenues from facilities	6,635,735.25	5,773,041.07	862,694.18	6,922,897.16	5,700,296.39	1,222,600.77
General Activity Fee	2,076,678.76	494,857.77	1,581,820.99	2,099,992.83	453,555.24	1,646,437.59
Interest from Investments	115,180.58	-	115,180.58	119,021.19	-	119,021.19
Other Revenue	367,666.67	-	367,666.67	361,102.78	-	361,102.78
Total	<u>\$ 9,195,261.26</u>	<u>\$ 6,267,898.84</u>	2,927,362.42	<u>\$ 9,503,013.96</u>	<u>\$ 6,153,851.63</u>	3,349,162.33
Annual Debt Service			2,174,881.28			2,181,748.78
Coverage Ratio			1.35			1.54

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, 2017
Unaudited

Year	Principal Amount	Interest Amount	Total
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>\$ 24,995,000.00</u>	<u>\$ 14,941,012.70</u>	<u>\$ 39,936,012.70</u>

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2017
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>
<u>Assets</u>				
Cash and Investments	\$ 8,898,869.41	\$ -	\$ 3,170,820.99	\$ 12,069,690.40
Total Assets	<u>\$ 8,898,869.41</u>	<u>\$ -</u>	<u>\$ 3,170,820.99</u>	<u>\$ 12,069,690.40</u>
<u>Net Position</u>				
Unrestricted	\$ 8,898,869.41	\$ -	\$ -	\$ 8,898,869.41
Externally restricted	<u>-</u>	<u>-</u>	<u>3,170,820.99</u>	<u>3,170,820.99</u>
Total Net Position	<u>\$ 8,898,869.41</u>	<u>\$ -</u>	<u>\$ 3,170,820.99</u>	<u>\$ 12,069,690.40</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, 2017
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	\$ 12,482,892.68	\$ -	\$ -	\$ 12,482,892.68
Investment income	127,669.88	18,236.81	99,331.72	245,238.41
Net general activity fee	2,251,757.90	-	-	2,251,757.90
Proceeds from bond issuance, net	-	13,552,723.92	-	13,552,723.92
Other income	524,107.38	-	-	524,107.38
	<u>15,386,427.84</u>	<u>13,570,960.73</u>	<u>99,331.72</u>	<u>29,056,720.29</u>
Total revenues and other additions				
Expenses and other deductions:				
Bond principal payments	-	5,090,000.00	-	5,090,000.00
Bond interest expense	-	5,399,365.87	-	5,399,365.87
Bond issuance costs	-	150,349.50	-	150,349.50
Trustee fees and bank charges	-	898.01	-	898.01
General and administrative expenses	-	-	3,035,845.36	3,035,845.36
	<u>-</u>	<u>10,640,613.38</u>	<u>3,035,845.36</u>	<u>13,676,458.74</u>
Total expenses and other deductions				
Revenues and other additions over (under) expenses and other deductions	15,386,427.84	2,930,347.35	(2,936,513.64)	15,380,261.55
Transfers among funds - additions (deductions):				
Transfers for bond payments	(10,472,027.07)	10,472,027.07	-	-
Transfers for renewal and replacement	(1,233,974.65)	-	1,233,974.65	-
Other transfers	-	(13,402,374.42)	-	(13,402,374.42)
	<u>(11,706,001.72)</u>	<u>(2,930,347.35)</u>	<u>1,233,974.65</u>	<u>(13,402,374.42)</u>
Total transfers among funds - additions (deductions)				
Net increase (decrease) in net position	3,680,426.12	-	(1,702,538.99)	1,977,887.13
Beginning net position	5,218,349.12	-	4,873,359.98	10,091,709.10
Prior Period Adjustment	94.17	-	-	94.17
	<u>8,898,869.41</u>	<u>-</u>	<u>3,170,820.99</u>	<u>12,069,690.40</u>
Ending net position				

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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Student Center (Non-GAF)	\$ 89,684.62	\$ 39,741.45	\$ 49,943.17	\$ 102,796.72	\$ (18,376.31)	\$ 121,173.03
Food Service	13,500,964.09	11,740,064.86	1,760,899.23	12,597,787.15	11,155,110.84	1,442,676.31
Residential Living	18,095,117.29	8,038,276.17	10,056,841.12	16,775,919.01	7,250,488.74	9,525,430.27
Other Facility Revenue	2,235,719.36	1,620,510.20	615,209.16	2,084,349.79	1,926,898.31	157,451.48
Revenues from facilities	33,921,485.36	21,438,592.68	12,482,892.68	31,560,852.67	20,314,121.58	11,246,731.09
General Activity Fee	2,251,757.90	-	2,251,757.90	2,097,226.00	-	2,097,226.00
Interest from Investments	245,238.41	-	245,238.41	211,716.53	-	211,716.53
Other Revenue	524,107.38	-	524,107.38	668,646.70	-	668,646.70
Total	<u>\$ 36,942,589.05</u>	<u>\$ 21,438,592.68</u>	15,503,996.37	<u>\$ 34,538,441.90</u>	<u>\$ 20,314,121.58</u>	14,224,320.32
Annual Debt Service			<u>10,489,363.87</u>			<u>10,243,181.64</u>
Coverage Ratio			1.48			1.39

SOUTH DAKOTA BOARD OF REGENTS - SOUTH DAKOTA STATE UNIVERSITY
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2017
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
2016	\$ 4,825,000.00	\$ 5,418,181.64	\$ 10,243,181.64
2017	5,090,000.00	5,399,363.87	10,489,363.87
2018	5,610,000.00	5,572,372.76	11,182,372.76
2019	5,830,000.00	5,324,586.00	11,154,586.00
2020	6,085,000.00	5,061,092.50	11,146,092.50
2021	6,350,000.00	4,765,465.00	11,115,465.00
2022	6,630,000.00	4,470,262.00	11,100,262.00
2023	6,930,000.00	4,139,525.00	11,069,525.00
2024	7,250,000.00	3,792,137.50	11,042,137.50
2025	7,590,000.00	3,423,003.50	11,013,003.50
2026	5,165,000.00	3,068,041.76	8,233,041.76
2027	4,775,000.00	2,832,106.26	7,607,106.26
2028	5,000,000.00	2,575,750.02	7,575,750.02
2029	5,230,000.00	2,307,412.52	7,537,412.52
2030	5,465,000.00	2,028,543.76	7,493,543.76
2031	5,530,000.00	1,742,493.76	7,272,493.76
2032	5,795,000.00	1,445,406.26	7,240,406.26
2033	6,040,000.00	1,156,706.26	7,196,706.26
2034	6,300,000.00	855,868.76	7,155,868.76
2035	4,420,000.00	544,000.00	4,964,000.00
2036	4,605,000.00	353,100.00	4,958,100.00
2037	710,000.00	154,200.00	864,200.00
2038	740,000.00	125,800.00	865,800.00
2039	770,000.00	96,200.00	866,200.00
2040	800,000.00	65,400.00	865,400.00
2041	835,000.00	33,400.00	868,400.00
	<u>\$ 124,370,000.00</u>	<u>\$ 66,750,419.13</u>	<u>\$ 191,120,419.13</u>

SOUTH DAKOTA BOARD OF REGENTS - UNIVERSITY OF SOUTH DAKOTA
HOUSING AND AUXILIARY FACILITIES SYSTEM
STATEMENT OF NET POSITION - CASH BASIS
JUNE 30, 2017
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>
<u>Assets</u>				
Cash and Investments	\$ 717,253.28	\$ 0.60	\$ 12,780,209.83	\$ 13,497,463.71
Total Assets	<u>\$ 717,253.28</u>	<u>\$ 0.60</u>	<u>\$ 12,780,209.83</u>	<u>\$ 13,497,463.71</u>
<u>Net Position</u>				
Unrestricted	\$ 717,253.28	\$ -	\$ 7,789,442.83	\$ 8,506,696.11
Externally restricted	<u>-</u>	<u>0.60</u>	<u>4,990,767.00</u>	<u>4,990,767.60</u>
Total Net Position	<u>\$ 717,253.28</u>	<u>\$ 0.60</u>	<u>\$ 12,780,209.83</u>	<u>\$ 13,497,463.71</u>

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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, 2017
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	\$ 5,524,896.02	\$ -	\$ -	\$ 5,524,896.02
Investment income	-	1,236.39	63,698.70	64,935.09
Net general activity fee	1,794,212.09	-	-	1,794,212.09
Other income	745,421.81	-	-	745,421.81
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Total revenues and other additions	8,064,529.92	1,236.39	63,698.70	8,129,465.01
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Expenses and other deductions:				
Bond principal payments	-	2,390,000.00	-	2,390,000.00
Bond interest expense	-	3,100,093.76	-	3,100,093.76
Trustee fees and bank charges	-	666.66	-	666.66
General and administrative expenses	-	-	1,419,513.85	1,419,513.85
	<hr/>	<hr/>	<hr/>	<hr/>
Total expenses and other deductions	-	5,490,760.42	1,419,513.85	6,910,274.27
	<hr/>	<hr/>	<hr/>	<hr/>
Revenues and other additions over (under) expenses and other deductions	8,064,529.92	(5,489,524.03)	(1,355,815.15)	1,219,190.74
Transfers among funds - additions (deductions):				
Transfers for bond payments	(5,489,524.63)	5,489,524.63	-	-
Transfers for renewal and replacement	(2,519,655.02)	-	6,950,282.02	4,430,627.00
	<hr/>	<hr/>	<hr/>	<hr/>
Total transfers among funds - additions (deductions)	(8,009,179.65)	5,489,524.63	6,950,282.02	4,430,627.00
	<hr/>	<hr/>	<hr/>	<hr/>
Net increase (decrease) in net position	55,350.27	0.60	5,594,466.87	5,649,817.74
Beginning net position	662,047.11	-	7,185,742.96	7,847,790.07
Prior Period Adjustment	(144.10)	-	-	(144.10)
	<hr/>	<hr/>	<hr/>	<hr/>
Ending net position	<u>\$ 717,253.28</u>	<u>\$ 0.60</u>	<u>\$ 12,780,209.83</u>	<u>\$ 13,497,463.71</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, 2017 AND 2016
Unaudited

	2017			2016		
	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged	Gross Revenues	Maintenance and Operating Costs	Net Revenues Pledged
Student Center (Non-GAF)	\$ 1,625,630.44	\$ 1,317,657.69	\$ 307,972.75	\$ 1,629,045.29	\$ 1,349,281.60	\$ 279,763.69
Food Service	6,297,464.93	6,242,369.74	55,095.19	6,099,549.93	6,094,340.99	5,208.94
Residential Living	9,590,323.27	4,716,496.09	4,873,827.18	9,731,612.92	4,489,012.26	5,242,600.66
Other Facility Revenue	366,683.85	78,682.95	288,000.90	377,185.00	11,515.96	365,669.04
Revenues from facilities	17,880,102.49	12,355,206.47	5,524,896.02	17,837,393.14	11,944,150.81	5,893,242.33
General Activity Fee	3,480,054.19	1,685,842.10	1,794,212.09	3,537,478.11	1,775,492.20	1,761,985.91
Interest from Investments	64,935.09	-	64,935.09	41,461.32	-	41,461.32
Other Revenue	745,421.81	-	745,421.81	761,095.86	-	761,095.86
Total	<u>\$ 22,170,513.58</u>	<u>\$ 14,041,048.57</u>	8,129,465.01	<u>\$ 22,177,428.43</u>	<u>\$ 13,719,643.01</u>	8,457,785.42
Annual Debt Service			<u>5,490,093.74</u>			<u>5,281,711.50</u>
Coverage Ratio			1.48			1.60

SOUTH DAKOTA BOARD OF REGENTS - UNIVERSITY OF SOUTH DAKOTA
HOUSING AND AUXILIARY FACILITIES SYSTEM
DEBT SERVICE SCHEDULE
FOR THE YEAR ENDED JUNE 30, 2017
Unaudited

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Amount</u>	<u>Total</u>
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>\$ 59,960,000.00</u>	<u>\$ 39,371,920.90</u>	<u>\$ 99,331,920.90</u>

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – G
DATE: December 5-7, 2017

SUBJECT

New BOR Policy 5:14 – Protection of Social Security Numbers (Second Reading)

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

Protecting the personal information of all members of the Regental community is a foremost commitment of the Board. The attached policy regarding the collection, storage, use and disclosure of social security numbers has been reviewed by the Council of Presidents and Superintendents (COPS), the Business Affairs Council (BAC), the Academic Affairs Council (AAC), the Technology Affairs Council (TAC), and the Human Resource Directors with suggested changes being incorporated.

A more comprehensive policy regarding personally identifiable information (PII) is being developed, but we need to have a policy on social security numbers in place now.

IMPACT AND RECOMMENDATIONS

Protecting personal information has become paramount in this age of cyber scams, attacks and breeches. This policy addresses the necessary use and protection of private personal information that must be handled with care.

ATTACHMENTS

Attachment I – New BOR Policy 5:14 – Protection of SSN

DRAFT MOTION 20171205_6-G:

I move approval of the second and final reading of the new BOR Policy 5:14 – Protection of Social Security Numbers as presented.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Protection of Social Security Numbers

NUMBER: 5:14

A. PURPOSE

To protect personal information of all members of the regental community. The Federal Privacy Act of 1974 provides guidelines regarding state agency requests and stewardship of a social security number. This policy addresses the collection, storage, use, and disclosure of Social Security Numbers (“SSNs”) for all students, faculty, staff, and other officially associated individuals.

B. DEFINITIONS

None

C. POLICY

1. Collection and Use of Social Security Numbers

SSNs shall be lawfully collected and used for the following purposes:

- Employment or Other Appointment – SSNs are required of all university employees for matters such as, but not limited to, tax withholding, FICA, Medicare, or travel reimbursement. SSNs are also required on a W9 if no EIN number is available from a consultant or vendor.
- Federal Financial Aid – SSNs are required for all students applying for student financial aid through the use of the Federal Free Application for Student Assistance (FAFSA). Students must also provide their SSNs when applying for student educational loans.
- Tuition Remission – SSNs are required for state reporting of taxable tuition remission benefits received by employees and graduate assistants.
- Benefits Management – SSNs may be required for verifying enrollment, processing and reporting of benefit programs, such as veterans’ programs, medical benefits, and health insurance claims.
- IRS Requirements and Reporting Purposes – SSNs are required for federally required reporting of all Internal Revenue Service (IRS) programs associated with all taxable and non-taxable scholarships, grants, and tuition payments. SSNs are also used when reporting earnings, payments to vendors, and on other IRS correspondence.
- Information Exchange – SSNs may be used as student identifiers for the exchange of information from student academic records between appropriate institutions and agencies, including other colleges and universities or certification and licensure programs.

- Volunteers – SSNs are required for all volunteers in the system for the creation of an individual identification number in the HR/FIS system for matters such as, but not limited to, workers compensation coverage, public entity pool for liability (PEPL) coverage through the State of South Dakota, and the use of fleet vehicles.

2. Protection of Social Security Numbers

SSNs shall not be routinely used as personal identifiers.

- 2.1. SSNs shall not be used for regular identification or routine personal authentication purposes. A unique individual identification number is to be assigned permanently to each individual associated with the system in the form of a student ID or employee identification number. This number shall serve as the alternative to the SSN.
- 2.2. SSNs shall not be displayed or encoded on identification cards.
- 2.3. SSNs shall not be displayed or used in other mediums as part of other procedures that violate this policy.
- 2.4. SSNs collected for authorized purposes shall be transmitted, stored and processed in a secure manner using best higher education practices and encrypting when possible.
- 2.5. Physical and digital transfer of SSNs should utilize a confidential or encrypted process whenever possible. Reports containing SSNs should always be encrypted and destroyed when no longer needed.
- 2.6. If individuals offer their SSN over the phone, they should be used to populate approved paper forms or captured in provided software systems. Any other written forms of the SSN should be destroyed when the intended use is complete. Never share SSNs with others via text or e-mail.
- 2.7. Secure means to obtain SSNs will be performed utilizing university provided software systems and tools, face-to-face with an authorized employee, or via postal mail on university letterhead whenever possible.
- 2.8. Universities may use the last four digits of the SSN as a means of identification or verification of an individual's identity.

3. Access and Control of Social Security Numbers

- 3.1. Access to SSNs shall be limited to authorized individuals for authorized purposes. The institutions shall not disclose an individual's SSN to anyone outside the System except as allowed by law or upon proper written permission of the individual.
- 3.2. SSNs may be used in conjunction with student and employee records academic, personnel or other affiliated records within the BOR computer systems and systems managed by the universities in compliance with security standards set by the CIOs, SDBOR and in accordance with state and federal law.
- 3.3. The offices that have permission to use the SSNs for legal purposes are also responsible for ensuring proper storage and handling of SSNs following policies that are in compliance with security standards set by the CIOs, SDBOR and in accordance with state and federal law.

4. Misuse of Social Security Numbers

- 4.1. Anyone aware that SSNs are being used in violation of this policy should report it to the System Chief Networking and Security Office, the local CIO, the human resource officer, or head of department that is legally authorized to use SSNs.
- 4.2. Any employee storing or processing SSN information on an unauthorized system by unauthorized means (unapproved applications, script, file transfer, etc.) may be subject to disciplinary action consistent with CSA guidelines and regulations or BOR Policy 4:4 – Administrators, Professional and Student Employees (Non-faculty Exempt) Code of Conduct/Misconduct Policy; and, BOR Policy 4:14 – Faculty Discipline and Disciplinary Procedures and the COHE agreement.

FORMS/APPENDICES:

None.

SOURCE:

BOR _____ 2017.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – H
DATE: December 5-7, 2017

SUBJECT

BOR Policy 5:24 – Effort Certification (Second Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:24 – Effort Certification](#)

BACKGROUND/DISCUSSION

The Effort Certification Policy 5:24 had not been reviewed since June of 2011. In an effort to make sure that all of our policies are up to date, the board office staff asked the Research Affairs Council and the Grants Module to review the policy and make suggestions for changes. Attachment I is the policy with those recommended changes. The policy has also been changed to reflect the newly adopted format.

IMPACT AND RECOMMENDATIONS

After the first reading in October, the Grants Module Group suggested some grammatical changes as well as changing references referring to the old federal guidance. The changes brought forth in October are in red; the changes recommended by the Grants Module Group are highlighted in yellow. The staff at the central office recommends the policy as it is presented in Attachment I.

ATTACHMENTS

Attachment I – BOR Policy 5:24 Effort Certification

DRAFT MOTION 20171205_6-H:

I move to approve the second and final reading of BOR Policy 5:24 – Effort Certification as presented.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Effort Certification Policy

NUMBER: 5:24

A. PURPOSE

1. Preamble

~~A. Effort allocation and certification is required by the federal government and other awarding agencies. It is the responsibility of each University, its departments, and individual employees to ensure compliance with sponsored project effort reporting requirements, which includes the appropriate allocation of time and costs budgeting charging, and certification of effort, by each university, its departments, and individual employees.~~

B. 2. DefinitionsDEFINITIONS

~~1. A. Annualized Base Amount (ABA):~~ — is — ~~is~~ The maximum amount the employee would receive for the designated position if he/she were to work full-time (1.0 FTE) for the full year (12 months.) Each employee can have only one ABA on the database at a time. For nine-month employees, ABA is 4/3 of the nine-month salary, for example. Any compensation earned outside the base contract is not included in the ABA.

~~2.B. Certification:~~ — is — ~~is~~ The act of attesting to the effort expended.

~~3. Effort Certification Report:~~ A report that any employee expending effort on a sponsored project must complete to be in compliance with the federal regulations.

~~4.C. Principal Investigator (PI):~~ — is — ~~is~~ A ~~an~~ An individual designated by the sponsor to direct the project or activity being supported by the grant or contract. The principal investigator is responsible and accountable to the grantee and agency for the proper conduct of the project or activity.

~~5. Reasonable/Reasonableness:~~ As defined in Uniform Guidance 2 CFR 200.404 and 200.430(b).

~~6.D. Responsible Official:~~ — may be — ~~is~~ The Principal Investigator, department chairperson, or supervisor with firsthand knowledge of the work performed by the employee, depending on the circumstances.

~~7.E. Time and Effort Reporting (TER):~~ — is — ~~is~~ A requirement for overtime eligible and overtime exempt employees who expend effort on sponsored projects for which reimbursement is claimed from the grantor to certify their time.

~~F. **Effort Certification Report** is a report that any employee funded through aexpending effort on a sponsored project must complete to be in compliance with the federal regulations.~~

C. POLICY

Effort allocation and certification is required by the federal government and other awarding agencies.

1. 3. Circular A-21 Uniform Guidance 2 CFR 200 Rules and Procedures

The U.S. Office of Management and Budget (OMB) requires an effort reporting system as governed by Circular A-21 Uniform Guidance 2 CFR 200 requiring:- OMB Circular A-21 requires:-

- A. Consistency in estimating, accumulating, and reporting costs by educational institution. Be supported by a system of internal control that provides reasonable assurance about the accuracy, allowability, and proper allocation of the charges.:-
- B. Effort should be budgeted (estimated) in proposals, charged, certified (accumulated), and reported consistently. Charges to Federal awards must be based on records that accurately reflect the work performed (2 CFR200.430(i)(1)). In addition, the records must encompass both federally assisted and all other activities compensated by the institution on an integrated basis, i.e. reflect 100% of the employees compensated activities or Institutionanl Base Salary.:-
- C. Substantiation and documentation of direct and indirect (F&A) payroll costs charged to federal grants and contracts. Be incorporated into the entity's official records.
- Charges for cost sharing or matching requirements must be supported in the same manner as direct charges or personal compensation.

2.4. BOR Effort Certification Reporting Requirements

The BOR has established Effort Certification Reporting for all employees ~~funded onexpending effort on~~ a sponsored project. To comply with the requirements, the Universities have established after the fact Time and Effort Reporting procedures that must show:

- 1)-100 percent of the effort expended in fulfilling the obligations of the employee's university appointment, and
- 2)- the percentage distribution of payroll by fund source to each sponsored project.

2.1.A. The Effort Certification Report listing the major direct personal services cost categories is to be prepared for each individual required to report. The report will also list the employee's total payroll distribution in percentages. The employee or responsible official will be asked to review the percentage payroll distribution including cost share/match commitmentsprovided, make any necessary adjustments,

and then certify the report. The effort reporting system provides the principal means for certifying that the salaries and wages are consistent with the portion of effort committed to the grants and contracts charged to sponsored project funds represent a reasonable reflection of effort devoted for the period. If the percentage of distribution is changed appropriate earnings will be adjusted and then certified. Note that a sponsoring agency must approve in writing any change in effort in which key personnel withdraw from a project entirely, are absent for three continuous months, or reduce effort by 25% of the percentage approved in the award. ~~See the training website at <http://mytraining.sdbor.edu>, (for internal use only) for more information regarding effort certification and examples.~~ Individual grants or contracts may have more restrictive requirements.

~~2.2.B.~~ Total reported effort, which is the time required to complete all ABA ~~u~~University duties, must be reported ed in terms of 100% regardless of the number of hours spent in any given period. Total effort includes teaching assignments, research or creative activity, clinical practice, and service assignments (including administrative assignments), irrespective of funding source. Thus ~~e.g.~~, all teaching, research or other assignments must be captured whether they are funded by federal, state, private, or institutional funds.

~~2.3.C.~~ Salaries for teaching, administration, university service, clinical activity, institutional governance, and proposal preparation must be accounted for in accordance with ABA.

Full time overtime exempt employees, including faculty are expected to work a minimum of 40 hours per week during their contract periods. An average work week is calculated over the reporting period; weekly effort is expected to vary. Please note that the BOR and the federal government recognize that in an academic setting teaching, research, service, and administration are inextricably intermingled. Therefore, one must rely on estimates in which a degree of tolerance is appropriate. This standard does not put faculty or others on a specific time-clock but applies a standard of reasonable, allocable effort.

Request for changes should be made on the Effort Certification for ~~any~~ reasonable variances of actual effort expended compared to the percentages listed on the report. After the adjustment to payroll on the appropriate fund source the effort can be certified.

~~2.4.D.~~ Salaries (including additional duty pay and summer support) and any other allowable compensation related benefits, and indirect costs should be charged to sponsored projects by determining that percentage of a faculty member's average work month devoted to a project and charging no more than that percentage to a sponsored project. Charging less than this percentage is allowable if specifically approved by the institution. Salary caps, such as the NIH salary cap, may apply to some individuals. Effort that is committed to a sponsor and not reimbursed should be classified as cost sharing.

3.5. Responsibility for Effort Certification Reporting

~~3.1.A.~~ The Principal Investigator – The PI has responsibility for the fiscal management of a sponsored award including associated effort reporting. Responsibility may be delegated ~~but~~ accountability remains with the PI.

~~3.2.B.~~ Effort Report ~~Signature~~ Signatory Responsibility – The effort report is to be signed electronically or manually by the employee or a responsible official with ~~firsthand~~ knowledge of the work performed by the employee.

~~3.3.C.~~ Research/Grants Accounting and Grants & Contracts departments are responsible for policy administration and monitoring.

4.6. Educating Faculty, Staff, and Students Involved in Effort Reporting

Deans and department chairs (or their equivalent) will inform their faculty, administrative staff, other professionals and student employees of the University's ~~University and BOR~~ policies and -procedures for effort reporting and monitor compliance. Guidelines are available ~~on the BOR web site http://mytraining.sdbor.edu, (internal use only)~~ on the individual institutions website or internal portal.

6. Forms

~~Effort Certification Forms – The Regents Information System houses the Effort Certification Web Form, which will be implemented in the future. Prior to web implementation, paper forms are used.~~ **5.8. Frequency of Reporting**

Time and ~~e~~Effort will be certified monthly which corresponds with the monthly payroll cycle.

FORM/APPENDICES:

The Regents Information System houses the Effort Certification web form.

SOURCE:

BOR, August, 2010; June 2011; _____.

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – I
DATE: December 5-7, 2017

SUBJECT

NSU Athletic and Recreational Turf Field Complex Facility Design Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

BACKGROUND / DISCUSSION

The Preliminary Facility Statement was approved by the Board of Regents at their May 2017 meeting and the Facility Program Plan was approved at the October 2017 meeting. The final project design was approved by the building committee on November 6, 2017 which is headed by Regent Thares. This project will include synthetic practice and playing surfaces for football, soccer, and lacrosse with additional opportunities for intramurals and education opportunities (e.g. coaching and training). The 7,200 gross square foot space will include a 6,000 square foot pavilion structure and a 1,200 square foot outdoor covered area. Additional details regarding the architectural, mechanical, and electrical schematic designs can be found in the Facility Design Plan, Attachment I.

IMPACT AND RECOMMENDATIONS

Northern State University requests approval of the Facility Design Plan for the Athletic and Recreational Turf Field Complex, in order to seek legislative approval, and complete the project by September 1, 2018. Site work to begin construction (planned for Spring 2018) includes the removal of all fencing, 6 concrete tennis courts, Lloyd Street/asphalt parking lot, trees and other items from the area designated, and utilities will be installed.

(Continued)

DRAFT MOTION 20171205_6-I:

I move to approve NSU's Facility Design Plan to construct an Athletic and Recreational Turf Field Complex estimated at \$6,303,314 to be funded through \$6,000,000 in private funds and \$303,314 in HEFF M&R funds and to submit this project for legislative approval.

There have been no major changes to the design or costs from what was included in the Facility Program Plan. Total project cost is estimated at \$6,303,314 with \$6,000,000 coming in private funds and \$303,314 in HEFF M&R funds.

ATTACHMENTS

Attachment I – NSU Athletic and Recreational Turf Field Complex FDP

Attachment II – NSU Athletic and Recreational Turf Field Complex Funding Commitment Letter

Northern State University
Athletic and Recreational Turf Field Complex
Facility Design Plan

Northern State University requests approval of the Facility Design Plan for the Athletic and Recreational Turf Field Complex to be constructed on the campus of Northern State University. The Preliminary Facility Statement was approved by the Board of Regents at their May 2017 meeting and the Facility Program Plan was approved at the October 2017 meeting. The final project design was approved by the Building Committee on November 6, 2017.

A. Architectural, Mechanical and Electrical Schematic Design

The new synthetic turf field and athletic pavilion project is located east of current Jerde Hall on 14th Avenue SE in Aberdeen. The facility will include synthetic practice and playing surfaces for football, soccer, and lacrosse. The synthetic fields will also provide opportunities for intramurals, educational opportunities (coaching, training, etc.), and other multi-purpose flat floor activities. The freestanding pavilion structure will provide press rooms, game announcing, video-taping spaces, meeting rooms, concessions, coach's office, restrooms, locker rooms, training room, field maintenance storage and spectator seating areas. Attached in this document are schematic drawings showing the complex from various angles.

The new 6,000 square foot pavilion structure is currently designed using insulated precast panels at the lower level. This will provide ample insulation and durability for the structure. An additional 1,200 square foot of brise-soleil is covered outdoor area that acts as circulation and a gathering space.

The upper level of the structure is structural steel and steel studs and is "folded" to face toward the soccer field. Due to budget constraints, some of the interior spaces will be basic in finish – but very much functional, including concrete floors and finished sheet rock walls. The press room areas will be finished and ready immediately, as will the women's soccer locker room, and the restrooms. Free standing, seat-backed bleachers are shown facing the soccer field and additional seating may be added to face the football/lacrosse field.

Immediately south of the primary pavilion structure a berm, or hill, will provide convenient spectator viewing and further separate the two fields. A small ticket booth near the main south entry is also included.

The primary exterior building materials include precast concrete at the lower level and metal panel on the upper level exterior surfaces. Storefront glazing is used at both east and west viewing openings. The north south configuration of the building lends itself to

ideal east and west viewing to each field. The building and seating is set back to provide appropriate clearances to meet NCAA requirements. Because the building is well under the 10,000 square foot threshold, the building is not required to be LEED certified.

Turf Fields

The turf field areas will consist of a dual fiber (50% monofilament / 50% slit film) with a 2-inch high turf. Face weight will be approximately 48 ounces per square yard. The turf will be infilled with a mix of clean course sand (0.8mm average diameter) and cryogenic crumb rubber (0.5mm average diameter). Shock Pad be installed below all synthetic turf areas. The shock pad will be a 1-inch (25mm) polystyrene interlocking pad similar to the Brock "YSR Power Base" pad system. The pad will be placed directly over the drainage aggregate base.

The turf will be fastened to a treated wood nailer board with glue and mechanical fasteners. The nailer board will be fastened to concrete curbs or concrete walks with a 12-inch thickened edge. The board will be fastened to the concrete with stainless steel expansion anchors.

The sub-base section consists of compacted drainage aggregate installed in two lifts. The lower aggregate is a 4-inch depth of clean 3/4" to 3/8" drainage aggregate. The surface or finishing stone is a 2-inch depth of 1/2" to #50 sieve clean stone. The drainage aggregate is installed over a geotextile fabric. The design of the sub-grade below the fabric will be specified by the Geotechnical Engineer who has preliminarily recommended an 18-inch depth of a sandy soil over a 12-inch depth of a compacted subgrade amended with Portland cement.

The synthetic turf field areas will drain laterally through the drainage aggregate into 1-inch by 12-inch perforated panel drains that are installed over the geotextile fabric. The panel drains will slope per the field grade over the top of the geotextile fabric in a herringbone pattern at 20 to 30 feet on center. The panel drains will daylight directly over the perforated HDPE collector pipes located around the perimeter of the athletic field areas. The HDPE collector pipes will extend and connect to a new concrete junction box and to the existing city of Aberdeen storm drainage system south of the site per the Civil Engineering Drawings.

Site work

Site work will begin with removals of all fencing, tennis court concrete (6 courts), Lloyd Street/asphalt parking lot, trees, and other misc. items. Following the removals, the entire site will be stripped of the upper topsoil and clay layer down to a depth of 26 inches below the future field elevations. Utilities then will be installed which include: water service, sewer service, and all the site storm sewer drainage lines. Next the fields will be shaped and the cement stabilization will take place. This is done by adding approximately 6% cement being mixed into the top 12" of the subgrade material. Six foot tall fencing, either ornamental wrought iron or chain link fence will surround the

perimeter of the property. Street, sidewalk and curb & gutter repair will be completed at the conclusion of the utility work.

Building Systems

HVAC

The Bulldog Hybrid Heat Pump HVAC system will be utilized in the pavilion. The Bulldog Hybrid Heat Pump is an innovative combination of two traditional HVAC building technologies – conventional water-cooled air conditioning and hydronic space heating; in other words the heat pump compressor only operates in the cooling mode. Each Bulldog Hybrid Heat Pump includes a hot water heating coil that is activated to enable heating. This eliminates the electrical costs associated with operating the compressors in heating mode.

As an independent HVAC system, this will have no impact to campus-steam distribution system, and will be similar to NSU's Wolves Memorial Suites and the new residential halls 2E & 2W currently under construction.

HVAC Warranties

The mechanical contractor shall provide warranty against failure and workmanship for a period of at least one year from the date of substantial completion. Any work that is defective within that one-year period shall be replaced by the Contractor without charge. If longer/special warranties are noted elsewhere in the specifications, those warranties shall apply.

Compressor parts shall be under warranty for an additional four years from the date of original installation but, in no event, for longer than five years and six months from the date of shipment from the factory. During this time manufacturer will repair or replace any compressor part which upon inspection proves to have been defective. Labor for the replacing the compressor would be at a cost to the owner.

Individual Zone Control

Each individual zone will have a compact bulldog heat pump located in either a mechanical closet within the zone or in an adjacent non-critical space. This combination heating-and-cooling bulldog heat pump unit allows superior comfort control for each individual zone. Supply ductwork will be concealed above ceilings for the most part and return air shall be ducted directly to the units or pulled through the unit face where the smaller models are utilized.

Fresh outside air would be ducted into the return air duct of heat pumps, mixing with return air and distributed throughout the room.

Supplemental electric heat will be utilized to offset infiltration in high traffic locations with exterior doors for example elevator lobbies, and restrooms with exterior wall exposure.

Temperature Controls

The temperature control system shall be an extension of the existing DDC control system. All equipment shall be controlled and monitored by the existing color graphic operator's workstation for Owner's designated personnel to change schedules and setpoints.

Hydronic System

The hydronic piping will consist of an insulated, two-pipe hydronic water loop that will use circulating pumps to circulate water to all of the Bulldog Hybrid Heat Pumps. This will allow the heat pumps to extract heat from the water loop when they are in heating mode and reject heat to the water loop when they are in cooling mode. As previously mentioned, the water loop will transfer heat from one heat pump to another within the building. The two-pipe hydronic piping system is designed to circulate between 85F and 125F fluid (the supply fluid temperatures are increased as the outside air temperatures drop).

Heat Injection & Heat Rejection

Heat will only be injected or rejected from the water loop as needed to maintain the water loop temperature within a range to optimize the operating efficiency of the heat pumps. If the water loop temperature drops below the range minimum, heat will be injected using high efficiency, natural gas fired boilers. If timing of the Jerde Demolition allows, salvaging two of the 2014 high-efficiency boilers & a domestic hot water storage tank will provide construction cost savings.

If the water loop temperature rises above the range maximum, heat will be rejected using a closed circuit, fluid cooler that will be winterized for the winter.

Ventilation Systems

The ventilation system will utilize energy recovery ventilators that will supply semi-conditioned outside air to the heat pumps. The energy recovery units will transfer energy from the exhaust air stream to the outside air, then distributing it within the building.

Plumbing

Plumbing Fixtures

Tiled showers are planned for the locker rooms. Plumbing fixtures will be ADA compliant and be low flow with battery sensor flush valves

Domestic Water Piping & Insulation

To prevent pitting, scaling, or corrosion below & above ground domestic cold, hot, and recirculating hot water piping & fittings shall be Uponor Pex A with a twenty-five year warranty. The exception will be all piping with in the mechanical room at the water meter fit. All mains & branch piping above grade shall be insulated with fiberglass and a sealed vapor barrier.

Domestic Hot Water System

Domestic hot water storage tanks teamed up with a plate & frame heat exchanger will heat the domestic water to 140F, and distribute 120F water to the domestic hot water system with a thermostatic mixing valve. A domestic hot water recirculation system will be used to ensure that the building occupants don't have to wait for hot water. Current plans include the repurposing of two of the 2014 high-efficiency boilers and a domestic hot water storage tank to provide construction cost savings.

Sanitary Waste/Venting

All sanitary waste and venting shall be PVC piping.

Natural Gas Piping

All natural gas piping shall be schedule 40 black pipe with isolation valves and pressure reducing valves as necessary serving high efficiency hot water boilers that will provide for the heating and domestic hot water needs.

Condensate Drainage

All condensate drain piping shall be PVC piping encased in insulation.

Electrical SystemsInterior Lighting

LED fixtures will be used throughout. The fixtures will be controlled by occupancy/vacancy sensors to simplify control and maximize the energy savings.

Exterior Building Lighting

LED fixtures will be used. Nighttime friendly fixtures will be utilized to help mitigate light pollution. Security lighting shall be operated by photocell control, on at dusk, off at dawn.

Field Lighting

The project includes the wiring and bases for field lights, however, the cost of the poles and light fixtures are not included in the base project budget but will be bid as an alternate. Soccer practices and games and football practices are currently scheduled during daylight hours so the facility will be functional without lights. However, the goal of fully utilizing this facility for marching band rehearsals, intramurals and other recreational uses will require the installation of the poles and fixtures to light the fields. Three options for lighting the facility are being explored. One option is to fully light the soccer field, the second option is to light the soccer field and add fixtures to the poles in the center of the complex to light the east side of the football field and the third option is fully light the entire complex. The estimated costs range from \$275,000 - \$525,000.

Fire alarm system / Life safety systems

Because the building is over 6,000 square feet a fire alarm system shall be installed to meet the present code requirements. A fully addressable system will be used. The fire alarm system shall be able to communicate back to the campus physical plant with a hard-wired connection.

Exit and emergency lighting will be placed according to life safety codes.

Data / phone system:

The data system will be installed by a BICSI certified installer. CAT6 cabling will be used throughout the building. Panduit network racks with angled patch panels and vertical cable management will be utilized. The data and phone systems will be connected to the campus system using fiber optic cable.

Security system

The security system will consist of rough-ins for the cameras and Blackboard door access systems. The locations will be coordinated with the owner. Rough-ins would consist of conduits, boxes, and CAT6 cable as coordinated with the owner's representative. The security equipment and any other cabling will be coordinated by owner's IT department.

Power System

The existing campus high voltage electrical system will be extended to the new building locations. A transformer will be placed to provide 480/277V three phase power to the main electrical service. 480V will be used for field lighting. A step down transformer will be added to provide the building with 120/208V.

All electrical devices (switches, outlets) will be commercial grade. All wiring will be in accordance with the National Electrical Code and the South Dakota State Electrical Commission Wiring Bulletin.

B. Changes from Facility Program Plan

There have been no major changes to the design included in the Facility Program Plan approved in October of 2017.

C. Impact to existing campus-wide heating, cooling and electrical systems

The building will have standalone heating and cooling systems and not impact the central heating plant. The building will be connected to city water service, sanitary service and storm water service. The existing campus electrical loop is adequate to handle the load of the building.

D. Changes from the cost estimates for operational or M&R expenses

There have been no changes to estimate operating or M&R costs from those provided in the facility program plan.

E. Timeline

Construction will begin in the spring of 2018. Fields need to be completed and ready for the fall sports season no later than August 1, 2018. The pavilion should be completed no later than September 1, 2018.

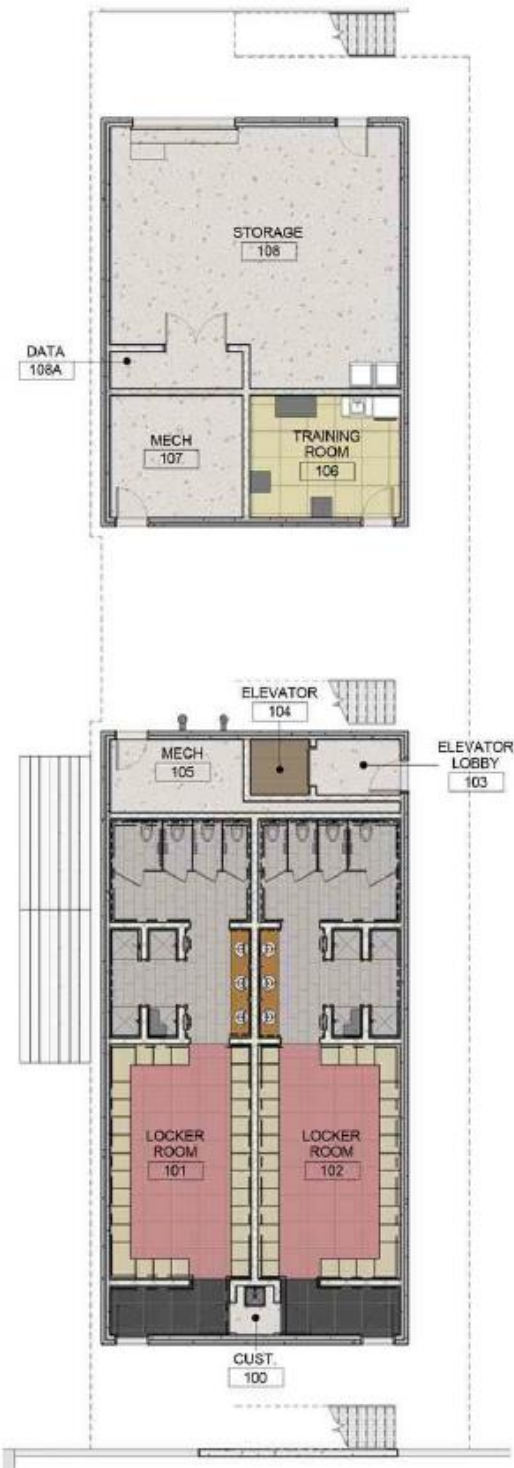
F. Total estimated project cost

The total project cost is estimated at \$6,303,314. The funding for the project will be provided through \$6,000,000 in private funds and \$303,314 in HEFF M&R funds.

Project Costs	
Synthetic Turf Fields	\$3,737,909.00
Pavilion	1,659,033.00
Football Seating	10,000.00
Soccer Seating	64,800.00
Architect/Engineer Fees	325,000.00
Office of the State Engineer Fee	56,359.00
Furniture, Fixtures & Equipment	30,000.00
Geotechnical Report	9,200.00
Inspections & Testing	25,000.00
AV/IT/Security	40,000.00
Contingency	346,013.00
Total Estimated Project Cost	\$6,303,314.00



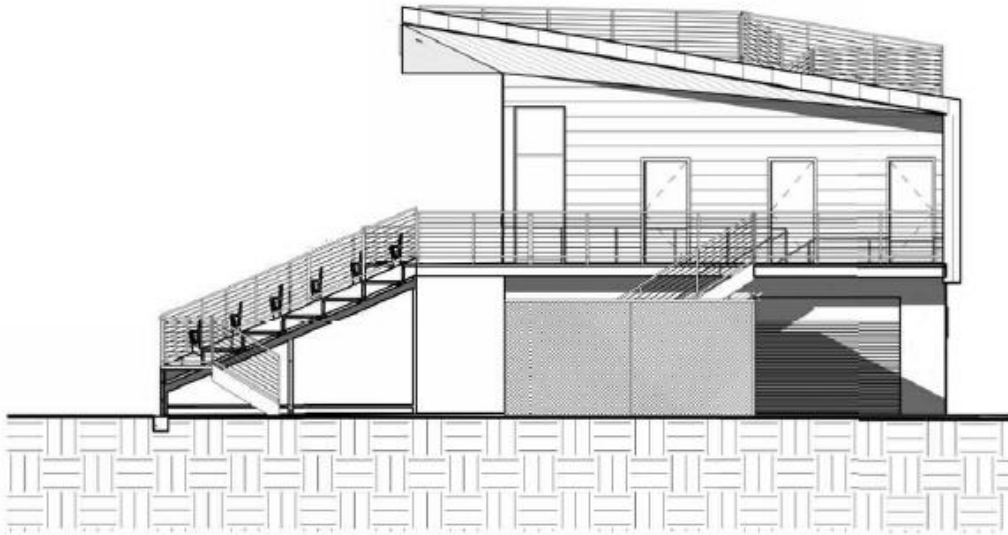




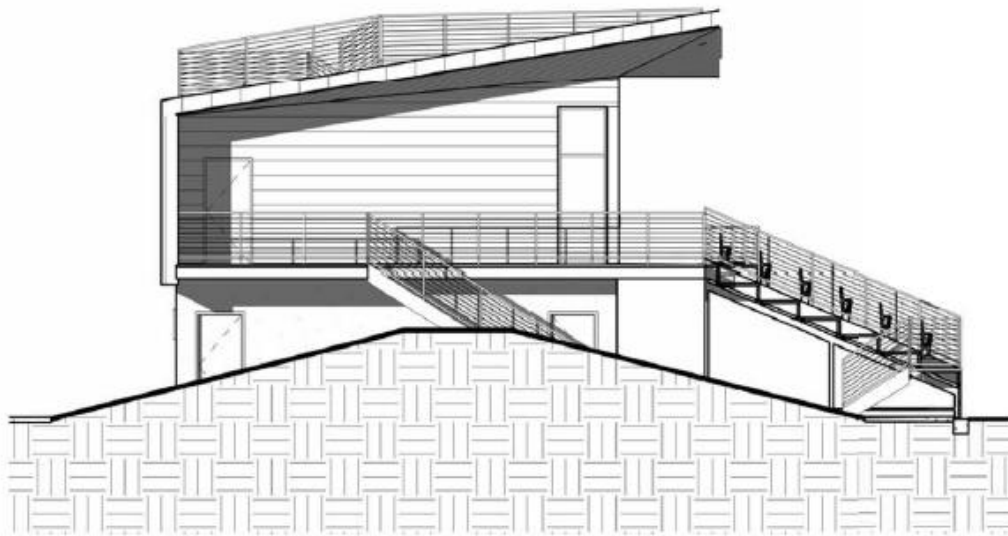
FIRST FLOOR FINISH PLAN



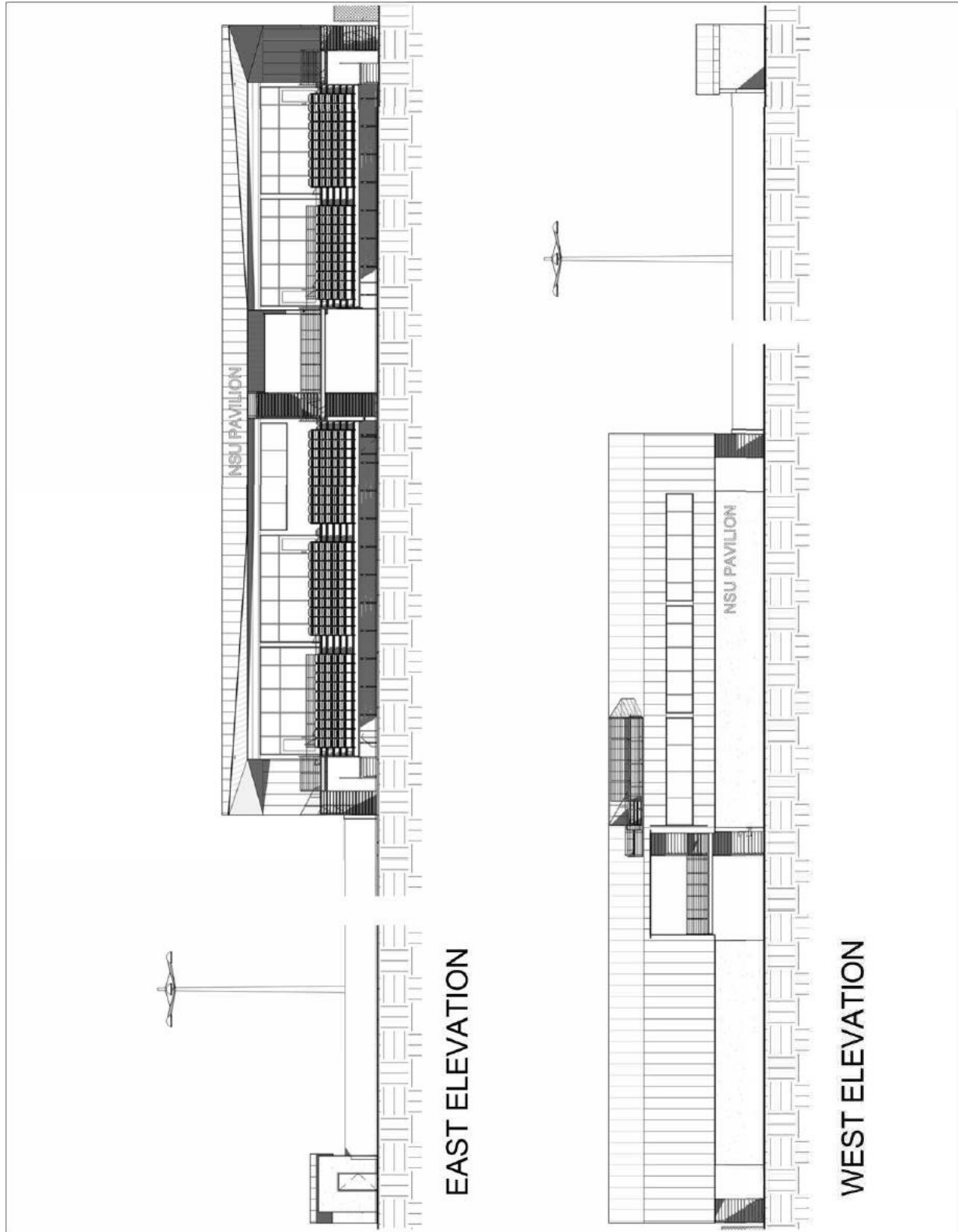
SECOND FLOOR FINISH PLAN

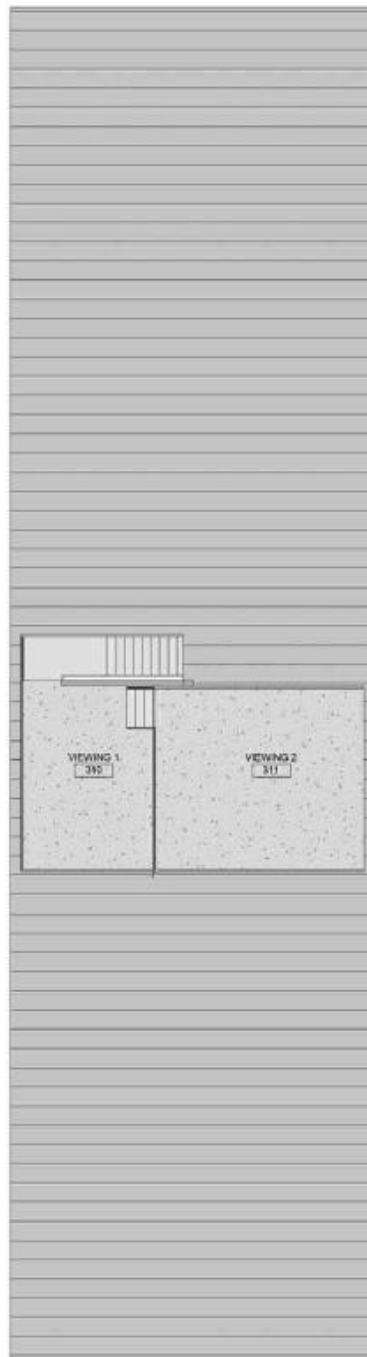


NORTH ELEVATION

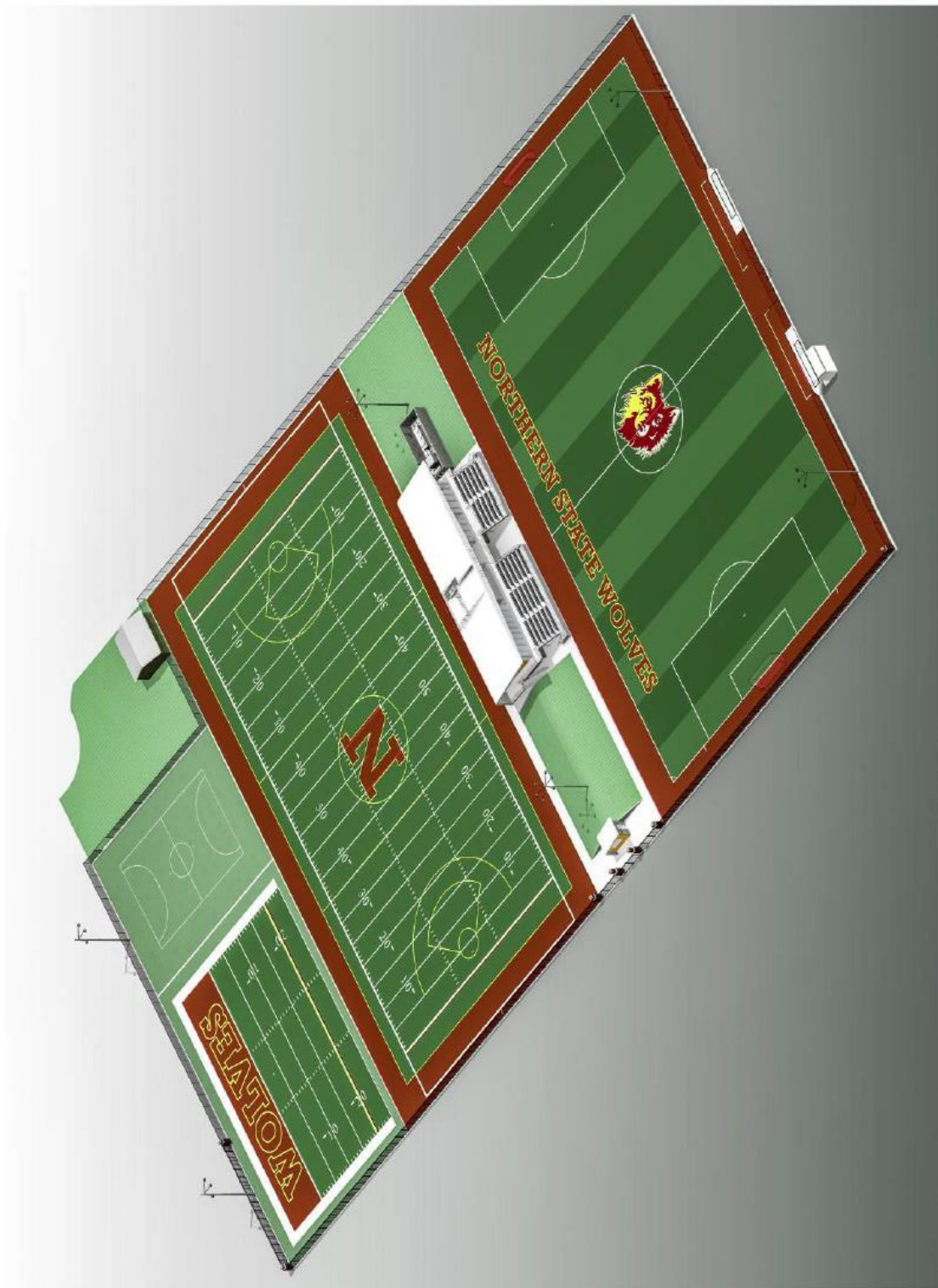


SOUTH ELEVATION





ROOF PLAN FINISH PLAN



September 26, 2017

President Tim Downs
Northern State University
1200 S. Jay Street
Aberdeen, SD 57401

RE: Confirmation of the Athletic and Recreational Fields

Dear President Downs,

The Northern State University Foundation (NSUF) has agreed to serve as the entity coordinating needed fundraising efforts for the Athletic and Recreational Fields that are proposed to be constructed on the Northern campus.

The NSU Foundation accepts the responsibility to guarantee up to \$6,000,000 which constitutes the most recent total cost estimate of the Athletic & Recreational Fields. It is understood that the actual cost will not be known until bids for the project are received.

The Foundation also understands that this pledge allows Northern State University to proceed in the capital project process upon approval of the recreational field plan by the SD Board of Regents' at its October 2017 meeting.

Please contact us if you have any questions.

Sincerely,



Mr. Todd Jordre
President & CEO
Northern State University Foundation

cc: Ms. Veronica Paulson, Vice President of Finance, NSU

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – J
DATE: December 5-7, 2017

SUBJECT

NSU Regional Science Education Center Facility Design Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

BACKGROUND / DISCUSSION

The Preliminary Facility Statement was approved by the Board of Regents at their December 2016 meeting. Legislative approval was received through HB1010 during the 2017 legislative session. The bill was signed by Governor Dugaard on March 2, 2017. The building committee, headed by Regent Thares, approved the final design and the guaranteed maximum price of \$19,539,425 for construction on November 6, 2017; total project costs are estimated at \$25,175,000. The planned 54,051 square foot facility will be located on the corner of 12th Avenue SE and State Street. The Regional Science Education Center will provide research and teaching labs to NSU's biology, chemistry, and physics programs with an interior that has visibility into the teaching laboratories and various common areas built to promote peer to peer and student-teacher collaboration opportunities. Additionally the building will include faculty spaces, a GIS Lab, and a planned 80-seat classroom (which provides the opportunity to host symposiums or other events). Additional details regarding the architectural, mechanical, and electrical schematic designs can be found in the Facility Design Plan and Schematics, Attachment I.

IMPACT AND RECOMMENDATION

There have been no major changes to the design or costs from what was included in the Facility Program Plan (approved December 2016). Total project cost is estimated at \$25,175,000 and will be funded entirely by private donations. This cost includes construction, design fees, site costs, technology, equipment, and furnishings.

ATTACHMENTS

Attachment I – NSU Regional Science Education Center FDP and Schematics

DRAFT MOTION 20171205_6-J:

I move to approve NSU's Facility Design Plan to construct the Regional Science Education Center estimated at \$25,175,000 to be funded entirely through private donations.

Northern State University
Regional Science Education Center
Facility Design Plan

Northern State University requests approval of the Facility Design Plan and Guaranteed Maximum Price for the Regional Science Education Center to be constructed on the campus of Northern State University. The Preliminary Facility Statement was approved by the Board of Regents at their December 2016 meeting. Legislative approval was received through HB1010 during the 2017 Legislative Session. The bill was signed by Governor Dugaard on March 2, 2017. The Building Committee approved the final design and the guaranteed maximum price of \$19,539,425 on November 6, 2017.

A. Architectural, Mechanical and Electrical Schematic Design

Schematic design plans including floor plans, site plans, exterior views and room layouts are attached to this document.

The two story building includes 54,051 gross-square feet and will be located on the corner of 12th Ave SE and State Street. This location will provide a gateway to the campus, along with easy access to the facility. Providing research and teaching lab space for Northern State University's biology, chemistry, and physics programs, the building's interior attempts to put science on display by providing visibility into the teaching laboratories. The building also promotes student to student and student to teacher collaboration, offering ample collaboration areas throughout the building, a generous two story lobby space, as well as two feature collaboration pods and a conference pod that cantilever and reach out toward State Street on the east side of the building. The interior also includes a number of faculty offices and a faculty lounge, a general use classroom, GIS lab, and a flexible 80-seat classroom that can be utilized for larger gatherings such as symposiums, conferences, or campus community events.

Interior materials attempt to showcase the public spaces like the lobby, main stairs, and main circulation paths, with durable but attractive finishes like colored glass, polished concrete, and wood-look acoustic metal ceiling systems. A structural steel frame skeleton is exposed where necessary, but in most areas is hidden within steel stud-wall framing. Lab spaces have a utilitarian aesthetic to them with polished concrete, exposed ceilings with acoustically absorptive panels, and painted gypsum board stud walls.

The building's two-story lobby features full-height glass and large canopy overhang that act as a new gateway focal point as students, faculty, and the general public enter campus from the north. The exterior utilizes brick veneer in colors and a pattern that is suggestive of the existing campus architecture and style, but also sets the building apart

as a contemporary lab facility sure to establish its own legacy. Also along State Street is an attractive architectural mesh system that filters daylight and visibility into the main circulation corridors, but also provides a modest level of transparency to keep the science and activity of the building on display.

In the south courtyard, a contemporary colonnade along the south edge of the west wing suggests a modern approach to the traditional campus element. This same courtyard highlights an all-glass greenhouse comprised of high-end commercial glass and aluminum sloped glazing systems in lieu of traditional greenhouse polycarbonate technologies. The rest of the landscaping offers outdoor classroom areas, seating walls, and native vegetation to be both attractive and also to act as a teaching tool for the biology program.

The building has been designed to meet the requirements of LEED version 4.0 Silver Rating. Fundamental and Enhanced Commissioning will be an integral part of the design and construction process. The scope of LEED commissioning will include all heating, ventilating, and air-conditioning systems, lighting and daylight controls, domestic water systems, and building envelope.

Electrical Schematic

Power Distribution

Electrical service will consist of incoming conductors to the buildings from a NSU-owned outdoor transformer located at a coordinated location. Service conductors will be run underground to the new facility. Preliminary size is to be determined based on load study of the building. Transformer secondary voltage into the facility will be 480Y/277 volts.

The power distribution system will provide electrical energy at 480/277 volts, 3 phase, 4 wire, (plus ground) 60 HZ for general lighting, and (generally) motors larger than 3/4 HP. Dry type transformers will be used to provide 208/120 volt, 3 phase, 4 wire, (plus ground) service for convenience receptacles, motors smaller than 3/4 HP, selected communication equipment and other miscellaneous equipment. Power will be distributed from the main electrical equipment room and through branch circuit panelboards as required. Each circuit will be provided with a separate neutral and equipment grounding conductor.

Emergency Power

Emergency power will be provided by means of a standby engine generator. Equipment fed from the generator include egress lighting, exit lights, security lighting, fire alarm system, security system, telephone system, main communications room, cooler, exhaust (fume hood) fan, green house, heating system, and selected electrical equipment. Mechanical loads will be included as required by Local Building and Fire Protection Codes.

Lighting Systems

High efficiency light sources (LED) will be utilized wherever possible and will operate at 277 volts. Lighting system to be designed within the IES recommended limits.

Automatic on/off sensors will be utilized in offices, toilet rooms, and storage rooms, and where required by LEED.

Data and Communications

A telecommunications room will be provided for all communication and signal systems. Backbone cabling will consist of 24 strands of single mode fiber to the Spafford Hall network closet. Horizontal cabling will consist of Cat 6 cables. Two cables will be brought to the standard workstation. Wireless access points shall be distributed throughout the facility, with two Cat 6A to each unit. The telephone system will be VoIP and come via the fiber. The telephone system will be furnished and installed by NSU.

Security Systems

Access control (card reader) system will be roughed-in with cabling for Owner installed Blackboard system devices. Card readers will get 22-6 cables and electric strikes will get 18-4 cables.

Video surveillance system will be roughed-in with cabling for Owner installed devices. A Cat 6 infrastructure cabling system shall be designed for the POE cameras. Cameras are installed by Owner.

Fire Alarm System

The fire alarm system will be an addressable, multi-plexed, microprocessor based, electrically supervised fire management type system with central processing unit, power supplies, data gathering panels (transponders), remote annunciators, campus tie, audible (voice evacuation where required) and visual signal devices, manual stations, automatic devices including ionization smoke detectors, OS&Y switches, etc. as required. All devices shall be connected together to provide a complete system designed to NFPA standards. The system will be designed in accordance with ADA standards. The control panel shall have a module to interface into the existing digital communicator located in the heating plant.

Site Utility ConnectionsSanitary Sewer Service

A new 6" sanitary sewer will be routed from the new addition to the city mains.

Storm Drain Service

It is anticipated that new primary roof drain leaders will be routed below the floor slab and connect to a new storm sewer service.

Domestic Water Service

A 3" water service will be extended to the new building from city utility piping. Lawn irrigation service will be provided with a separate water meter but fed from the common 3" service. Additional water meters will be provided to measure the boiler make-up water and domestic hot water usage to achieve LEED WE Credit for Water Metering.

Fire Protection Water Service

A 6" fire service will be extended to the new building from city utility piping. It has been confirmed that the municipal service will have adequate flow and pressure to serve the fire sprinkler system without the need for a fire pump.

Natural Gas Service

Natural gas service will be extended to the building from gas utility piping. Building service pressure will be 2 PSIG. An existing high pressure utility main located at the northwest corner of the site will need to be relocated to avoid the new building footprint.

PlumbingDomestic Water Piping

Type L hard drawn copper tubing with solder-joint fittings for small sizes; mechanical grooved joints and fittings for large sizes.

Piping routed concealed above ceilings, within piping chases and walls to fixtures and equipment.

Water Piping Insulation

Water piping insulated with pre-molded fiberglass with all-service jackets.

Insulation thicknesses as required by the ASHRAE 90.1-2010 Energy Code to reduce thermal losses and to minimize condensation.

PVC jackets will be used where piping run is exposed.

Domestic Water Heaters

High-efficiency, natural gas-fired condensing storage water heater(s) located in mechanical rooms. Two water heaters will be provided for domestic hot water (non-lab) and two heaters will be provided for industrial (laboratory) water use to allow for N+1 redundancy. Water will be heated and stored at 140 degrees F.

Water heaters provided with combustion air intake and discharge exhaust venting through the roof.

Master mixing valve will be provided to deliver 115°F water to fixtures.

Safety Showers and Eyewashes

Safety showers and eyewashes will be provided at each Laboratory using chemicals and will be in compliance with ASNI Z358.1. A master thermostatic mixing valve will be provided to deliver tempered water to a common tempered water loop feeding each

eyewash/shower unit. A manual drain valve will be provided in a location accessible to maintenance staff to allow for period flushing of the tempered water piping.

Water Softeners

Duplex or triplex water softeners for domestic and industrial hot water systems. Units will be located in mechanical room at water service entrance.

Sanitary Waste and Vent Piping

Cast-iron piping with no-hub fittings will be used above and below grade. Below grade piping can be PVC. Acid waste and vent piping in science labs will be Polypropylene or PVDF with electro-fusion joints. Piping will be routed underground and concealed within piping chases, above ceilings and within walls from fixtures and equipment.

Laboratory waste will be routed to an indoor acid neutralization pit prior to discharging into the building sanitary drain. The neutralization tank will include a PH monitoring system and interface into the building management system.

Floor Drains and Cleanouts

Cast-iron floor drains and cleanouts will be installed as needed. Square strainers in tiled floors.

Commercial Quality Fixtures Include

Plumbing fixtures will be ADA compliant and be low flow with battery sensor flush valves. Sinks in science lab tables will be acid resistant and provided with the lab casework. Electric water coolers will be wall-hung double level stainless steel with bottle filler spout.

Storm Drain Piping

Piping will be cast-iron with no-hub fittings above and below grade. Below grade piping can be PVC. Piping will be routed underground and concealed within piping chases, above ceilings and within walls from fixtures and equipment. Piping routed by gravity to service lines.

Storm Drain Piping Insulation

Above grade storm piping will be insulated with pre-molded fiberglass with all-service jackets to minimize condensation.

Roof Drains and Cleanouts

Cast-iron roof drains and cleanouts will be installed as needed. Insulate roof drain bodies with pre-molded fiberglass with all service jackets.

Overflow Roof Drain Piping

Overflow roof drain piping extended to open sight drains to discharge at grade along the building exterior wall.

Overflow Storm Drain Piping Insulation

Above grade overflow drain piping insulated with pre-molded fiberglass with all service jackets. Provide PVC jacket where pipe is run exposed.

Lab Processed Water Systems

A central RO/DI system will provide ASTM Type II purified water for laboratory use, 1 MΩ resistance, and 0.1 μS conductivity. Processed water piping will be virgin polypropylene or PVDF material with electro-fusion joints. Distribution piping will be a continuous recirculation loop with dead leg lengths at outlets minimized to avoid contamination.

Fire Protection SystemsFire Protection Piping

Threadable light wall steel piping with threaded or mechanical grooved-end fittings will be utilized. Piping extended above grade will be within ceiling and wall cavities to fire sprinklers located throughout the building.

Fire Sprinklers

Conventional coverage, quick-response wet-pipe fire sprinkler types consistent with fire protection required and with the architectural design. Sprinklers will be flush pendants with white-painted covers, semi-recessed pendants with white-painted or chrome-plated escutcheons, or brass upright or pendent sprinklers where exposed and in service areas.

Dry-type pendent and sidewall sprinklers will be used in any areas subject to freezing.

B. Changes from Facility Program Plan

There have been no major changes to the design included in the Facility Program Plan approved in December of 2016.

C. Impact to existing campus-wide heating, cooling and electrical systems

The building will have standalone heating and cooling systems and not impact the central heating plant. The building will be connected to city water service, sanitary service and storm water service. The existing campus electrical loop is adequate to handle the load of the building.

D. Total estimated project cost

The Guaranteed Maximum Price is \$19,539,425 and the total project cost is estimated at \$25,175,000. The funding for the project will be provided through private dollars.

Project costs include construction, site work, fees, furnishings and equipment as follows:

Project Costs

Construction Costs	\$18,754,255.00
Construction Contingency	785,170.00
Guaranteed Maximum Price	\$19,539,425.00

Soft Costs

Architect/Engineer Fees	\$2,220,000.00
Office of the State Engineer Fee	75,525.00
Furniture, Fixtures & Equipment	2,482,572.00
Survey	10,000.00
Geotech and Construction Testing	45,000.00
Commissioning	135,000.00
Miscellaneous	10,000.00
Owner Contingency	657,478.00
Total Soft Costs	\$5,635,575.00

Total Estimated Project Cost	\$25,175,000.00
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E. Changes from the cost estimates for operational or M&R expenses

There have been no changes to estimate operating or M&R costs from those provided in the facility program plan.

F. Timeline

Construction will begin in the spring of 2018. The building will be completed and open for classes in the fall of 2019.

View from the north, approaching campus on State Street



View from the south



Main lobby



Classroom



Lab

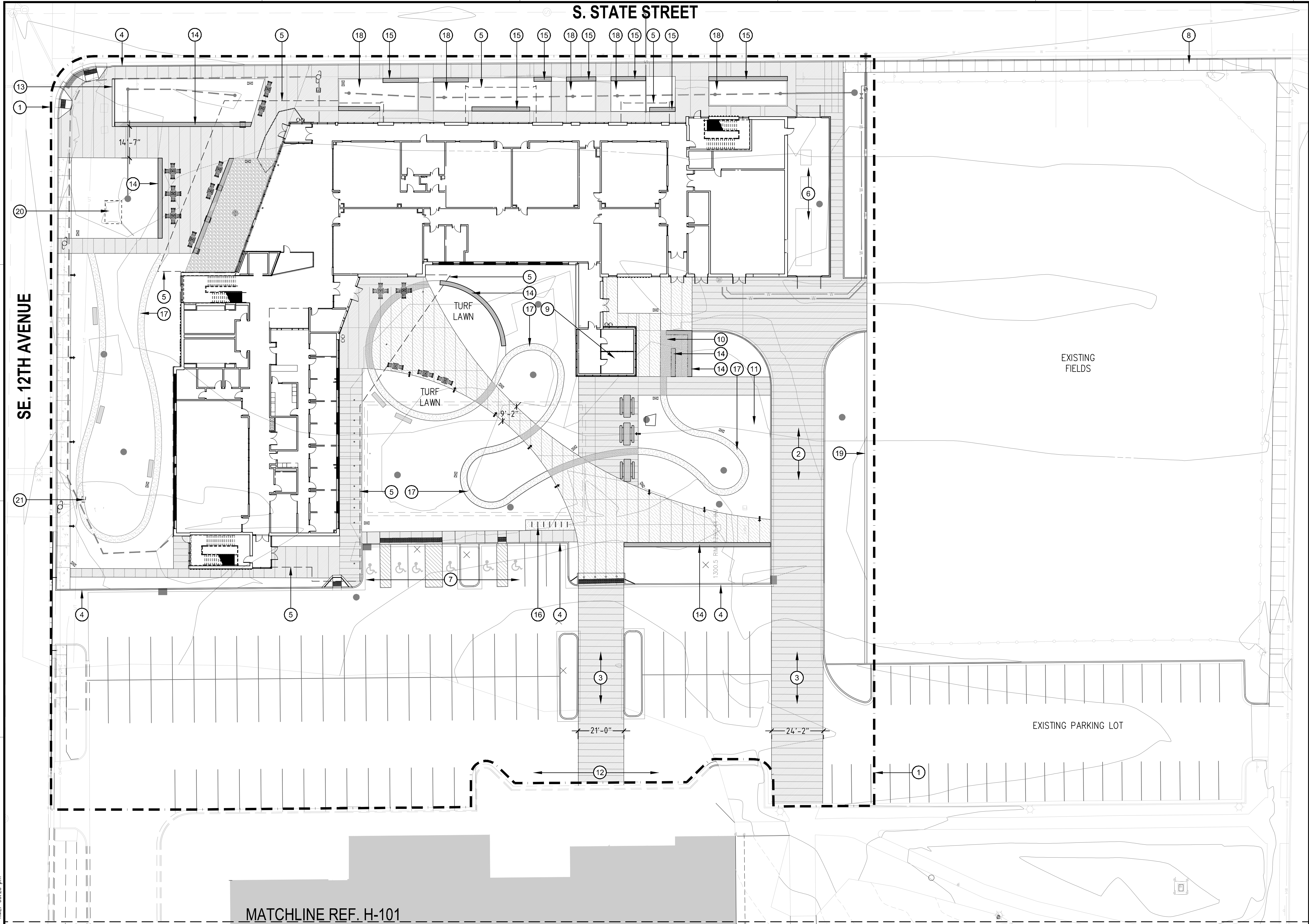


First Floor



Second Floor





- KEYNOTES**
- 1 LIMIT OF CONSTRUCTION.
 - 2 ACCESS DRIVE, REF. CIVIL
 - 3 PEDESTRIAN CROSSING, REF. CIVIL
 - 4 CONCRETE CURB, REF. CIVIL
 - 5 ARCHITECTURAL OVERHANG, REF. ARCHITECTURE
 - 6 UTILITY/MAINTENANCE YARD, REF. ARCHITECTURE
 - 7 ADA PARKING, REF. CIVIL
 - 8 EXISTING SIDEWALK
 - 9 GREENHOUSE, REF. ARCHITECTURE
 - 10 OUTDOOR CLASSROOM
 - 11 DEMONSTRATION GARDEN
 - 12 EXISTING DROP OFF
 - 13 ENTRY MONUMENT SIGN, REF. 2/H-201
 - 14 SEATWALL, SEE 2/H-200
 - 15 SEATWALL AT BIOSWALE, REF. 3/H-200
 - 16 BIKE RACKS, REF. 1/H-201
 - 17 DECOMPOSED GRANITE PATH, REF. 7/L-200
 - 18 BIOSWALE, REF. 6/L-200
 - 19 CONCRETE HEADER, REF. 6/H-200
 - 20 EXISTING ELECTRICAL BOX TO BE REMOVED, REF. ELECTRICAL
 - 21 FIBER CABINETS TO BE REMOVED
 - 22 REFUSE ENCLOSURE, REF. 3/H-201

- SYMBOLS LEGEND**
- TABLE AND CHAIRS (N.I.C.)
 - BENCH (N.I.C.)
 - PICNIC TABLE (N.I.C.)
 - RECYCLE / TRASH RECEPTACLES (N.I.C.)
 - PEDESTRIAN LIGHT POLE, REF. ELECTRICAL
 - LIGHT/GFCI BOLLARDS, REF. ELECTRICAL
 - (14) STEEL MARKER, REF. 4/H-200
 - EXPANSION JOINT.
 - CONTROL JOINT.
 - DETENTION DRAIN, REF. CIVIL

- MATERIAL LEGEND**
- NATURAL GREY CONCRETE, ACID ETCH FINISH.
 - INTEGRAL COLOR CONCRETE, ACID ETCH FINISH.
 - NATURAL GREY, BROOM FINISH.
 - ROCK TOP DRESS.

NOTE:
1. CONTRACTOR TO PROVIDE 4"x4" MOCK-UPS OF ALL CONCRETE FINISHES, CONTROL & EXPANSION JOINTS FOR REVIEW / APPROVAL BY LANDSCAPE ARCHITECT.
2. TRASH BINS AND ENCLOSURE TO BE RELOCATED TO JOHNSON FINE ARTS CENTER. NEW ENCLOSURE SCREEN WALL TO BE PROVIDED.

TSP, Inc.
1112 N. West Ave,
Sioux Falls, SD 57104
(605) 336-1160
www.teamtsp.com

Architecture
Engineering
Planning

SMITHGROUP JJR
455 N Third Street
Suite 250
Phoenix, AZ 85001
phone: (602) 265-2200
www.smithgroupjir.com

CONSULTANTS

NOT FOR CONSTRUCTION

PROJECT TITLE

NORTHERN STATE UNIVERSITY
Regional Science Education Center
Aberdeen, South Dakota
OSE# R0116-04X

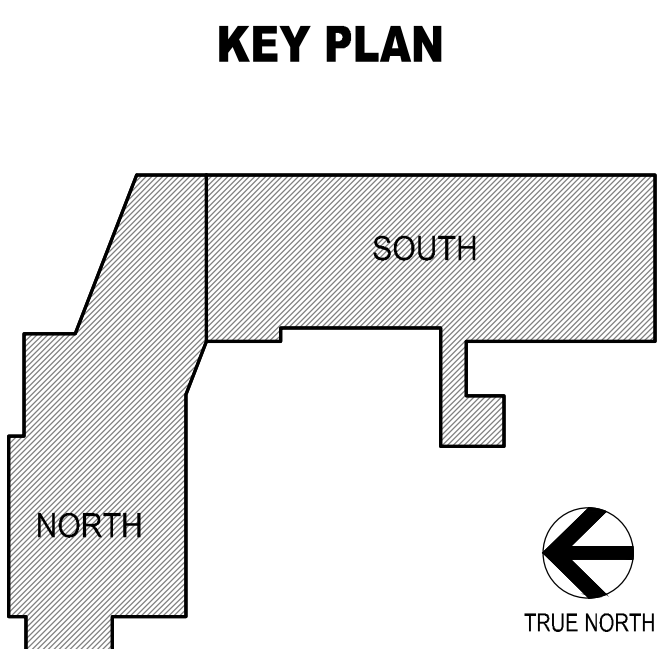
ISSUES

811
Know what's below.
Call before you dig.

SCALE: 1"=20'

989P

FILE: \\PH-FLE1\Projects\21620.000\CAD\A\SH11.DWG USER: hwood DATE: Oct. 05 2017 TIME: 05:23 pm



MARK	DATE	DESCRIPTION
ISSUE DATE	10/06/2017	DRAWN BY SGJR
PROJECT #	TSP 04141332	CHECKED BY SGJR
SGJR: 21620.000		

SHEET TITLE

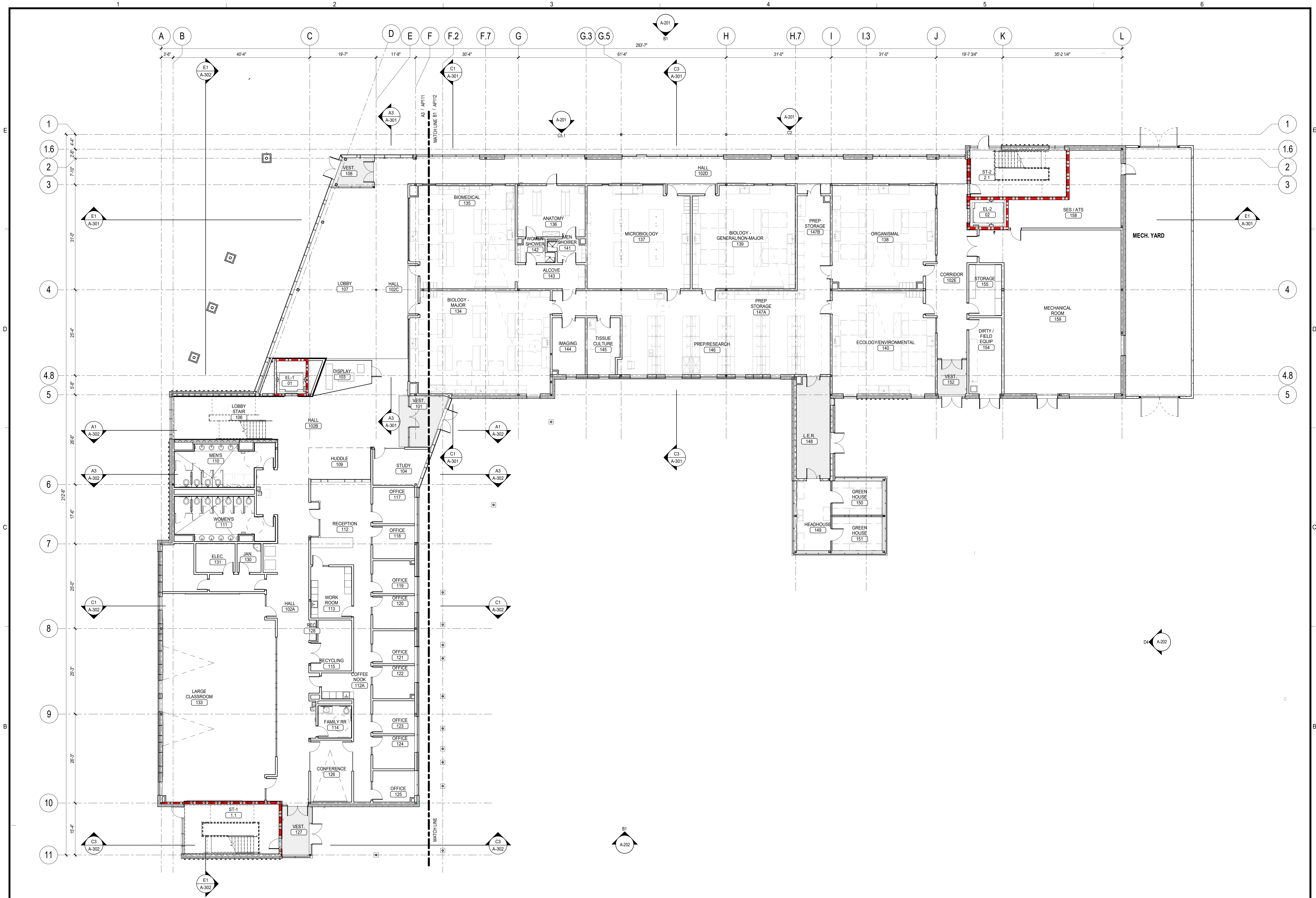
HARDSCAPE PLAN

SHEET NUMBER

H-100

100% DESIGN DEVELOPMENT

A:360 Northern State University - Regional Science Education C:\NSU\Science_Center\A-vet
10/26/2017 11:14:45 PM



SHEET GENERAL NOTES

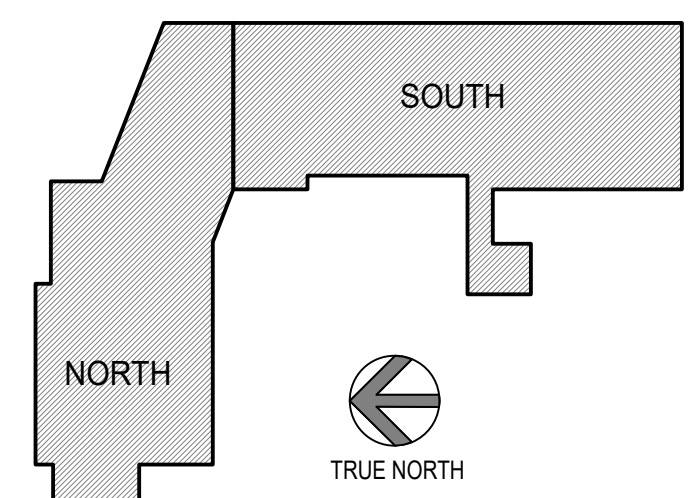
- A. ALL PENETRATIONS THROUGH FIRE RATED WALLS SHALL COMPLY WITH THE BUILDING CODE AND NFPA.
- B. PROVIDE BLOCKING AT PARTITIONS AS REQUIRED FOR MOUNTING OF FURNISHED AND NON-FURNISHED WALL MOUNTED ITEMS.
- C. ALIGN FINISHED FACE OF CONTINUOUS PARTITIONS THAT CHANGE PARTITION TYPES ALONG A STRAIGHT RUN.
- D. EDGE OF INTERIOR DOOR FRAMES TO BE 4" FROM ADJACENT WALL, UNLESS NOTED OTHERWISE.
- E. REFER TO SHEET A-601 FOR DOOR SCHEDULE AND TYPES.
- F. REFER TO SHEET A-621 FOR EXTERIOR WINDOW TYPES.
- G. ALL WALL DIMENSIONS ARE TO FACE OF GYPSUM BOARD, CMU, BRICK, OR CONCRETE, UNLESS NOTED OTHERWISE.
- H. ALL INTERIOR WALLS ARE TYPE "A6AS", UNLESS OTHERWISE NOTED.
- I. ALL EXTERIOR WALLS ARE TYPE "SB1", UNLESS OTHERWISE NOTED.

FLOOR PLAN

FLOOR PLAN LEGEND

	WALK-OFF MAT RECESSED		SHEET KEYNOTE TAG
	ROOM TAG		
	DOOR TAG		
	WINDOW TAG		
	WALL TAG		
	REFERENCE KEYNOTE TAG		

KEY PLAN



MARK	DATE	DESCRIPTION
ISSUE DATE	10/06/17	DRAWN BY TSP/SGJJR
PROJECT #	TSP-04141532	CHECKED BY TSP/SGJJR
SGJJR: 21620.000		

SHEET TITLE

LEVEL 1 FLOOR PLAN - OVERALL

SHEET NUMBER

AP110

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SMITHGROUP JJR

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phone: (602) 265-2200
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CONSULTANTS

**NOT FOR
CONSTRUCTION**

PROJECT TITLE



**NORTHERN STATE
UNIVERSITY
Regional Science
Education Center**
Aberdeen, South Dakota

ISSUE# R0116-04X

ISSUES

ATTACHMENT 1 14
100% DESIGN DEVELOPMENT



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PROJECT TITLE



**NORTHERN STATE
UNIVERSITY
Regional Science
Education Center**

Aberdeen, South Dakota

OSER R0116-04X

ISSUES

MARK	DATE	DESCRIPTION
ISSUE DATE	10/06/17	DRAWN BY TSP/SGJJR
PROJECT #	TSP-04141532	CHECKED BY TSP/SGJJR
SGJR: 21620.000		

SHEET TITLE

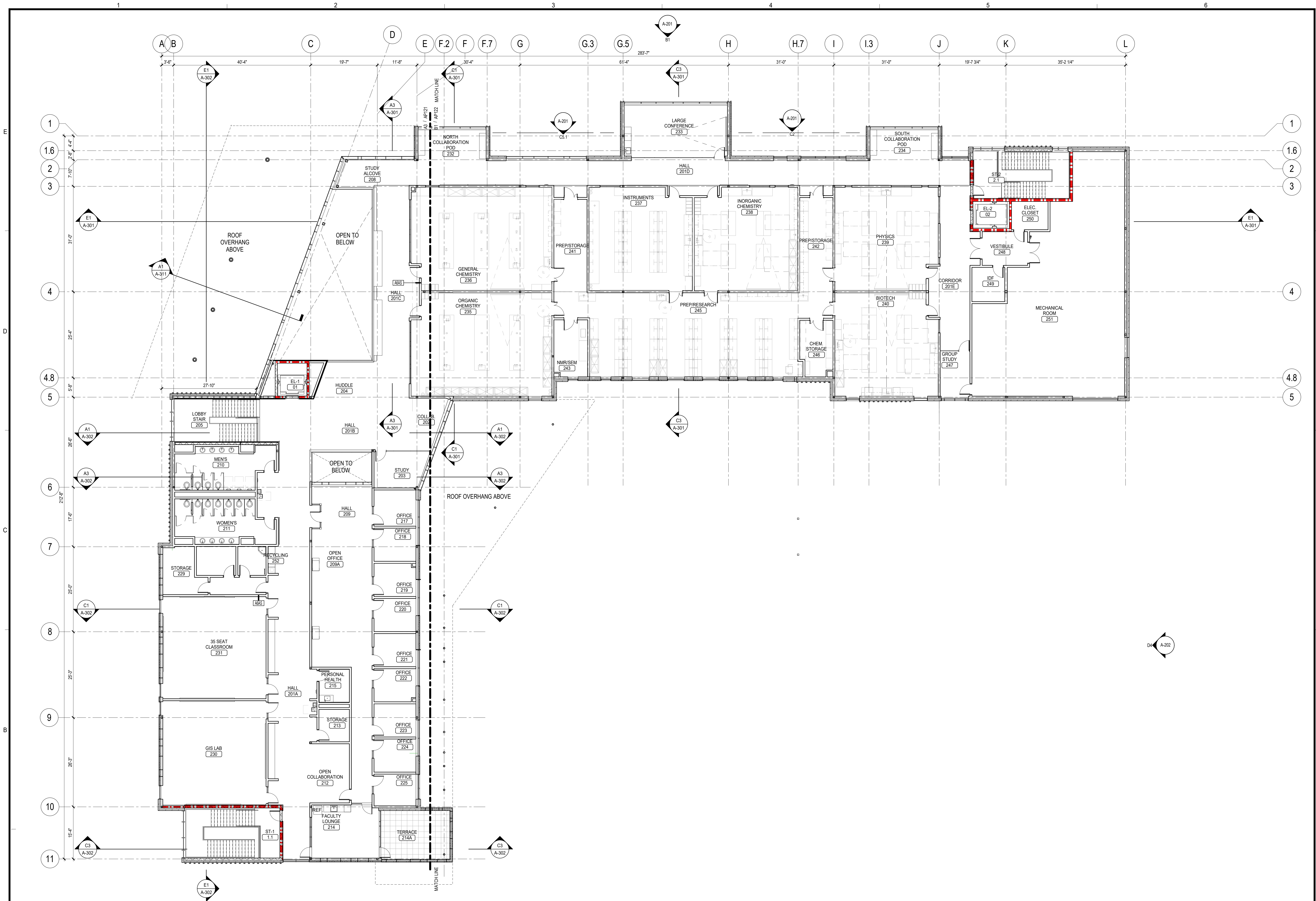
**LEVEL 2 FLOOR PLAN -
OVERALL**

SHEET NUMBER

AP120

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ATTACHMENT 1 15



SHEET GENERAL NOTES

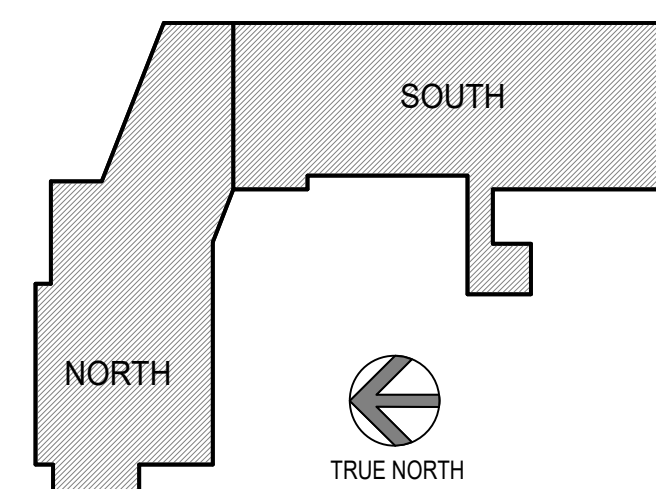
FLOOR PLAN

- ALL PENETRATIONS THROUGH FIRE RATED WALLS SHALL COMPLY WITH THE BUILDING CODE AND NFPA.
- PROVIDE BLOCKING AT PARTITIONS AS REQUIRED FOR MOUNTING OF FURNISHED AND NON-FURNISHED WALL MOUNTED ITEMS.
- ALIGN FINISHED FACE OF CONTINUOUS PARTITIONS THAT CHANGE PARTITION TYPES ALONG A STRAIGHT RUN.
- EDGE OF INTERIOR DOOR FRAMES TO BE 4" FROM ADJACENT WALL, UNLESS NOTED OTHERWISE.
- REFER TO SHEET A-601 FOR DOOR SCHEDULE AND TYPES.
- REFER TO SHEET A-621 FOR EXTERIOR WINDOW TYPES.
- ALL WALL DIMENSIONS ARE TO FACE OF GYPSUM BOARD, CMU, BRICK, OR CONCRETE, UNLESS NOTED OTHERWISE.
- ALL INTERIOR WALLS ARE TYPE "A605", UNLESS OTHERWISE NOTED.
- ALL EXTERIOR WALLS ARE TYPE "SB1", UNLESS OTHERWISE NOTED.

FLOOR PLAN LEGEND

	WALK-OFF MAT RECESSED		SHEET KEYNOTE TAG
	ROOM TAG		
	DOOR TAG		
	WINDOW TAG		
	WALL TAG		
	REFERENCE KEYNOTE TAG		

KEY PLAN



NOT FOR
CONSTRUCTION

MARK	DATE	DESCRIPTION
ISSUE DATE	10/06/17	DRAWN BY TSP/SGJJR
PROJECT #	TSP-04414332	CHECKED BY TSP/SGJJR
SGJJR	21620.000	

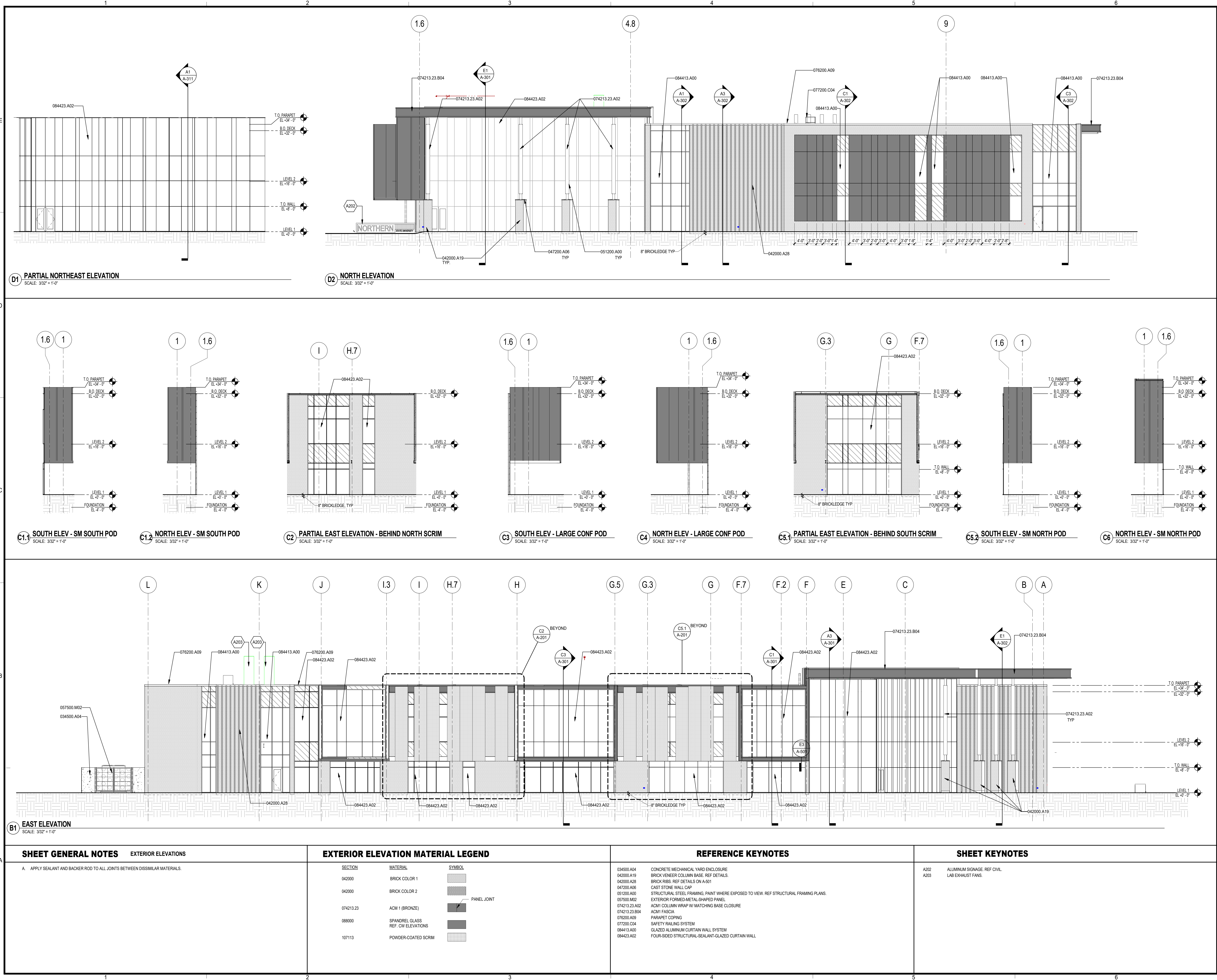
**EXTERIOR
ELEVATIONS**

SHEET NUMBER

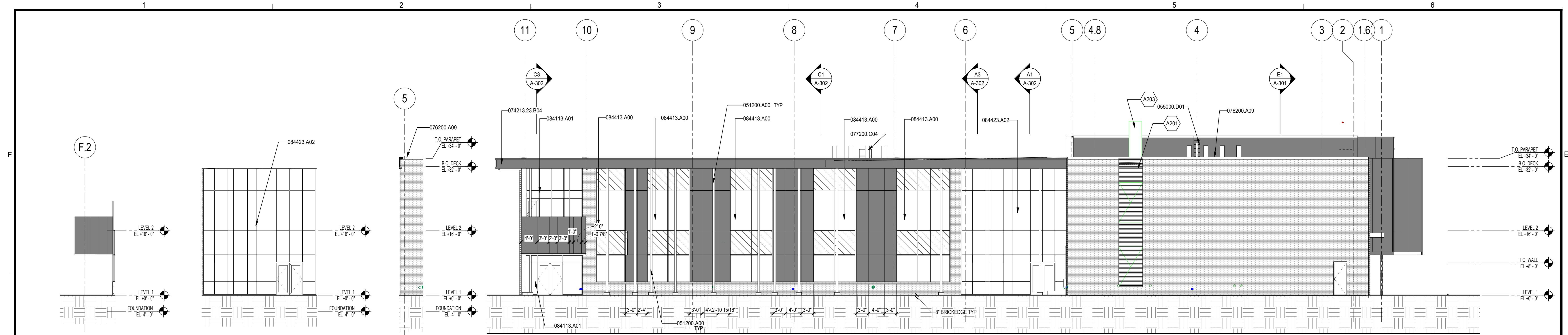
A-201

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LISTED DRAWINGS SCALES UNLESS REDUCED FROM ORIGINAL 30" x 42"
100% DESIGN DEVELOPMENT
ATTACHMENT 1 16



A360 Northern State University - Regional Science Education Ctr NSU Science Center A.vrt
10/26/2017 1:04:14 PM



D1 EAST ELEV - COURTYARD
SCALE: 3/32" = 1'-0"

D2 SOUTHEAST ELEV - COURTYARD
SCALE: 3/32" = 1'-0"

D3 SOUTH ELEV - COURTYARD
SCALE: 3/32" = 1'-0"

D4 SOUTH ELEVATION
SCALE: 3/32" = 1'-0"

C1 NORTH ELEVATION - GREENHOUSE
SCALE: 3/32" = 1'-0"

C2 WEST ELEVATION - GREENHOUSE
SCALE: 3/32" = 1'-0"

C3 SOUTH ELEVATION - GREENHOUSE
SCALE: 3/32" = 1'-0"

C4 EAST ELEVATION - GREENHOUSE
SCALE: 3/32" = 1'-0"

C5 SOUTH ELEVATION - MECHANICAL SCREEN
SCALE: 3/32" = 1'-0"

B1 WEST ELEVATION
SCALE: 3/32" = 1'-0"

SHEET GENERAL NOTES

A. APPLY SEALANT AND BACKER ROD TO ALL JOINTS BETWEEN DISSIMILAR MATERIALS.

EXTERIOR ELEVATION MATERIAL LEGEND

SECTION	MATERIAL	SYMBOL
042000	BRICK COLOR 1	
042000	BRICK COLOR 2	
074213.23	ACM 1 (BRONZE)	
088000	SPANDREL GLASS REF. CW ELEVATIONS	
107113	POWDER-COATED SCRM	

REFERENCE KEYNOTES

034500.A04	CONCRETE MECHANICAL YARD ENCLOSURE
042000.A28	BRICK RIBS. REF DETAILS ON A-501
051200.A00	STRUCTURAL STEEL FRAMING, PAINT WHERE EXPOSED TO VIEW. REF STRUCTURAL FRAMING PLANS.
055000.D01	METAL LADDER
057500.M02	EXTERIOR FORMED-METAL-SHAPED PANEL
074213.23.B04	ACM1 FASCIA
076200.A09	PARAPET COPING
077200.C04	SAFETY RAILING SYSTEM
084113.A01	ALUMINUM-FRAMED ENTRANCES AND STOREFRONT
084113.A00	GLAZED ALUMINUM CURTAIN WALL SYSTEM
084223.A02	FOUR-SIDED STRUCTURAL-SEALANT-GLAZED CURTAIN WALL
084433.B03	FOUR-SIDED, STRUCTURAL-SEALANT-GLAZED SLOPED GLAZING ASSEMBLY
101419.A00	DIMENSIONAL LETTER SIGNAGE

SHEET KEYNOTES

A201 A203	CUSTOM COLOR LOUVER, REF MECH. LAB EXHAUST FANS.
--------------	---

PROJECT TITLE



**NORTHERN STATE
UNIVERSITY**
**Regional Science
Education Center**
Aberdeen, South Dakota

OS&P R0116-04X

ISSUES

MARK	DATE	DESCRIPTION
ISSUE DATE	10/06/17	DRAWN BY TSP
PROJECT #	TSP-04141332	CHECKED BY TSP
SGJR: 21620.000		

SHEET TITLE

**EXTERIOR
ELEVATIONS**

SHEET NUMBER

A-202

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CONSULTANTS

ATTACHMENT 17
100% DESIGN DEVELOPMENT

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – K
DATE: December 5-7, 2017

SUBJECT

SDSU American Indian Student Center Facility Program Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of Capital Improvements.

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

BACKGROUND / DISCUSSION

The Preliminary Facility Statement for the SDSU American Indian Student Center was approved at the June 2017 Board meeting and Regent Sutton was appointed to the building committee. TSP was selected by the Design Committee on October 30, 2017, to provide architectural and engineering services.

SDSU plans to build an American Indian Student Center (AISC) to serve as the hub of cultural programming, services, and advocacy for the recruitment, transition, retention, and graduation of American Indian students at SDSU. An anticipated building size between 12,000 and 16,000 square feet is projected to cost \$4,500,000. The new facility would provide work space for the AISC staff as well as support space for American Indian students on campus. The facility would also provide contemporary multi-purpose, collaborative, and meeting spaces that would be available to the entire campus community. The university currently houses the AISC in the lower level of the Enrollment Services Center where it was moved when their previous location was demolished due to the Alumni Center addition. This space limits the services they can offer and the location does not offer visibility and reduces interaction with the broader campus community.

(Continued)

DRAFT MOTION 20171205_6-L:

I move to approve SDSU's Facility Program Plan to construct a new American Indian Student Center with projected costs equal to \$4,500,000 with funding of \$4,000,000 from private donations and \$500,000 in School & Public Land Funds and to request legislative approval for the project.

This project is part of the SDSU Wokini Initiative to better serve the Dakota, Lakota and Nakota residents in South Dakota. It aligns with the land-grant mission to provide greater access to higher education for all. The project also meets key 2018 Strategic Plan goals including retention, greater diversity, equity and inclusion by providing more opportunities to the underrepresented. In addition to professional development, the AISC would like to expand peer mentoring, the Sophomore Experience, and retention programming. Additional details and schematics can be found in the Facility Program Plan Attachment I.

IMPACT AND RECOMMENDATIONS

The cost of the 12,000 to 16,000 foot building is estimated at \$4,500,000, with \$4,000,000 coming from private donor funds and \$500,000 from school and public lands cash. Utility costs are projected to equal \$20,000 and will be paid from the state general fund utility allocation. Operating costs are projected to equal \$37,000 and would be funded through available funds in the university operating budget. The impact to on-going annual M&R is estimated to be \$66,680 based on the estimated construction cost of \$3,334,000. This money would come from HEFF.

ATTACHMENTS

Attachment I – SDSU American Indian Student Center FPP, Schematic Design, and Foundation Commitment Letter

FACILITY PROGRAM PLAN FOR AMERICAN INDIAN STUDENT CENTER SOUTH DAKOTA STATE UNIVERSITY

DATE: November 9, 2017

SDSU requests approval of this Facility Program Plan for the creation of an American Indian Student Center to be located on the SDSU main campus in Brookings, SD. SDSU requests approval of the facility, and that legislation be prepared and submitted to the 2018 South Dakota Legislative session to receive authority for the project.

The Preliminary Facility Statement was approved by the Board of Regents at the June 2017 meeting. TSP was selected by the Design Committee on October 30th, 2017 to provide architectural and engineering services. The Office of the State Engineer is currently negotiating A/E planning and design fees.

a. Programmatic justification for discrete spaces

SDSU plans to create an American Indian Student Center (AISC) that would enhance the academic services provided to American Indian students and provide contemporary multi-purpose academic collaboration space to the greater campus community. The AISC is the hub of cultural programming, services and advocacy that supports the recruitment, transition, retention, persistence, and graduation of American Indian students at South Dakota State University. AISC assists the University community in understanding the significance, value and strength of the American Indian experience. The new facility would provide work space for the AISC staff as well as support space for American Indian students on campus. The facility would also provide contemporary multi-purpose and meeting spaces that would be available to the entire campus community. The program spaces would help further the mission of the AISC program.

The Center is currently located in the lower level of the Enrollment Services Center. This space was renovated for the program when their previous facility was demolished for the SDSU Alumni Center Addition. The current space limits the services and activities that the AISC program can provide. Additionally, the location of the Enrollment Services Center outside of the campus ring road reduces interaction with the greater campus community and reduces visibility for the Center with the students it is designed to serve.

There is an opportunity with this project to provide high quality, accessible, student service space for the campus community and American Indian students. The University has identified a need for updated multi-purpose space to better respond to contemporary collaboration methods. Planning shall include allowances for these needs; as well as, planned or anticipated AISC program expansion. As the program grows, additional staff may be required within the AISC program. The AISC offers professional development opportunities through the American Indian Science and Engineering Society and the American Indian Student Association. The AISC would also include programs through the American Indian Alumni Chapter, which will open doors for professional development opportunities for American Indian students. In addition to professional development the AISC would like to expand the peer mentoring, Sophomore Experience, and retention programming.

This project follows the key guiding principles for campus development, as outlined in the 2025 Master Plan. The project would in-fill a site located within the campus footprint and enhance student services on the south side of campus. The project is part of South Dakota State University's Wokini Initiative to better serve the Dakota, Lakota and Nakota residents of South Dakota. It aligns with the historic mission of the U.S. land-grant system of public higher education to provide greater access to higher education for all. The project would also reinforce the retention goals set forth in the 2018 Strategic Plan, through the creation of a prominent and welcoming home for American Indian students on campus. In addition, the building would reinforce the University's goals of greater diversity, equity and inclusion by providing more opportunities to underrepresented populations.

b. Gross square footage

The University anticipates a building size between 12,000 and 16,000 gross square feet. The facility would provide office space, meeting rooms, multi-purpose rooms, technology resources, student support space, and academic support space. The building would serve the AISC program, American Indian students, and the greater campus community. Its primary function would be dedicated to student support programming and services.

American Indian Student Center Preliminary Space Program

Program Function	Space Use Code*	Gross Square Footage (GSF)	Notes
Multi-Purpose	110	5,400	Large University and AISC Scheduled Classes, Meetings & Seminars
Office	310	2,200	Director AISC, Director Wokini Initiative, Program Coordinator, Native Student Recruiter, Retention Specialists (2), Administrative Assistant, Graduate Assistant(s), & Student Employees (3)
Office Service	315	1,000	Waiting Area, File, Copy, and Resource Room
Meeting Rooms	350	1,700	Conference Rooms, Workroom, and Collaboration.
Study Space	410	1,000	General Open Student Study Space, Technology Labs, and Quiet Study
Storage	780	800	General Building, Department, and Student Organization Storage.
Building Service	XXX	2,500	Restrooms, Custodial, Vending, IT, Electrical and Mechanical
Circulation Space	WWW	1,400	General Building Circulation and Entrance Lobby
Total GSF		16,000	

*Space use codes as defined by the National Center for Education Statistics Facilities Inventory and Classification Manual (FICM)

c. Site Analysis

Three sites have been identified by the University; which would be analyzed by the design team to find the best fit for the project. The site would likely be located on the south side of campus near the existing residence halls and 8th street. The identified sites are illustrated in the site plan at the end of this document. All of the potential sites are located within the perimeter ring road and considered part of the main campus. These sites would provide more immediate access for the majority of students on campus; as well as, vehicular access for students commuting to campus. The locations would also be more prominent than the existing AISC location in the lower level of the Enrollment Services Center. Another benefit to this area of campus is ample access to existing campus utilities.

d. Description of key building features

The new AISC would be emblematic of American Indian culture and heritage. The new center would provide comfort, pride, and a sense of community for American Indian students. The aesthetics of the new facility would celebrate the American Indian community and culture. Interaction with the greater campus community would be encouraged within the new facility. Gathering spaces required by the American Indian Student Center would be a combination of private and public spaces accessible to the greater University community. Common spaces would also be open to all students, faculty, and staff for informal gathering, study, and interaction.

The building design would be responsive to site constraints, orientation, and its relationship to other buildings and thoroughfares on campus. The building would enhance the campus master plan, vehicular, and pedestrian routes through campus. The building would create outdoor spaces that would enhance the indoor environment through connections and views. Outdoor spaces would also enhance the pedestrian experience on campus. Emphasis would be placed on the buildings use of regional materials, construction methods, and sustainable design strategies.

Construction, life safety, accessibility and building system requirements would conform to current State adopted building codes and guidelines. The building would be constructed of contemporary durable materials that meet or exceed the University's building design standards. The building would also be certified LEED silver under the United States Green Building Council's current rating system as required by South Dakota Statute 5-14-32 and Administrative Rules Article 10:09.

American Indian Student Center Building Systems

Building System	Description
Envelope	Enhanced performance, shall exceed ASHRAE baseline standards for envelope performance by at least 38%
Lighting	Lighting design shall emphasize the use of daylighting strategies. Electric lighting shall be energy efficient LED lamps, unless otherwise approved by the University
HVAC	Connection to the Central Heating & Chiller Plants would be investigated and is preferred. Enhanced indoor air quality strategies would be implemented to meet ASHRAE requirements
Energy Recovery	Energy performance of the building would improve a minimum of 9% below the ASHRAE baseline standards; all utilities to the building will be independently metered to track building performance
Life Safety & Security	Facility would be equipped with fire alarm and sprinkler, main entrances would have key card access, video surveillance, and people counters
Accessibility	Meet current ADA Design Standards and University standards for accessibility, provide on-site parking for commuter students
Domestic Water	Reduce potable water usage by a minimum of 10% beyond current building code requirements
Storm Water	Detain and filter storm water runoff onsite and reduce impervious surfaces within the project site to reduce contaminants and pressure on the existing storm water system
Utilities	Connect to existing gas, domestic water, sanitary sewer, power, communications, chilled water, and steam infrastructure; lines would be extended as required

Performance Standards:

- ASHRAE 90.1/2010
- Envelope: ASTM E273, ASTM E783, ASTM E1186, ASHRAE 90.1 Table 5.5-6
- Whole Building: ASTM C1060

- LEED V4 New Construction & Major Renovations – Minimum Silver Rating ○
Goal of the project is to exceed the minimum State requirement of LEED Silver
- International Building Code 2015 • Acoustics: ASTM E1332-10A

e. Illustrative floor plans

The conceptual floor plans are attached. The diagrams illustrate the program needs described in the preceding sections.

f. Initial cost estimates

The probable project budget is shown in the table below. The project scope includes site improvements, utility upgrades, and new building construction. The cost estimate includes contingency allowances for the design and construction phases, plus design and project management costs.

American Indian Student Center Probable Project Cost

Description	Cost
General Construction Costs	
General Construction Contract	3,034,000
Utility System Development	240,000
Landscaping	60,000
Subtotal	3,334,000
Incidental Costs	
Signage	8,000
Voice/LAN Cabling	30,000
Construction Testing	13,000
Design Contingency	250,000
Construction Contingency	200,000
Subtotal	501,000
Soft Costs	
A/E Design Services	280,000
LEED Design Services	35,000
Geotechnical Services	12,000
Commissioning Agent (Enhanced)	40,000
Office of the State Engineer	25,000

SDSU Facilities & Services	40,000
SDSU Administrative Services	38,000
Printing (Facility Bid Documents)	3,000
Bid Advertisement	2,000
Miscellaneous Costs (keying, public art, etc.)	50,000
Subtotal	525,000
Furniture, Fixtures, & Equipment (FFE)	
Classroom & Office Furniture	85,000
Technology	55,000
Subtotal	140,000
PROBABLE PROJECT COST	\$ 4,500,000

g. Impact to M&R

Based on recognized industry standards, the annual funding for maintenance and repair should be equal to 2% of the construction costs or the building replacement value. The annual M&R allocation should be \$66,680 based on the probable construction cost. The building is an academic facility and would be supported by HEFF.

h. Budget for ongoing operational expenses

Utility expenses are estimated at \$20,000 annually. This represents only utility consumption costs, and not utility connection costs, which are included within the probable project cost. We do not anticipate any necessary utility upgrades to the campus utility systems as a result of this project, other than infrastructure to the building. We estimate routine maintenance expenses of the new facility to be 0.5% to 1.0% of the construction costs (between \$16,000 and \$32,000).

The University estimates custodial services and simple maintenance costs will range between \$2,500 and \$5,000 per year. The utility consumption will be covered from the university utility allocation funds and operating costs would be funded through the University operating budgets.

i. Proposed funding sources for the facility and operations

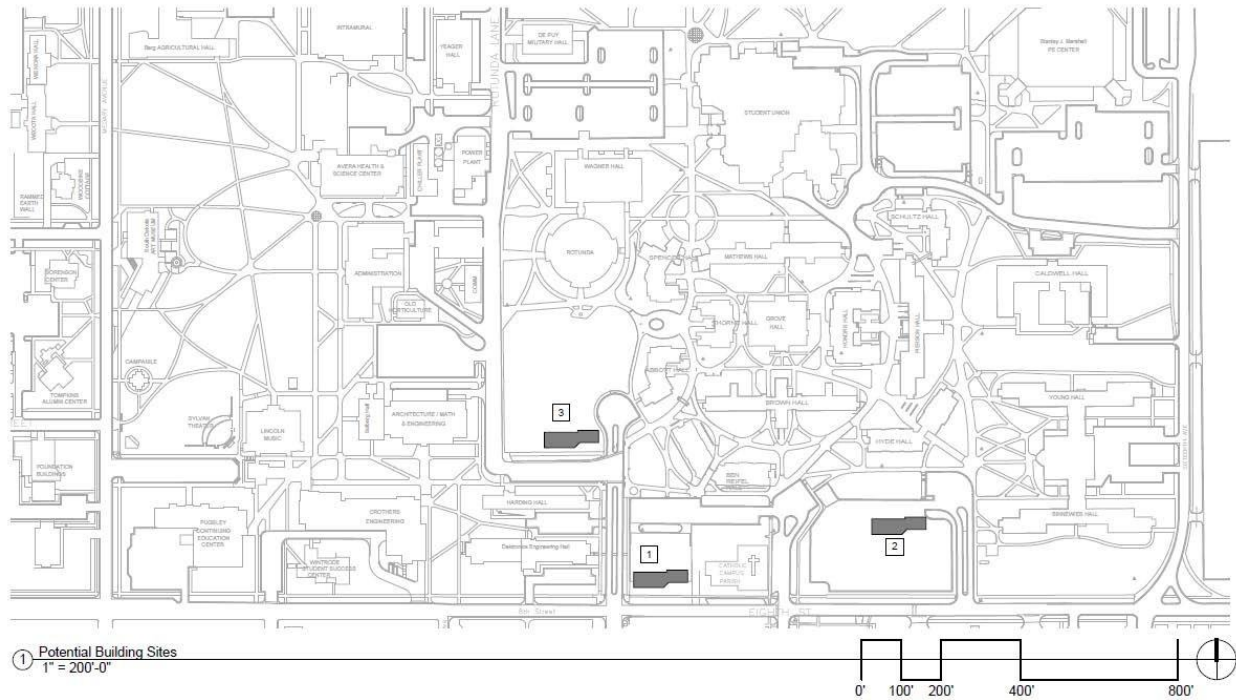
The American Indian Student center will be an academic support facility. The building will serve American Indian Students; as well as, provide contemporary academic support space for all students and other academic programs. As an academic facility ongoing maintenance and repair of the facility will be funded through HEFF allocations.

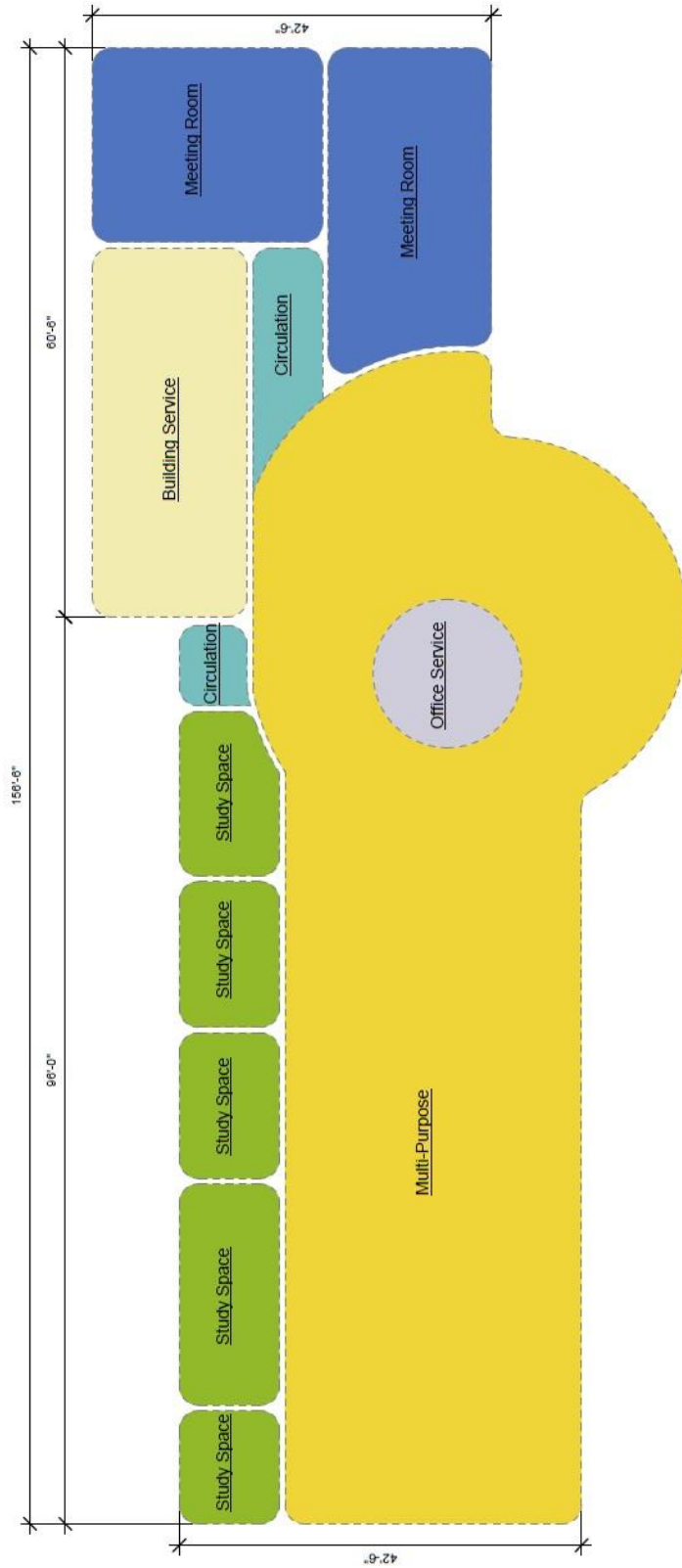
American Indian Student Center Funding Sources**Construction**

Private Donor Funds	\$4,000,000
School and Public Lands	<u>\$500,000</u>
Total	\$4,500,000

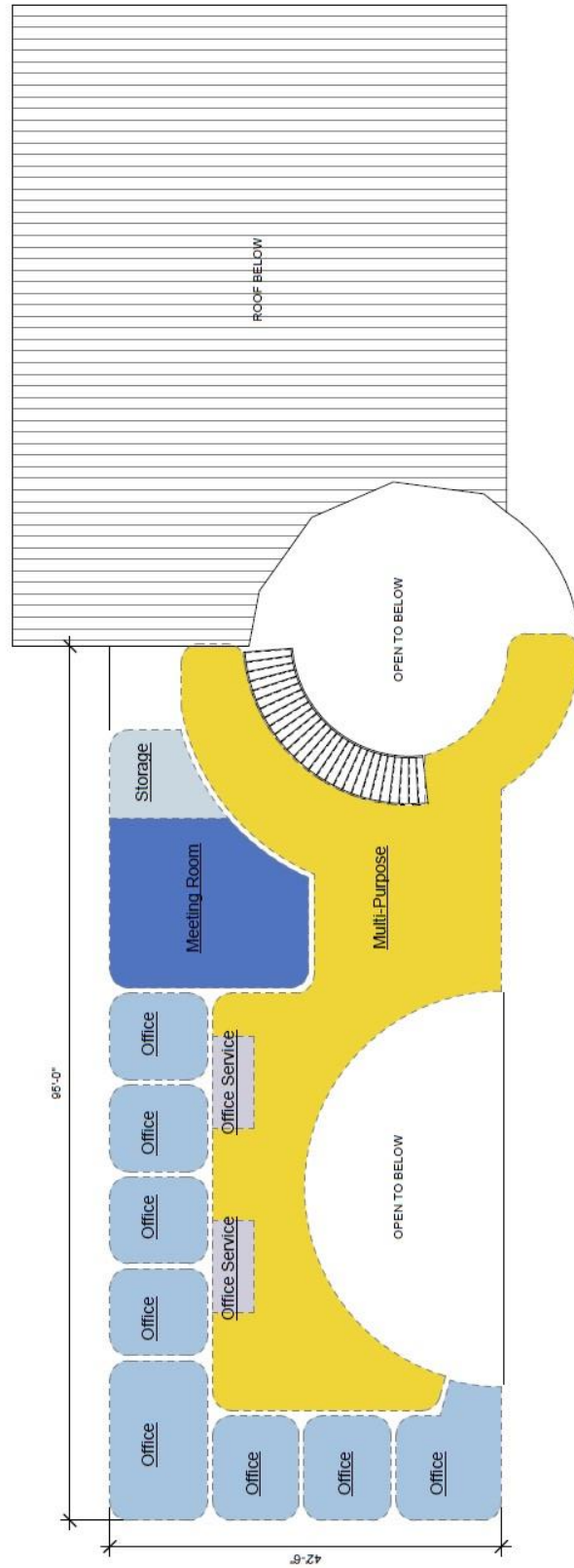
Annual Operating Costs

Utilities – State Funds	\$20,000
Operational Costs – Campus Budget	\$37,000
Maintenance and Repair – HEFF	<u>\$66,680</u>
Total	\$123,680

Site Options:



① First Floor Schematic Area Plan
3/32" = 1'-0"



① Second Floor Schematic Space Plan
3/32" = 1'-0"

November 7, 2017

Barry Dunn, Ph.D.
President, South Dakota State University
Administration Building 222
South Dakota State University
Brookings, SD 57006

Dear President Dunn:

The South Dakota State University Foundation has secured sufficient financial commitments from private sources to commit up to \$4,000,000 for costs associated with the new American Indian Student Center. Costs associated with the project would include, but not be limited to, design, construction, fundraising and financing.

Please contact the Foundation if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "Steve Erpenbach". The signature is stylized with a large, looped initial "S" and "E".

Steve Erpenbach
President & CEO
SDSU Foundation

A handwritten signature in blue ink, appearing to read "Tim Dwire". The signature is written in a cursive, flowing style.

Tim Dwire
VP of Finance & Operations
SDSU Foundation

cc: Wesley G. Tschetter, Vice President of Finance, SDSU
Dean Kattelmann, Associate VP for Facility & Services, SDSU
Keith Mahlum, VP for Development, SDSU Foundation

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – L
DATE: December 5-7, 2017

SUBJECT

SDSU Outdoor Sports Support Facility Preliminary Facility Statement and Facility Program Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds.

BACKGROUND / DISCUSSION

SDSU is submitting their Preliminary Facility Statement and Facility Program Plan for an Outdoor Sports Support Facility. The need for this facility is based on the need for team space, storage, and public facilities in the convenient vicinity to the outdoor sports facilities. SDSU anticipates the building size to be 2,800-3,000 gross square feet and would be constructed south of the Heuther Field baseball field and immediately east of Jackrabbit Drive. This facility will serve the staff, coaches, athletes, and spectators of the sports. This addition has projected costs equal to \$600,000.

Additional details of the Preliminary Facility Statement and Facility Program Plan can be reviewed in Attachment I.

IMPACT AND RECOMMENDATIONS

SDSU requests approval of their Preliminary Facility Statement and Facility Program Plan to construct an Outdoor Sports Support Facility. This project will need legislative approval.

The project has an estimated cost of \$600,000 to be funded through SDSU's athletic and other business income. Estimated annual utility costs of \$675 will be funded through the state funded utility allocation. Operational costs of \$500 annually will be funded through the budget of the Athletic Department. An estimated impact to HEFF M&R of \$10,000 annually is projected based on the construction cost. It is recommended that a building committee representative be assigned to this project.

(Continued)

DRAFT MOTION 20171205_6-L:

I move to approve SDSU's Preliminary Facility Statement and Facility Program Plan for an Outdoor Sports Facility, at a cost of \$600,000 to be funded with athletic and other business income, and to submit this project for legislative approval.

ATTACHMENTS

Attachment I – SDSU Outdoor Sports Support Facility PFS, FPP, and Cost and Site Analysis

**PRELIMINARY FACILITY STATEMENT
FOR
OUTDOOR SPORTS SUPPORT FACILITY
SOUTH DAKOTA STATE UNIVERSITY**

DATE: November 2017

South Dakota State requests approval of this Preliminary Facility Statement. The Preliminary Facility Statement and Facility Program Plan are being submitted together for approval.

a. General Programmatic Needs to be Addressed

South Dakota State University proposes to construct a small facility that will support the outdoor sports that are part of the Sanford Jackrabbit Athletic Complex. Specifically, a small facility is needed to support the Heuther Baseball Field, the SDSU Softball Field, the outdoor track & field throwing practice area, and the SDSU Soccer practice fields. This facility would also support athletic camps that utilize the various athletic fields and intramural fields in this area.

b. Analysis of the Student Body or Constituents to be Served

The facility would be a support facility for the athletic competitions and practice convenient to the competition and practice facilities in the vicinity of Heuther Baseball Field. This facility will serve the staff, coaches, athletes, and spectators of the sports.

c. Additional Services to be Offered

Convenient facilities to baseball, softball, soccer, and track are desired. A support facility would provide storage for field equipment, storage for field maintenance equipment, public restroom facilities, team meeting rooms, concessions, and officials dressing rooms. Presently, these functions are provided via space and facilities at Frost Arena and the Sanford Jackrabbit Athletic Complex, or are not available.

d. Compliance with Master Plan

SDSU has achieved a number of the major goals identified within the athletics masterplan. These include the Dykhouse Athletic Training Center, the Sanford Jackrabbit Athletic Complex, the SDSU Womens Softball Field, relocation of the Heuther Baseball Field, and the Dana J Dykhouse Stadium. This project would provide a convenient support facility for the outdoor sports and practice facilities in the northeast corner of the athletic complex.

e. Analysis of Needs Assessment Based on the Facilities Utilization Report

The need for this facility is based on the need for team, storage, and public facilities in the convenient vicinity to the outdoor sports facilities.

f. Location

This building will be located east of Jackrabbit Drive immediately south of Heuther Baseball Field. The building will be east of the Sanford Jackrabbit Athletic Complex. This location will

adjacent to the baseball and softball fields, and in close proximity to soccer practice and outdoor track and field throwing areas. It will also be close to intramural fields.

g. Reallocation of Old Space

Field equipment, official dressing space, and support equipment is provided from other facilities remote from the fields. Public restrooms are approximately two blocks away and require keeping a large facility open for the benefit of spectators. Concessions and team rooms are not provided. Some equipment is stored outside.

h. Proposed Funding Source(s)

Funding sources for the project are athletics and business function income.

i. Budget for Development of a Facility Program Plan

Consultant services are not required for development of the Facility Program Plan. Necessary efforts have been completed by SDSU Facilities & Services, the SDSU Athletic Department, and the SDSU Budget and Finance Office.

End of Report

FACILITY PROGRAM PLAN FOR OUTDOOR SPORTS SUPPORT FACILITY SOUTH DAKOTA STATE UNIVERSITY

DATE: November 2017

South Dakota State University requests approval of this Facility Program Plan. The Preliminary Facility Statement and Facility Program Plan are being submitted together for approval. SDSU requests this project be submitted for approval by the 2018 South Dakota legislature.

A. PROGRAMMATIC JUSTIFICATION FOR DISCRETE SPACES:

A small building would be constructed south of the Heuther Field baseball field and immediately east of Jackrabbit Drive. This building would be in close proximity to the women's softball field, throwing practice area for track and field, soccer practice field, and intramural fields. The facility would provide convenient support for all the outdoor sports in this part of the athletic complex, summer athletic camps, and support for tailgating east of the stadium. SDSU would outfit the facility to include ticket sales, concessions for softball and baseball competitions, concessions for tailgating, storage for outdoor field equipment, storage for field care equipment, home and visiting team meeting spaces, public restrooms, and dressing rooms for officials.

B. GROSS SQUARE FOOTAGE

SDSU anticipates the need for a 2,800 to 3,000 sf facility. The minimum space needs for the spaces noted above are listed below.

Concessions Stand	218 sf
Ticket Sales	48 sf
Women's Restroom	217 sf
Men's Restroom	217 sf
Home Team Meeting Space	379 sf
Visiting Team Meeting Space	379 sf
Officials dressing spaces	142 sf
Storage	230 sf
Mechanical/electrical spaces	158 sf
Walls, plumbing chases, custodial	<u>814 sf</u>
Total	2,802 sf

C. SITE ANALYSIS

See the attached campus plan with the site of the new support building shown in relation to the neighboring sports facilities.

D. DESCRIPTION OF KEY BUILDING FEATURES

The building will be a one story building, with low sidewall height. The building would have minimal internal hallways, as almost all of the functions (e.g. tickets, concessions, field maintenance, public restrooms, storage, team rooms) are functionally tied to the exterior and the competition and practice fields.

The building will be heated and ventilated, as the competitive seasons extend into the late fall or begin in the early spring. The facility would not be air conditioned. Mechanical systems and material choices would be made so the building can be closed and utilities terminated in the winter months. The finish materials would be specified to be highly durable and durable through significant temperature and moisture changes.

We anticipate construction of a concrete masonry building with low sidewalls and concrete masonry partitions. All floors would be sealed concrete, or epoxy coated concrete. The building will be insulated. The roof frame would be constructed of wood and covered by a standing seam metal roof. Interior ceiling finishes would be metal panel ceilings or synthetic stucco. A concrete patio would be constructed around the building. Sidewalks would connect the building to Jackrabbit Drive and Heuther Field.

The building will be heated with a forced air gas furnace or electric resistance heaters. Restrooms, team rooms, and concessions areas will be ventilated. Water, sanitary sewer, and

electrical services are available on Jackrabbit Drive. The sanitary sewer service will be an injection fed force main to the nearest municipal manhole on Jackrabbit Drive.

E. ILLUSTRATIVE FLOOR PLANS

See the attached floor plan diagram that illustrates the program elements, their relative size, and plan organization.

F. INITIAL COST ESTIMATES

The cost estimate of the project is shown below:

Construction Costs

New Building Construction	\$ 462,300
Site Construction (included with building construction costs)	
Utilities Upgrades	<u>\$ 40,000</u>
Subtotal – Construction Costs	\$ 502,300

Non-construction costs

Design & Professional Fees	\$ 47,500
Concession, Custodial, and misc. equipment	\$ 15,000
Contingency (7%)	<u>\$ 35,200</u>
Subtotal – Non-Construction Costs	\$ 92,700

Total Costs Outdoor Sports Support Facility	\$ 600,000
---	------------

SDSU is requesting \$600,000 in spending authority and ability to meet project scope.

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 \$10,000. This would come from HEFF M&R.

H. BUDGET FOR ONGOING OPERATIONAL COSTS

Utility expenses are estimated at \$675 annually. The building is shut down for about half the year, and is sporadically occupied, so utility consumption is low. Primary costs are electrical and water costs. This represents only utility consumption costs, and not utility connection costs, which are included with construction costs.

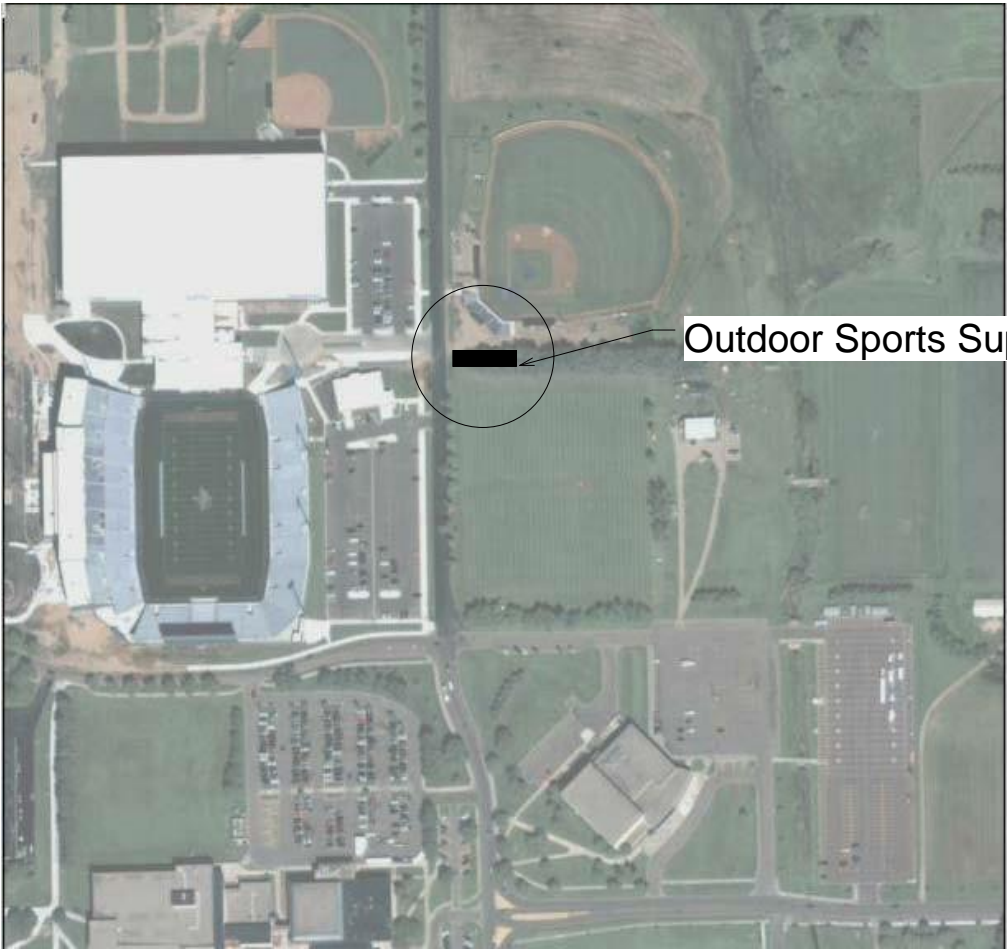
Estimated annual custodial services are \$500, excluding initial equipment purchases for custodial equipment. Equipment purchases for setting up the facility upon completion are estimated at \$2,000. We estimate routine annual operational and maintenance expenses for this facility will be \$400 and be limited to plumbing and electrical repairs.

I. PROPOSED FUNDING SOURCES FOR COSTS OF:

- a. Construction – \$600,000 from athletics and other business function income.
- b. Ongoing Operations - Utility costs will be funded through the state funded utility allocation. Operational costs will be funded through the budget of the Athletic Department.
- c. Maintenance and Repair – Maintenance and repair will be funded through the HEFF M&R.

End of Report

4709



Outdoor Sports Support Facility

Site Plan



South Dakota
State University

Facilities and
South Dakota State University
Box 2150 FS 100
Brookings, SD 57007
Phone 605-686-4136
Fax 605-686-4010

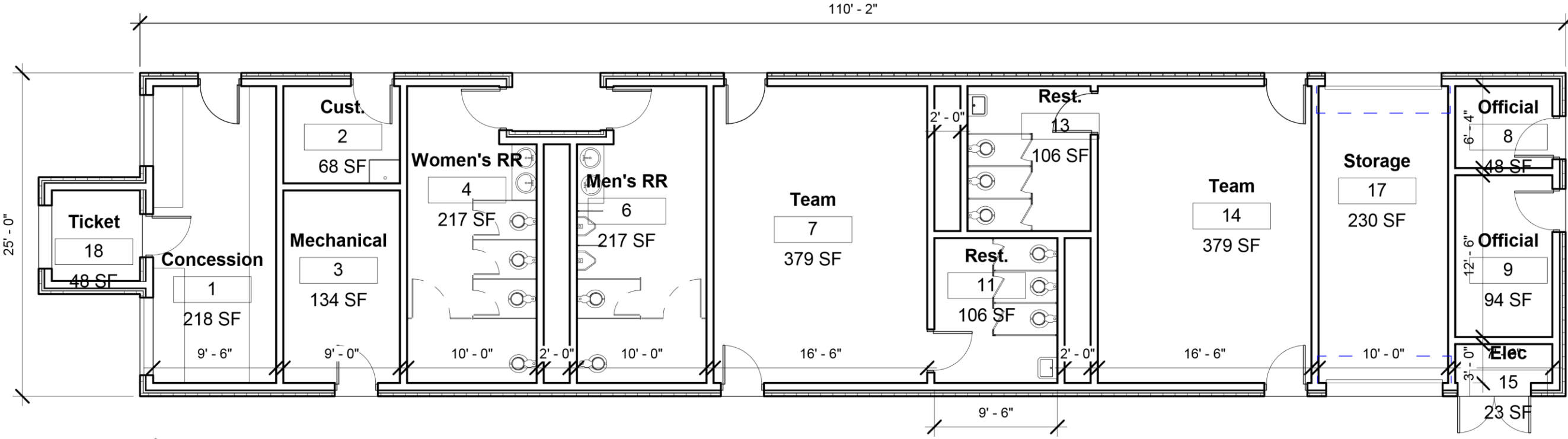
South Dakota State University
Outdoor Sports Support Facility

No.	Description	Date

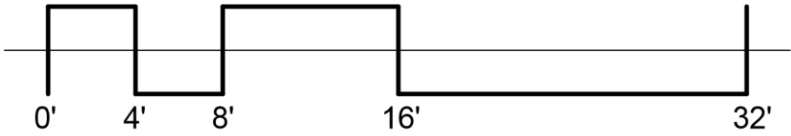
Attachment A		
Project number		A100
Date	11/6/17	
Drawn by	Author	
Checked by	Checker	
		Scale 1" = 200'-0"

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4710



Preliminary Floor Plan





South Dakota
State University

Facilities and
Construction
South Dakota State University
Box 2150 FS 100
Brookings, SD 57007
Phone 605-688-4136
Fax: 605-688-4010

South Dakota State University

Outdoor Sports Support Facility

No.	Description	Date

Attachment B

Project number .

Date 11/6/17

Drawn by MAS

Checked by LAO

A101

Scale 1/8" = 1'-0"

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – M
DATE: December 5-7, 2017

SUBJECT

SDSU Southeast Neighborhood Apartments Facility Program Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-51A-1](#) Definition of Terms

[SDCL 13-51A-2](#) Power to Acquire Property

[SDCL 13-51A-4](#) Conflicting Provisions

BACKGROUND/DISCUSSION

The Board approved the Preliminary Facility Statement in June of 2017 on the Southeast Neighborhood Development project. Regent Pam Roberts is the building committee representative. The project was approved with the understanding that the project be self-financing and that an acceptable 2% maintenance and repair plan for the residential system be approved by the Board. The 2% M&R plan was approved in October. Once the project is built the pro forma shows that operating expenses and debt service will be covered, but there will need to be \$2.0M of cash used from the auxiliary system for construction.

The current plan will include construction of a four story apartment building with approximately 160 beds and two-story townhouse units totaling 56 beds. There will be a mix of one to four bedroom apartments within a total gross square footage of 90,000-120,000 (dependent upon finalization of unit mix sizes, number of stories, and amenities included). The number of beds could vary depending on the best design and unit mix sizes. The current planning is between 190-232 beds.

The site selected is located on the southeast corner of the campus. It is bounded by 7th Street on the south, 8th Street on the north, 14th Avenue on the west, and Jackrabbit Avenue on the east. The existing State Court complex is included within these boundaries and would be razed as part of the project. Off-street parking, in-unit laundries, computer networking and individually metered utilities would be features of the apartments.

(Continued)

DRAFT MOTION 20171205_6-M:

I move to approve the Facility Program Plan for SDSU's Southeast Neighborhood Apartments project and allow this project to be included in the proposed 2017 Auxiliary System Bond Series. The estimated project cost to build the apartments and townhouses is \$20.0M to be funded using \$18.0M in revenue bonds debt serviced from student rent revenues in the new facility and no more than \$2.0M in cash from the auxiliary system.

Multipurpose spaces and community spaces will be developed as appropriate for the cost and rental rate structure. Parking is currently not part of the project costs or financing. There is adjacent parking that can serve the apartments but the parking system will need to invest in parking for the townhouses. Parking will need to be included in the facility design plan.

The continued full design and construction would be funded through the sale of \$18.0M in revenue bonds debt serviced from student rent revenues in the new facility and no more than \$2.0M from the auxiliary system.

The need for additional housing is usually driven by sustained occupancy rates that limit the ability of the universities to accommodate students. There are other reasons for building housing including the demand for housing types that do not exist. SDSU currently has available housing, but feels that the market is demanding apartments with more amenities that would attract upper-classmen. SDSU closed State Village (44 beds) this year and will remove State Court (43 beds) as part of this project taking a total of 87 beds out of the system. This new project will add a total of 190-232 beds to the system, for a net increase of 103-145 beds. Current apartment rentals on campus show that of the 444 beds available, 402 are filled, or occupancy of 90.5%. SDSU's current occupancy rates follow with the number of beds that are currently available.

SDSU Housing Capacity/Occupancy/Availability						
	2012	2013	2014	2015	2016	2017
Design Capacity	4,081	4,453	4,329	4,359	4,359	4,459
Occupancy						
Traditional	3,207	3,510	3,293	3,137	3,368	3,313
Suite Style	304	482	453	415	421	411
Apartments	409	352	379	377	364	402
Transition*	130	12	6	94	0	0
Total	4,050	4,356	4,131	4,023	4,153	4,126
Utilization Rate	99.2%	97.8%	95.4%	92.3%	95.3%	92.5%
Available Beds	31	97	198	336	206	333
* Students being housed in locations not part of design capacity at Census.						

With the 333 beds available, removal of the State Court 43 beds, and the potential to add up to 232 beds, the number of beds available at SDSU would be 522 more than filled today. If the project does not attract students back to campus, SDSU is prepared to do a number of things to fill the facility. That would include taking Waneta out of the system, eliminating 132 single units of which 125 are currently occupied – with those students moving to other housing units. Tightening up on housing releases would yield an estimated 44 students, and making an adjustment of scholarship requirements for student athletes to live on campus would put 115 more students into overall residence hall system occupancy.

These changes without adding any new students would put overall occupancy at 94.8%. The coverage ratio in this scenario would be reduced slightly because Waneta has no debt against it, but because of its age and maintenance needs, it is a good candidate for removal from the system.

Looking at the changing number of on-campus students, and therefore the potential number that might be interested in housing can be another way to gauge the ability to fill additional housing. While this project targets upper-classmen, understanding overall enrollment trends is helpful in understanding current and future demands for the current housing stock. This information would suggest that the overall number of students is down, but there are still a large number that choose to live off campus. It will be critical for SDSU to attract students back to campus and not reduce the occupancy in its current facilities which would impact overall revenues.

South Dakota State University On-Campus Students			
	On-Campus Headcount *	On-Campus FTE	On-Campus FTE Including Distance Hours**
Fall 2010	10,137	8,937	N/A
Fall 2011	9,999	8,641	N/A
Fall 2012	9,777	8,246	N/A
Fall 2013	9,864	8,275	8,963
Fall 2014	9,896	8,298	8,949
Fall 2015	9,817	8,110	8,855
Fall 2016	9,836	8,089	8,887
Fall 2017	9,729	8,035	8,850
Change Since 2010 (Percent)	-4.0%	-10.1%	
Change Since 2010 (Number)	-408	-902	
Change Since 2013 (Percent)			-1.3%
Change Since 2013 (Number)			-113
* Includes all students taking at least one course on-campus			
** Includes distance hours taken from the same institution			

Overall debt per student and the coverage ratios are financial measures that when coupled with enrollment strength can be used to gauge the level of risk.

Debt Per State-Support Student FTE					
Campus	Fall 2017 FTE	Total Debt 6-30-2017	Debt Per FTE	Additional Debt	Debt Per FTE
BHSU	1,832	\$23,483,561	\$12,819		\$12,819
DSU	1,220	\$24,034,836	\$19,701		\$19,701
NSU	1,347	\$25,567,525	\$18,981		\$18,981
SDSM&T (1)	2,280	\$35,579,383	\$15,605	\$17,236,328	\$23,165
SDSU (2)	8,850	\$170,387,874	\$19,253	\$28,199,675	\$22,439
USD	<u>5,578</u>	<u>\$88,560,116</u>	<u>\$15,877</u>		<u>\$15,877</u>
System	21,107	\$367,613,295	\$17,417	\$45,436,003	\$19,569
(1) Assumes new principal debt in FY18 of \$11,002,038 for 25 years at 3.8%.					
(2) Assumes new principal debt in FY18 of \$18,000,000 for 25 years at 3.8%.					

The campuses are asked to put together a pro forma for their auxiliary system using their current occupancy rates for their current facilities and a 90% occupancy scenario for any new facilities. The results of the pro forma show the following:

- The coverage ratio for SDSU will go from 1.54% in FY18 to 1.42% in FY19 and then back to 1.55% in FY20 when the building is online. The coverage ratios are strong because of our 2% maintenance and repair requirement.
- The SE neighborhood project coverage ratio at 90% is 1.03. The project will cover the estimated operating costs and debt service and contribute a small amount of about \$32,000 to the 2% maintenance and repair requirement. The actual need for the facility is about \$320,000 based on estimated construction costs. This was understood when the 2% M&R plan was approved. If the project is 100% occupied, it would generate \$177,655 for maintenance and repair and would have a standalone coverage ratio of 1.15%.

The rental rates for this facility will be the high end within the system, but SDSU feels that the amenities will warrant the rates and that the rates are commensurate with other private rental options available, and the adjacency to campus is highly sought after. The finances for the facility assumes 12-month leases which may be a concern of some students. No other housing in our system assumes a 12-month lease. The units will also be responsible for their own utilities which is an added cost, but common in the local rental market. Students will not be required to have a meal plan. The proposed rental rates compared to other apartments in the system:

Comparison of BOR Apartment Offerings and Prices						
	Single	Double	Quad	Family - 2 Bedroom	Utilities Extra	Term
BHSU	\$654	\$499		\$748	No	9
DSU	\$556	\$492			No	9
SDSM&T			\$630-\$652		No	9
SDSU	\$581			\$352*	No	9
SDSU - New	\$875	\$675	\$500		Yes	12
USD		\$847	\$676-\$701		No	9
* Scheduled to be demolished.						

Additional details of this proposed project can be found in SDSU's attached Facility Program Plan along with a financial pro forma which details estimated revenues on the property.

IMPACT AND RECOMMENDATIONS

South Dakota State University requests approval of its Facility Program Plan for the SDSU Southeast Neighborhood Redevelopment project. The estimated project cost to build apartments and townhouses is \$20,000,000. The fund sources would be \$18.0M in revenue bonds debt serviced from student rent revenues in the new facility and no more than \$2.0M in cash from the auxiliary system.

No architect firm has been selected at this point to determine the final design or to get final cost estimates. SDSU has used their in-house experts to estimate the cost and are willing to build to the available dollars. This project will stand on its own relative to operating costs, annual debt service and rental income. SDSU is not asking for any adjustment in other campus housing rates to support this facility beyond the 2% maintenance and repair plan approved in October.

The biggest concern with the approval of this project is that it has the potential to pull students out of current housing and impact revenues. This should be monitored and, if necessary, SDSU should implement their back-up plan to close Waneta, implement an on-campus housing requirement for athletes and manage releases.

Approving this project now will allow the project to be included in the proposed 2017 Auxiliary System Bond Series.

ATTACHMENTS

Attachment I – SDSU SE Neighborhood Apartments Facility Program Plan

FACILITY PROGRAM PLAN FOR SOUTHEAST UNIVERSITY NEIGHBORHOOD APARTMENTS SOUTH DAKOTA STATE UNIVERSITY

South Dakota State University requests approval of this Facility Program Plan (FPP) for the Southeast University Neighborhood Apartment project. The project will include construction of one or more new apartment and townhouse-style facilities for juniors, seniors, and graduate students. The Preliminary Facility Statement was approved by the Board of Regents in June 2017. The Statement of Interest document, soliciting design teams for this project, was issued, and submittals from 10 regional firms have been received. A building committee has been appointed and, upon approval of this Facility Program Plan, SDSU & OSE will complete procurement of design services.

a. Programmatic Justification for Discrete Spaces

The construction of an upper division housing complex in the Southeast University Neighborhood serves several important outcomes for the students of SDSU and the institution.

- Improves the aesthetics of a major campus gateway.
- Replaces obsolete housing facilities dating back to 1959.
- Increases population density on this site from total capacity of 87 students to projected capacity of 190-232 students.
- Responsive to student demand for housing identified by recent marketing analysis.

A central goal of the project will be to respond to demand for upper division housing identified by the market analysis conducted by Robert Charles Lesser & Company (RCLCO) completed in May 2017, a copy of the RCLCO Executive Summary is provided in the attachment beginning on page 12. RCLCO was retained to determine the scope and scale of student demand for apartment housing; the ideal configuration and price point for such housing; and student preferences for amenities within the apartments. To achieve these outcomes RCLCO conducted a market analysis of Brookings rental properties; circulated an electronic survey to students; held a series of in-person focus groups with the target residential demographic; and reviewed eight purpose-built student apartment projects at peer institutions. Key findings of the RCLCO market analysis include:

- “There is strong, unmet demand for affordable, apartment-style housing units that are on – or adjacent to SDSU’s campus.” (*RCLCO Student Housing Market Analysis and Consumer Research* p. 3; Executive Summary, May 31, 2017).
- “Among sophomore respondents living on-campus currently but planning or thinking about moving off-campus next year 77% indicated they would consider living on-campus if the right housing were available at the right price.” Survey referenced is from more than 1,300 SDSU students. (*RCLCO Student Housing Market Analysis and Consumer Research* p. 17; May 31, 2017).

- “This is good news for SDSU --- it suggests that the university could retain a much higher share of upperclassmen on –campus if it invests in housing options that respond to upperclassmen’s needs and preferences.” (*RCLCO Student Housing Market Analysis and Consumer Research* p. 17; May 31, 2017).

The stability of SDSU enrollment and residence hall occupancy support these RCLCO conclusions. SDSU headcount varies only 86 students (less than 1%) from the high and low numbers in the last five years, (see page 14 for additional detail regarding five-year enrollment trends). Based on the RCLCO market analysis and stable enrollment one or more new facilities will be developed depending on the assessment of the architect and engineering firm for optimum building site and configuration. These residential facilities will be apartment and townhouse-style buildings housing upper division residents (juniors, seniors and graduate students). Current plans indicate the apartments and townhouses will provide 190 - 232 beds in the first phase of the project, which would fulfill less than one-quarter of the housing demand noted in the RCLCO study. The housing complex will provide a unit mix of one, two, three and four-bedroom apartments.

Procurement of a design team will aid SDSU in selecting the precise unit mix, developing a site layout, designing facilities that meet a maximum of the design quality standards of the University, and developing the overall configuration of the development. We expect to compare costs of various configurations which will allow us to best meet the market demand and provide competitively priced housing.

In the site analysis section, demolition of State Village and State Court, preparing the site for development is discussed. This action removes 87 beds from the SDSU housing stock, replacing these beds with 190-232 new beds better suited to the needs of today’s students. Currently, the SDSU housing capacity is designed to serve students in their first and second year at SDSU. In fall 2016, of the 4,013 students living in residence halls at the end of the term, 637 or 15.8% were at a junior, senior or graduate class standing. Of these students, 88 were Community Assistants (CA’s) and two were graduate assistants required to live in the residence halls. Additionally, 58 of these students were residents in State Court or State Village which will be replaced by this new housing project.

Gross Square Footage

We estimate the gross area of the development will range from 90,000 to 120,000 gross square feet. Final sizing will depend upon exact unit mixes, sizes, number of stories, and amenities as recommended by the design team.

b. Site Analysis

The proposed project site is located on the southeast corner of the campus. It is bounded by 7th Street on the south, 8th Street on the north, 14th Avenue on the west, and Jackrabbit Avenue on the east. The only excluded property within this two block area is the University Lutheran Church at the corner of 8th Street and 14th Avenue. The existing State Court complex is included within these boundaries and would be razed as part of the project. Current residents interested in alternative housing would be given first option on all other SDSU apartment properties. This location provides a generous area for a range of development possibilities, including additional units in the future.

The development site map on the following page shows in the cross-hatched area the proposed site for development. Properties in blue with red boxes show SDSU-owned or controlled properties which are proposed townhouse locations. These locations provide a buffer zone transition from traditional owner-occupied housing, to the increased density of the townhouse configuration, culminating in the apartment facility. Properties in the pale colors are not owned by SDSU and are not part of any development efforts.

South University Neighborhood Re-Development



Since 1959 this site has contained the six units which comprise State Court. The State Court site is currently rented to students with 42 of 46 units occupied. The State Court complex is the projected site of the initial apartment facility. To the extent possible in final design existing parking will be preserved and additional permits sold in the large lot immediately northwest of the project site. State Court's dated 1959 construction is not responsive to contemporary student needs and cannot be cost-effectively renovated to produce the housing density or amenities which would provide highest and best use of this site.

In terms of topography the site is generally flat with a slight slope downward to the northeast. This site is remote enough from existing campus utilities that all utilities for any facility will be served from

Brookings Municipal Utilities located adjacent to the site. Energy for heating the buildings will be from natural gas utilities located in 14th and Jackrabbit Avenues. Domestic water service is available along 7th and 8th Streets. An electrical easement exists in the alley between 7th and 8th Streets. Sanitary sewer service is available from municipal sewer mains in 7th and 8th Streets.

Directly east of the State Court proposed project site is the former State Village complex consisting of ten units constructed in 1971. The State Village units are no longer rented as of Fall 2017. The former State Village buildings have been repurposed to storage facilities at the campus perimeter. This “building-level” recycling saved the institution \$30,000 in demolition and disposal costs.



One of ten State Village former apartment units is moved to make way for Greek housing

The State Village site is undergoing final preparation for the construction of a new Greek chapter house. This new chapter house will be the first unit in Greek Village Phase II and will occupy Lot 5, (see map below). Additional inquiries regarding lot availability have already been received from other Greek chapters, thus potential exists for additional construction of another chapter house in the next 24 months. Chapter houses are funded by the housing corporations of the respective Greek organizations and do not rely on state or university funds.

LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE THE SW ¼
OF THE SE ¼ OF SECTION 24, T110N, R50W OF THE 5TH P.M., CITY OF
BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA.



Mike J. Lakpa, a Registered Land Surveyor of the State of South Dakota, do hereby certify that on or before the 24th day of July, 2016 and at the request of the owner of the real property hereinafter described, surveyed and plotted a portion of the SW ¼ of the SE ¼ of Section 24, Township 110 North, Range 50 West of the 6th P.M. Brookings County, South Dakota, as shown on the plat, and marked upon the ground boundaries thereon in the manner shown on the plat, and that the attached plat is a true and correct representation of said survey and that the parcel of land so plotted contains: "PLAT OF LOTS 1, 2, 3, 4 & 5, BLOCK 1, STATE VILLAGE ADDITION IN THE SW ¼ OF THE SE ¼ OF SECTION 24, T119N, R50W OF THE 6TH P.M., CITY OF BROOKINGS, BROOKINGS COUNTY, SOUTH DAKOTA."

IN WITNESS WHEREOF, I have executed this Surveyor's Certificate this 24th day of July, 2018.

c. Description of Key Building Features

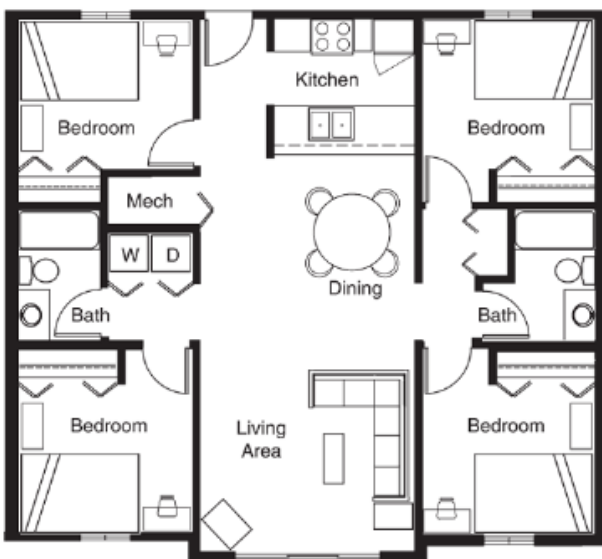
The facilities would be designed and constructed to meet as many of the SDSU Campus Design Standards as possible. Facilities will be residential in appearance, but distinctive as apartments and townhouses, making them aesthetically distinguishable from campus residence halls. The exteriors would likely be a combination of brick and some type of highly durable composite siding. Off-street parking, in-unit laundries, computer networking and individually metered utilities would be features of the apartments. Community spaces will be developed as appropriate for the cost and rental rate structures. Development of commercial/student services space will have a separate financing plan.

The project will have a combination of a three story apartment style construction and two story townhouse units. The townhouse design may involve several buildings facing an existing residential neighborhood to the south and west thus providing an attractive transition from single-family residential to housing with more density.

d. Illustrative Floor Plans

Floor plans for all facilities, site improvements, and parking will be developed with the selected design team. The refined design, floor plans, and program scope will be provided at the time of submittal of the Facility Design Plan and will be informed by the work of the selected firm. Preliminary square footage plans have been developed by SDSU Facilities and Services. Conceptually, we believe we will utilize 540 to 550 sq. ft. one bedroom units, 800 sq. ft. two bedroom units and 1,200 sq. ft. four bedroom units. Three bedroom units, if cost effective within the construction budget, would be sized during the design phase. A potential sample configuration of a four-bedroom/two bathroom unit is depicted below. Unit features described are student-driven and arise from the electronic survey and focus groups conducted by RCLCO, more detail is available in the portions of the RCLCO report appended to this document.

- Full kitchen with counter space and cabinets.
- Room for a dining table.
- Each occupant has his/her own bedroom.
- Each bedroom has a closet with door.
- Each bathroom is shared by only two people.
- Bathrooms can be accessed without passing through bedroom.
- Potential in-unit washer and dryer.



Source: RCLCO Student Housing Market Analysis and Consumer Research p. 8 May 31, 2017.

e. Initial Cost Estimates and Timeline

The project will be developed within the budget of \$20,000,000. The SDSU auxiliary system will provide \$2,000,000 cash and the remaining \$18,000,000 will be bond financed with rent revenues being used to pay debt service on the facility. This budget includes all anticipated construction and non-construction costs as well as a contingency allowance for the construction and overall project. The project would be designed and constructed for occupancy by the fall semester of 2019. The cost estimates do not include facility resident parking for the project. Existing parking on the site that would be reserved for apartment facility parking, other parking would be available in the large lot to the northwest of the project. The SDSU parking system will invest in parking for the townhouse units.

f. Impact to Maintenance and Repair Budget

The developed apartments will add square footage to the University housing system. Based on requirements of the South Dakota Board of Regents a reserve fund for necessary future maintenance and repairs equal to 2% of the construction costs is required. SDSU has developed a long-range plan that includes this project as a part of the Residential Hall Auxiliary System. The project at full occupancy and on the basis of projected rental rates will provide resources for M&R costs.

g. Budget for Ongoing Operational Expenses and Occupancy Management

Table 1 below provides a summary of housing utilization beginning with fall 2012. The six-year trend shows SDSU residence halls have sustained an average utilization in excess of 95 percent. This stable utilization rate is five percent greater than the 90% utilization criteria on which typical bond financing is calculated. As this project will be a rent-financed facility this overall stability of occupancy provides confidence of a reasonable financial base from which to plan the apartment facility.

Table 1: SDSU Housing System Utilization 2012 – 2017

	2012	2013	2014	2015	2016	2017
Fall Census	4,050	4,356	4,131	4,023	4,153	4,084
Design Capacity	4,081	4,453	4,329	4,359	4,359	4,459
Traditional	3,207	3,510	3,293	3,137	3,368	3,313
Suite Style	304	482	453	415	421	411
Apartments	409	352	379	377	364	402
Overflow	130	12	6	94	0	0
Utilization Rate	99.2%	97.8%	95.4%	92.3%	95.3%	92.5%

Alternate Plans for Occupancy Support

The University does not anticipate the need to engage the strategies outlined in this section, however, they have been developed to allow SDSU to move swiftly to support building occupancy. Should the proposed apartment facility not fill to capacity exceeding 90%, SDSU has a range of methods available to ensure occupancy is sustained at optimum levels. Two methods, (more rigorous enforcement of residency requirements; and requiring upper-division scholarship athletes to live on campus) can be deployed with relative ease and effectiveness. The third method is a more permanent decision, but recognizes that a particular residence hall, Waneta Hall, is likely nearing the end of its life cycle and could be closed and its operational resources re-allocated to the new apartment complex.

Residency Waiver Restrictions

During the current academic year 274 students have been waived from the residency requirement for established criteria including: commuting from home within 30 miles; financial hardship; documented medical condition; academic exemption; and Greek housing release (sophomores only). The two most common requests for release comes from commuting students (181) and Greek releases (44). These requests totaled 225 of the 274 approved waivers and these requests would be likely be honored under any configuration of the release policy. However, a more rigorous enforcement of the residency policy with the balance of these requests (49) would likely yield additional occupancy. The projected impact of this administrative decision is detailed in Table 3 on the following page.

Junior and Senior Student Athletes Required to Live on Campus

Student athletes at SDSU number 525 individuals competing in 21 NCAA Division I sports during the current academic year. Within this number 252 athletes are covered by the Board's residency requirement and currently live on campus. This leaves a pool of 273 student athletes who are juniors, and seniors. Within this pool of 273 off-campus athletes; 115 student athletes receive 50% or more of the annual cost of attendance in athletic aid. An adjustment of scholarship requirements to live-on campus would put 115 more students into overall system occupancy. The projected impact to occupancy of this administrative move is detailed in the Table 3 on the following page.

Waneta Closure

Currently 125 students (primarily upper-division) reside in Waneta Hall which has a single room capacity of 132 students. In the event of under-occupancy of the new apartment project another potential method to support occupancy in the new apartment project, is the closure of Waneta Hall. The net revenue in FY17 for Waneta was \$198,674. While this net revenue would be lost with the closure of Waneta Hall, the 2% M&R requirement would also decrease by \$254,000. Although no debt is owed on Waneta, it also represents the systems oldest residential facility (1959) and has no basement for social and educational functions, and thus is a likely candidate for replacement. Overall closing Waneta, if needed to meet occupancy goals in the new complex, would result in a slight decrease in our coverage ratio, but the overall impact to the system would not be significant. Table 2 below provides additional detail regarding the financial impact of closing Waneta.

Table 2: Waneta Revenue and Expenses FY17

Waneta Closure Analysis	
Total Revenue	\$491,551
Operating Expenses	<u>\$256,020</u>
Net Revenue	\$235,531
2% M&R Requirement	<u>\$175,879</u>
Net Contribution Above 2% M&R	\$59,652
Note: Waneta's building valuation is \$8,793,954.	

Alternate Occupancy Strategy Summary

Taken together this three-part strategy provides a reasonable safety net to assure optimum occupancy of the proposed project. If fully deployed at indicated projections these strategies alone would provide greater than 100% occupancy to the proposed project without relying on any upper-division student to simply choose to live in the most proximate and newest apartment facility. Table 3 below provides a summary of the students available in each pool. It is worthy of note that even a 70% capture rate of these alternative methods provides more than enough students for occupancy within the predicted capacity of the new apartment complex. Independent market research (RCLCO study) and these alternative plans suggest that the student population will be responsive to and sufficient for filling an apartment project sized between 190-232 students as the proposed project is currently configured.

Table 3: Alternative Residential Sources to Support Apartment Project

Alternative Occupancy Source	Maximum Pool	90% of Pool	80% of Pool	70% of Pool
Scholarship Athletes	115	103	92	80
Residency Enforcement	49	44	39	34
Waneta Closure	132	119	106	92
TOTAL	296	266	237	206

Projected Rental Rate Structure

Rate structures in the proposed new facility would be competitively priced for similar construction in the Brookings community and on campus facilities. Some premium would be assessed for the amenities of the proposed project such as in-unit laundry, full kitchens and bathroom facilities, and the optimum campus location. As the proposed project will house junior, senior and graduate students and also have full kitchens there will be no meal plan requirement. Without the cost of a meal plan the affordability of projected rental rates is within range of current residence hall rates.

Table 4 below shows the comparisons between Brookings community rates; 2017-2018 residence hall and meal plan costs; and projected rates in the proposed project. Comparing housing costs without meal plans included indicates that premium for new apartment-style housing in the one and two bedroom units are 20.5% and 10.8% respectively more than current residence hall costs. It is worthy of note, however, that one and two bedroom units are essentially upgrade choices and represent a smaller portion of the potential unit mix. Most units in the new apartment facility will be four-bedroom units which are 13.9% less costly than comparable residence hall assignments.

Table 4: Comparative Rental Rates Brookings Community and SDSU Residence Halls

	Newest Brookings Rental ¹	Brookings Rental Avg. ²	Residence Hall Room ³	Hall with Meal Plan ⁴	Proposed Project ⁵
1 Bedroom	\$ 880	\$ 829	\$ 726	\$ 1,085	\$ 875
2 Bedroom	\$ 613	\$ 525	\$ 609	\$ 968	\$ 675
4 Bedroom	NA	\$ 350	\$ 581	\$ 940	\$ 500

Note 1: RCLCO Market Analysis p. 10.

Note 2: RCLCO Market Analysis p. 3.

Note 3: Academic year costs of most comparable property divided by nine-month academic year.

Note 4: Academic year costs of most comparable property, plus most commonly selected meal plan divided by nine-month academic year.

Note 5: From current pro forma for the project.

Utility and parking costs will be borne by the residents, as is the general practice in the Brookings off-campus market. These costs will aggregate to approximately \$60 - \$90/month depending on utility use and the type of permit purchased. Even with these costs included the projected rental rates for the four-bedroom units remain competitive with rates for current campus and community housing. Allowance for cost of other maintenance, repairs, and operations will be included within the rent structure of the apartments based upon averages for on campus housing.

h. Proposed Funding Sources for Costs of –

a. Construction

- i. Total Project Funding – currently estimate at \$20,000,000 - (\$18,000,000 in Revenue Bonds and \$2,000,000 in funds from the Auxiliary System.

- b. Ongoing operations – The utilities will be paid by the occupants and the operating costs of the facility will be funded from rent revenues of the apartment project.

- c. Maintenance and repairs – The maintenance and repair costs for this development have been accounted for within the 2% reserve plan presented at the October, 2017 BOR meeting.

i. Coverage Ratio for the Issue of Parity Bonds in the Auxiliary System.

The bond covenants require a coverage ratio test of the impact of the projected income, debt service and operating expense of the proposed project. The project's financial pro forma shows a project that at 90% occupancy revenues are able to cover projected debt servicing and operating expense as well as contribute to the maintenance and repair.

Using FY 2018 SDSU Auxiliary revenues and expenses at 90% Occupancy with this project:

1. The coverage ratio for the SE Development alone will be a 1.03.
2. The projection for the overall SDSU Auxiliary System is 1.52.
 - a. Our input variables from the coverage ratio are:
 - i. Operating revenue= \$1,423,200
 - ii. Operating expenses = \$200,000
 - iii. Net Revenue = \$1,223,200
 - iv. Debt Service \$1,191,945
 - v. Coverage ratio = 1.03

Using FY 2018 SDSU Auxiliary revenues and expenses at 100% Occupancy with this project:

1. The coverage ratio for the SE Development alone will be a 1.15.
2. The projection for the overall SDSU Auxiliary System is 1.53.
 - a. Our input variables from the coverage ratio are:
 - i. Operating revenue= \$1,569,600
 - ii. Operating expenses = \$200,000
 - iii. Net Revenue = \$1,369,600
 - iv. Debt Service \$1,191,945
 - v. Coverage ratio = 1.15

**SOUTH DAKOTA STATE UNIVERSITY
SOUTHEAST NEIGHBORHOOD APARTMENT PROJECT
SUPPORTING DOCUMENTS**

Selected Portions of the RCLCO Market Analysis Document

Executive Summary

There is strong, unmet demand for affordable, apartment-style housing units that are on- or adjacent-to SDSU's campus.

- However, the current mix of units and pricing on-campus does not align with the preferences of upperclassmen and grad students, leading many to choose off-campus accommodations instead.
- RCLCO estimates that there is currently demand for approximately 5,800 beds on campus, which is approximately 975 beds greater than the current supply.

Focus groups and survey findings reveal that SDSU students are price conscious, and have a ceiling of approximately \$500 per month for housing costs.

- Many are willing to trade unit features and amenities for a lower price point. Most indicate that a shared, in-unit bathroom and lower rent is preferred to higher-rent with a private bathroom.
- The preferred mix for most students is two- and four-bedroom units. Some students also indicated a preference to live alone.

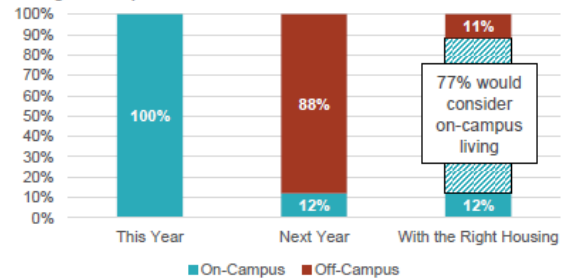
In order to meet the needs of students in terms of cost, unit design and level-of-finish based on the findings above, RCLCO recommends a unit mix for new on-campus beds as follows:

UNIT TYPE	PROGRAM		PRICING (INCLUDING UTILITIES)		
	% OF TOTAL UNITS	AVG SF / UNIT	RENT / UNIT	RENT / BED	RENT / BED / SEMESTER
1BR / 1Ba	10%	550	\$850	\$850	\$3,400
2BR / 1Ba	20%	850	\$1,050	\$525	\$2,100
4BR / 2Ba	70%	1,250	\$1,800	\$450	\$1,800

Despite relatively flat enrollment growth in recent years, SDSU has had a higher-percentage of undergrads enrolling from higher-income households.

- These more affluent students may help to shift the market in the future, and provide more demand for units beyond the \$500 price ceiling that exists for most in the market today.

Chart 1: Sophomore Respondents Living On-Campus Today – What are your plans for housing next year vs. would you consider living on-campus



RCLCO recommends an initial development of approximately 400 total beds, delivered in two phases sequential phases.

- This recommendation is based on the stated preferences of students and is a conservative 40% of the estimated housing gap for on-campus beds today.
- RCLCO anticipates that the new beds will be absorbed quickly, and that additional supply could be built after evaluating the success of this initial program.

Based on survey findings, nearly 77% of sophomores indicated that they are planning to move off of campus next year, but they would consider remaining on campus with the right housing product at the right price.

- If SDSU were able to retain all of the current sophomores who say they would "somewhat" or "strongly" consider on-campus housing, it would reverse the share of those students it retains on campus, from 12% staying on-campus next year to only 12% leaving.

Selected Portions of the RCLCO Market Analysis Document continued

Brookings Housing Market is Mix of Older and Newer Communities

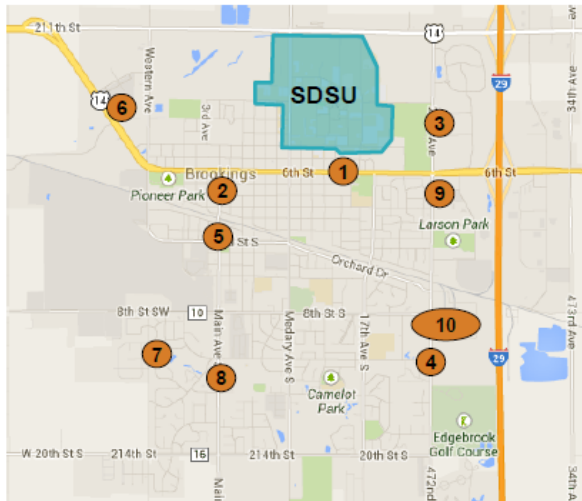
There are multiple professionally-managed rental buildings within Brookings, with monthly rents on a per bed basis ranging from \$350 - \$975 per month.

- The newest buildings in the market include *Lofts at Main*, *Mountain View Townhomes* and *6th Street Centre*.
- *Innovation Village* is the overall market leader with high rents and an occupancy rate above 99%.
- None of the professionally-managed apartments in Brookings are purpose-built student housing.

Most building managers report high occupancy rates and strong demand from upperclassmen and graduate students.

- In general, buildings within walking distance from campus have the highest rents and occupancies.
- With the exception of *Innovation Village*, apartment buildings tend to be small, with few amenities on site.

Chart 3: Map of Professionally Managed Competitors in Area Brookings, SD



Source: Community websites; interviews with on-site leasing agents; Google Maps; RCLCO

Table 2 & 3: Summary of Competitive Properties Per Bed Cost (Above) and Average Total Rent (Below)

MAP KEY	COMMUNITY NAME	RENT PER BED			
		1 BR	2 BR	3 BR	4 BR
1	6th Street Centre	\$880	\$613		
2	Downtown Lofts	\$810	\$520		\$350
3	Innovation Village	\$795	\$644	\$483	
4	1009 Southland Lane	\$700	\$444		
5	Lofts at Main	\$813			
6	Monument View Townhomes		\$513		
7	Tiyata Place		\$499		
8	Willow Trail		\$427	\$405	
9	Mills Ridge		\$493	\$367	
10	916 Southland Lane	\$975	\$575		
Average		\$829	\$525	\$418	\$350

COMMUNITY	UNITS	AVG. SIZE	AVG. RENT	AVG. RENT/SF
6th Street Centre	14	823	\$952	\$1.18
Downtown Lofts	9	963	\$1,083	\$1.13
Innovation Village	241	1,065	\$1,110	\$1.06
1009 Southland Lane	N/A	875	\$794	\$0.96
Lofts at Main	23	375	\$813	\$2.17
Monument View Townhomes	52	1,211	\$1,025	\$0.87
Tiyata Place	16	1,100	\$998	\$0.91
Willow Trail	20	1,130	\$1,035	\$0.88
Mills Ridge	36	1,290	\$1,043	\$0.81
916 Southland Lane	N/A	1,350	\$1,063	\$0.79
Total/Average	388	1,018	\$991	\$1.08

Graduate Student Preferences

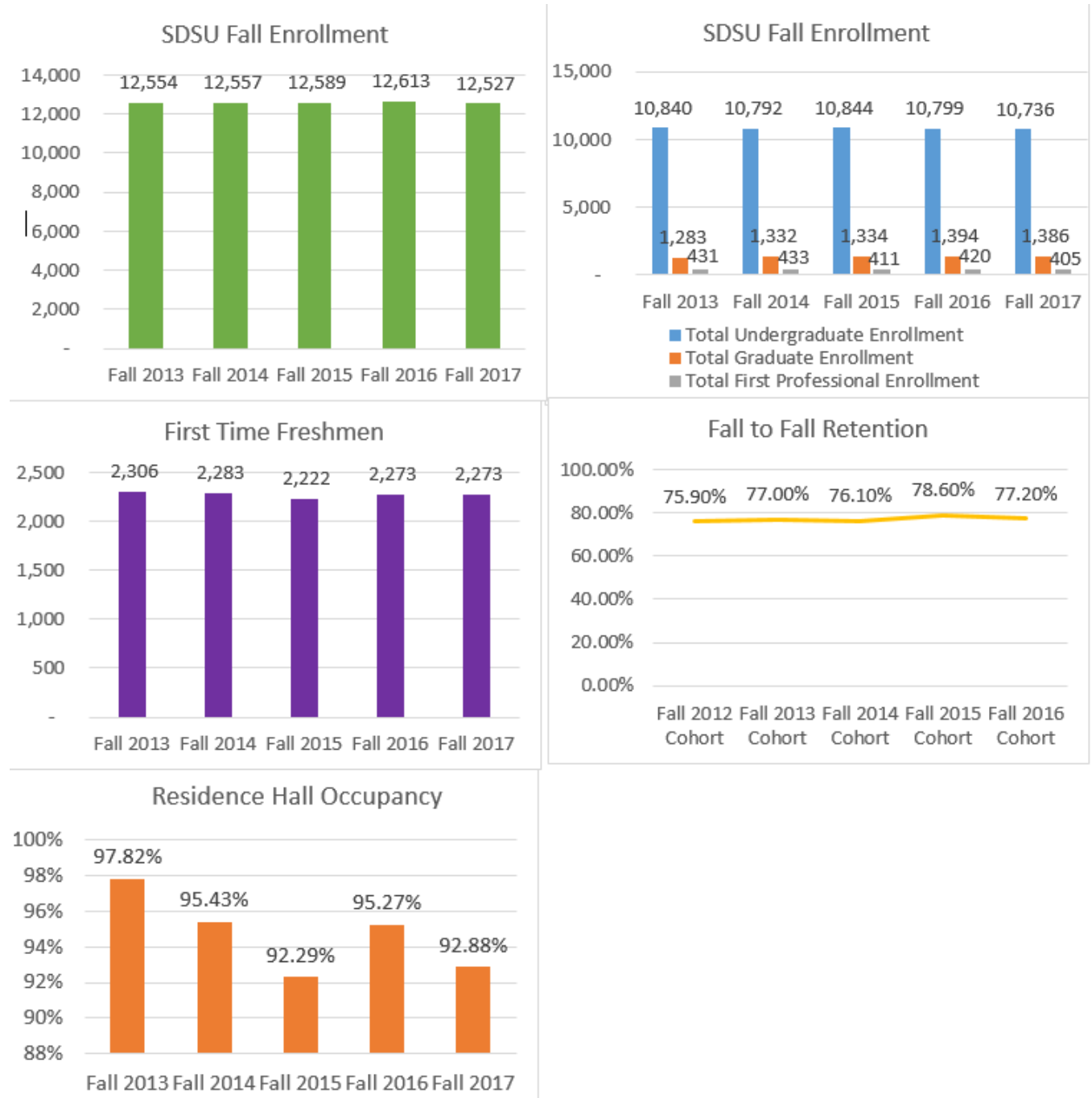
- The focus groups with graduate students revealed that graduate students generally have many of the same housing needs as undergraduates. The major difference is who graduate students want to live with: they were less likely to currently live in or prefer a four-person roommate household. Instead, these students prefer to live with fewer roommates, alone, or with their families/significant other, to the extent that they can do so within their budget.
- Perhaps the biggest challenge for graduate students is not having unique housing needs as much as simply finding housing. These students are not accepted to their programs until late spring, when most current students have already made their housing decisions for the following school year. As a result, there are very few, quality housing options for first-year graduate students, whether on-campus or off-campus. Many graduate students move into a sub-optimal living arrangement for their first year until they can make a new housing selection in December/January like the rest of the student body.
- Graduate students with families do have their own set of concerns that vary somewhat from the other students. For example, families were somewhat more flexible about location if being slightly further from campus meant they could have more space, quieter surroundings, and more kid-friendly amenities (e.g., playground). Students with families are also generally looking for larger units than the other graduate or undergraduate students.

Table 7: Summary of graduate student preferences

Graduate Students	
Priorities	<p>Similar to undergraduates:</p> <ul style="list-style-type: none"> • Focus on affordability, perhaps to an even greater degree than undergraduates. • Durability and maintenance more important than finish level. • Cost and availability of parking is key consideration. • Even stronger desire for furnished unit, particularly for international students who do not move to SDSU with many personal effects. <p>Different from undergraduates:</p> <ul style="list-style-type: none"> • Want to live with fewer roommates. • More likely to have a spouse/significant other or child.
Must have features:	<ul style="list-style-type: none"> • Furnished. • Secure covered bicycle parking and repair station • Central air. • Guaranteed off-street parking.
Nice to have features:	<ul style="list-style-type: none"> • Dishwasher. • In-unit washer and dryer. • Own bathroom. • Pet-friendly building. • Roommate matching service.

Selected Five-Year Enrollment Trends 2013 – 2017

Presented below are various lens through which to view SDSU's enrollment during the last five-years. Headcount numbers, residence hall occupancy, first-time/full-time freshman each demonstrate stability within this timeframe. Thus the market predicted by RCLCO is unlikely to erode substantially as the new project is brought to the market.



SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – N
DATE: December 5-7, 2017

SUBJECT

SDSU Request to Demolish Buildings

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-51-12](#) Moving or Disposal of Certain Structures Authorized by Regents

BACKGROUND / DISCUSSION

SDSU requests approval to demolish a number of unused and dilapidated buildings. Total projected costs to demolish and dispose of the buildings is \$71,500; these buildings total 21,696 gross square feet. The facilities to be demolished include:

- T0811 Wildlife Unit Lawn Shed (SWBR- Brooder House)
- T0820 Wildlife Unit Pole Boat Storage (SBAT)
- T0822 Wildlife Unit Animal Shelter (SWUN)
- T0823 Wildlife Unit Shelter (SWHY) and holding pens
- T3743 NE Hansen Chemical Storage (SHHM)
- 9204 Waldner Farm Small Barn (SWFB)
- 0869 Swine Research-Hay Storage (SSRH – Poultry Unit)
- 0870 Swine Research (SSRC – Poultry Unit)
- 0609B Dean of Ag Lawn Equipment Shed (SDRE)
- 8102 Oak Lake Field Station Barn South (SOBS)
- 8100 Oak Lake Field Station Caretakers House (SOCH)

Additionally, SDSU requests permission to remove and dispose of two trailers on the Cottonwood property currently inhabitable. Two permanent homes will replace the old housing units, totaling a cost of \$100,000 for removal and disposal.

IMPACT AND RECOMMENDATIONS

Approval to demolish buildings is allotted if the board considers such action to be one of the following: in the best interests of the State of South Dakota, in order to make better use

(Continued)

DRAFT MOTION 20171205_6-N:

I move to approve SDSU's request to demolish the unused facilities because it is in the best interest of the state, and relocate two buildings. Projected cost of \$71,500 for the demolition and disposals will be paid using \$69,000 from AES M&R funds and \$2,500 from SDSU Facilities O&M funds with the cost of relocation to equal \$100,000 being paid from pesticide sales income.

SDSU Request to Demolish Buildings

December 5-7, 2017

Page 2 of 2

of the area, or because of extensive maintenance and repair costs, or because of fire or safety hazards. Legislation will be sought for demolition of the Swine Research unit upon board approval because of its building classification. Demolition, removal, and disposal costs are estimated to equal \$171,500 to be paid in the following breakdown; \$69,000 from AES M&R funds, \$2,500 from SDSU Facilities and Services Operating and Maintenance funds, and \$100,000 from Pesticide Sales income.

ATTACHMENTS

Attachment I – SDSU - Demolish Buildings Request Dec. 2017

Attachment II – SDSU - Demolish Buildings Request Cost Breakdown

South Dakota State University – Ag Experiment Station Demolition Projects Narrative

December 2017

Wildlife Unit – Buildings T0811, T0820, T0822 and T0823

- T0811 Wildlife Unit Lawn Shed (SWBR- Brooder House) – 114 Square Feet, Built in 1967
- T0820 Wildlife Unit Pole Boat Storage (SBAT) - 377 Square Feet, Built in 1970
- T0822 Wildlife Unit Animal Shelter (SWUN) – 1,551 Square Feet, Built in 1968
- T0823 Wildlife Unit Shelter (SWHY) and holding pens – 222 Square Feet, Built in 1966
- Total Square Feet = 2,264
- Estimated Demolition Cost - \$8,000

These Wildlife Unit buildings are all temporary structures that were built between 1966 and 1970 and were used for housing animal and equipment storage. They are all in disrepair and are no longer used. The College of Ag/Bio will use their AES M&R funds to demolish these structures. These structures will be properly disposed of according to DENR standards.

Building T0811:



Building T0820:



Building T0822:



Building T0823:



NE Hansen Farm – Building T3743

- T3743 NE Hansen Chemical Storage (SHHM)
- 388 Square Feet, Built in 1974
- Estimated Demolition Cost - \$3,500

This temporary structure located on the NE Hansen Farm was built in 1974 and used to store chemicals. This building is in disrepair and is no longer used. This structure will be properly disposed of according to DENR standards.

**Waldner Farm – Building 9024**

- 3,960 Square Feet, Built in 1977
- Estimated Demolition Cost - \$7,500

This building has structural issues, no intended use and may be deemed for future removal. The College of Ag/Bio will use their AES M&R funds to demolish. This structure will be properly disposed of according to DENR standards.

Building 9024:

Poultry Unit - Buildings 0869 and 0870

- 0869 Swine Research-Hay Storage (SSRH – located at Poultry Unit) – 1,080 Square Feet, Built in 1976
- 0870 Swine Research (SSRC – located at Poultry Unit) – 6,960 Square Feet, Built in 1976
- Estimated Demolition Cost - \$20,000

These buildings are located at the current Poultry Unit and were both built in 1976. Both buildings have damaged siding, doors and many rafters are broken. The College of Ag/Bio will use their AES M&R funds to demolish. These structures will be properly disposed of according to DENR standards.

Building 0869:**Building 0870:**

Dean of Ag - Academic Building 0609B

- 0609B – Dean of Ag Lawn Equipment Shed (SDRE) – 106 Square Feet, Built in 1960
- Estimated Demolition Cost - \$2,500

This small building is located at the old Dean of Ag Residence site on the northwest corner of campus off Medary Ave. This building was used to house lawn equipment before the house was demolished. The roof is falling in and the inside is exposed to the elements. SDSU Facilities & Services O&M will pay for the removal of this building. This structure will be properly disposed of according to DENR standards.

Building 0609B:

Oak Lake Field Station – Building 8102

- OLFS Barn South (SOBS)
- 4,639 Square Feet, Built in 1920
- Estimated Demolition Cost - \$15,000

The existing structure is one of the oldest buildings located at the Oak Lake Field Station, being built in 1920. It was originally used as an animal holding facility, now is currently being used for storage. This building is in disrepair and has structural issues with the foundation causing the east exterior wall to buckle. This structure will be properly disposed of according to DENR standards.

**Oak Lake Field Station – Building 8100**

- 8100 OLFS Caretakers House (SOCH)
- 2,299 Square Feet, Built in 1920
- Estimated Demolition Cost - \$15,000
- Relocate house and construct foundation and connect utilities – Estimated Cost \$70,000

This project will demolish an existing structure and relocate a current rental house from SDSU property to the field station. The total project is estimated at \$85,000.

The existing structure is one of the oldest buildings located at the Oak Lake Field Station, being built in 1920. It was used as the field station caretaker's residence for many years. This building is in disrepair and is no longer used. This structure will be properly disposed of according to DENR standards.

A recent house purchase by SDSU at 1451 7th Street will be moved to the site to replace the demolished structure.

Picture of Oak Lake Building 8100:



Picture of house at 1451 7th Street to be moved:



Cottonwood – Replace 2 existing temporary trailer houses

- Relocate house from Brookings: construct foundation and connect utilities. Existing site building at Cottonwood to be removed – Estimated Cost \$100,000
- Note – SDSU F&S sent in a work request for this project, which was approved 10/25/17 – OSE #R0318—20X/DEL (copy of approved work request attached)

This project will remove these temporary existing structures and relocate a current rental house from SDSU property to the field station. The total project is estimated at \$100,000.

These 2 trailer houses were moved in as temporary use after the Bunkhouse was demolished in 2008 as part of the New Manager's residence project. These structures are in need of extensive maintenance and repairs; it is cost effective to relocate versus renovation of on-site structures.

Pictures of existing temporary trailer houses:

A recent house purchase by SDSU at 1453 7th Street will be moved to the site to replace the demolished structure.

Picture of house at 1453 7th Street to be moved:



**Work Request Form
Office of the State Engineer**

Dec 2017 Interim Action
Request Delegation to Institution? Yes
Does Institution intend to Design? Yes
Is this a "Revised Work Request"? No

OSE# R0318--ZOX/DEL (If Revised, include original OSE #)

Agency Name: Board of Regents

Program or Institution Name: South Dakota State University

Project Funding: Please indicate the project's sources of funding by listing each one as general, HEFF, Bond, SLB, Federal, or other.
(The grant or dedicated revenue name should be indicated for federal and other sources). Work Request will be returned if information is incomplete.

Source	Fiscal Year	Dollar Amount	Revised Dollar Amount	Current \$ amount
General:				\$ 100,000.00
Federal:				
HEFF:				
Other: Pesticide Sales	2018	\$ 100,000.00		

Project Type: Renovation

Project Location - Building Name: Cottonwood

Institution/City: SDSU/Brookings

Project Name: Relocate houses to Cottonwood

* This name will be use on all contracts and correspondence through out the project.

What type of construction is required? Check all types that apply and estimate the percentage of each type.

<input type="checkbox"/> Architectural Construction	80 %	<input type="checkbox"/> Structural Construction	%	<input type="checkbox"/> Electrical Construction	s %
<input type="checkbox"/> Roof Construction	%	<input type="checkbox"/> Mechanical Construction	\$ %	<input type="checkbox"/> Other Construction	%
<input type="checkbox"/> Civil Construction	18 %	<input type="checkbox"/> Asbestos	%		%

Where should OSE direct vouchers to for payment? SDSU Facilities & Services, Box 2150, FS 100, Brookings, SD 57007

Does your agency plan to do the construction with agency labor? Yes Will this project involve Computer/Phone Cabling? No

Please describe the project size and scope, indicating whether it will be a study, preparation of a cost estimate, or full design and construction:

Full design and construction to relocate house from SDSU Campus to Cottonwood AES Station, Phillip, SD. The scope of the project will include new basement and labor to relocate house to replace existing dilapidate mobile homes used as research housing.

SDSU requests the project be delegated to the University. The work will be completed by multiple contractors. This work will be coordinated by SDSU and station personnel due.

Please indicate the desired project completion date: 09/01/2017

Project Contact Person: Name: Dean Kattelmann, Associate VP of F&S
Agency/Institution: South Dakota State University
Address: Box 2150, FS 100
Brookings, SD 57007
Phone: 605-688-4136

OSE Project Engineer Approval JH

State Engineer Approval SMC

Priority status of this project within your agency's current project listing: none

Your agency's project number, if any: 18-100889

Institution Signature for Authorization:

<u>[Signature]</u>	<u>7/6/17</u>	<u>[Signature]</u>	<u>10/25/17</u>
Signature	Date	Signature	Date

Agency Secretary, Commissioner, or Executive Director Signature required below:

For projects of \$1.5 million or more, attach a copy of Legislative appropriation and/or approval of Board or Commission.

<u>[Signature]</u>	<u>10-19-17</u>		
Signature	Date	Signature	Date

Building	Square Feet	Demolition Cost	Fund Source
Wildlife Unit - 4 Buildings	2,264	\$ 8,000.00	AES M&R funds
Wildlife Unit - T0811 (SWBR)	114		
Wildlife Unit - T0820 (SBAT)	377		
Wildlife Unit - T0822 (SWUN)	1,551		
Wildlife Unit - T0823 (SWHY)	222		
Hansen Farm - T3743 (SHHM)	388	\$ 3,500.00	AES M&R funds
Waldner Farm - 9024	3,960	\$ 7,500.00	AES M&R funds
Poultry Unit - 2 Buildings	8,040	\$ 20,000.00	AES M&R funds
Poultry Unit - 0869 (SSRH)	1,080		
Poultry Unit - 0870 (SSRC)	6,960		
Dean of Agriculture - 0609B (SDRE)	106	\$ 2,500.00	SDSU Facilities & Services O&M
Oak Lake Field Station Barn - 8102 (SOBS)	4,639	\$ 15,000.00	AES M&R funds
Oak Lake Field Station House - 8100 (SOCH)	2,299	\$ 15,000.00	AES M&R funds
Total	21,696	\$ 71,500.00	
Building	Square Feet	Relocation Cost	Fund Source
Cottonwood	(relocation)	\$ 100,000.00	Pesticide Sales
Total	-	\$ 171,500.00	

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – O
DATE: December 5-7, 2017

SUBJECT

USD Dakota Dome Renovation Facility Program Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

BACKGROUND / DISCUSSION

USD's Preliminary Facility Statement for the Dakota Dome Renovation was approved at the October 2017 Board Meeting, and Regent Schieffer was appointed to the building committee. Originally built in 1979, the 218,829 gross square foot facility has not undergone any major renovations since then. In 2014, the University of South Dakota hired Davis Design to conduct an infrastructure study on the current Dakota Dome facility which identified significant infrastructure items that require updating including: the lighting, HVAC systems, electrical and plumbing systems, the fire system, and sound system. It also identified the need for significant ADA improvements which require upgrades to restroom facilities, locker rooms, meeting rooms, coaching offices, and support spaces to serve modern and future programmatic requirements.

The proposed renovation of the Dakota Dome will also update the facility to meet current International Building and Fire Code requirements and will also allow USD to meet ADA and Title IX requirements to provide a safer facility for students, staff, faculty, and visitors to the USD campus. The projected costs of renovation total \$26,320,000 and will be funded in combination from bonds, USD funds, and HEFF M&R funds. Additional details and schematics can be found in the Facility Program Plan, Attachment I.

(Continued)

DRAFT MOTION 20171205_6-O:

I move to approve USD's Facility Program Plan to renovate the Dakota Dome at an estimated cost of \$26,320,000 to be funded with \$14,500,000 in bond proceeds and debt serviced with private funds, \$6,419,602 from USD's local funds cash, and \$5,400,398 from USD's HEFF M&R allocation, and to submit the project for legislative approval.

IMPACT AND RECOMMENDATIONS

USD is requesting approval of their Facility Program Plan to renovate the Dakota Dome. Funding for the renovation will be come from three sources: \$14,500,000 from bond proceeds with the debt service guaranteed by the USD Foundation; \$6,419,602 from USD's local funds cash, and a total of \$5,400,398 from the annual HEFF M&R allocation.

Utility costs will remain the same or most likely decrease due to upgrades in the mechanical and electrical systems, and will be paid through the state funded university utility allocation – annual utility cost is \$212,602. Ongoing operational budgets won't change due to the building already being occupied by USD. Maintenance and repair needs will not increase because the facility is already included in the calculation at replacement cost.

ATTACHMENTS

Attachment I – USD Dakota Dome Renovation FPP

Attachment II – Commitment Letter from USD Foundation

FACILITY PROGRAM PLAN

Dakota Dome Renovation

THE UNIVERSITY OF SOUTH DAKOTA

a. Programmatic justification for discrete spaces:

The 10,000-seat Dakota Dome was one of the first multi-purpose domes in the nation and remains one of the state's most recognizable, man-made landmarks. The Dakota Dome has served as the cornerstone of Coyote athletics for decades and today, it serves as the home for all Coyote athletic teams with the exception of men's and women's basketball and volleyball.

Originally built in 1979, the Dakota Dome has gone without any major renovation. In 2014, the University of South Dakota hired Davis Design to conduct an infrastructure study of the current facility. This study identified significant infrastructure items that require updating including, but not limited to, lighting, HVAC systems, electrical and plumbing systems, the fire system and sound system. It also identified the need for significant ADA improvements, which require upgrades to restroom facilities, locker rooms, meeting rooms, coaching offices, and support spaces to serve modern and future programmatic requirements.

The proposed renovation of the Dakota Dome will update the facility to meet current International Building and Fire Code requirements, and will also allow USD to meet ADA and Title IX requirements to provide a safer facility for students, staff, faculty, and visitors to the USD campus.

b. Gross Square Footage:

Total gross square footage for the Dakota Dome is 218,829 gsf and 5.02 acres respectively.

c. Site Analysis:

The Dakota Dome is an existing building that is located on the Northern side of the University of South Dakota campus, bordered by Dakota Street on the West, Hwy 50 to the North and University Street to the East.

d. Description of Key Building Features:

The Dakota Dome consists of precast concrete walls with a structural steel roof. It has some exterior aluminum doors and some hollow metal doors. The interior is made up of the performance floor/track/field surface, stadium seating/bleachers, locker rooms, coaches offices, pool, practice areas, and support spaces.

e. Illustrative floor plans:

Conceptual floor plans, renderings, and an overall aerial picture of the building showing various functions and the relationship of the Dakota Dome to existing campus are attached for your review. See exhibits.

f. Initial Cost Estimates:

The initial cost estimate is \$26,320,000. The following presents the breakdown of the cost estimates.

Total Estimate of Probable Construction Costs	\$20,000,000
A/V & IT Allowance/BIT	\$900,000
FF & E Allowance	\$1,000,000
A & E Fees	\$1,800,000
LEED/Commissioning	\$350,000
Testing	\$125,000
OSE Fees / USD Fees	\$845,000
Owner's Contingency:	\$1,300,000
<hr/>	
PROJECT TOTAL	\$26,320,000

g. Impact to M&R:

This renovation will be eligible for funding from USD's maintenance and repair annual allocation. There will be no impact to HEFF because the facility is already included at replacement cost.

h. Budget for ongoing operational costs:

Ongoing operational budgets won't change due to the building already being occupied by USD.

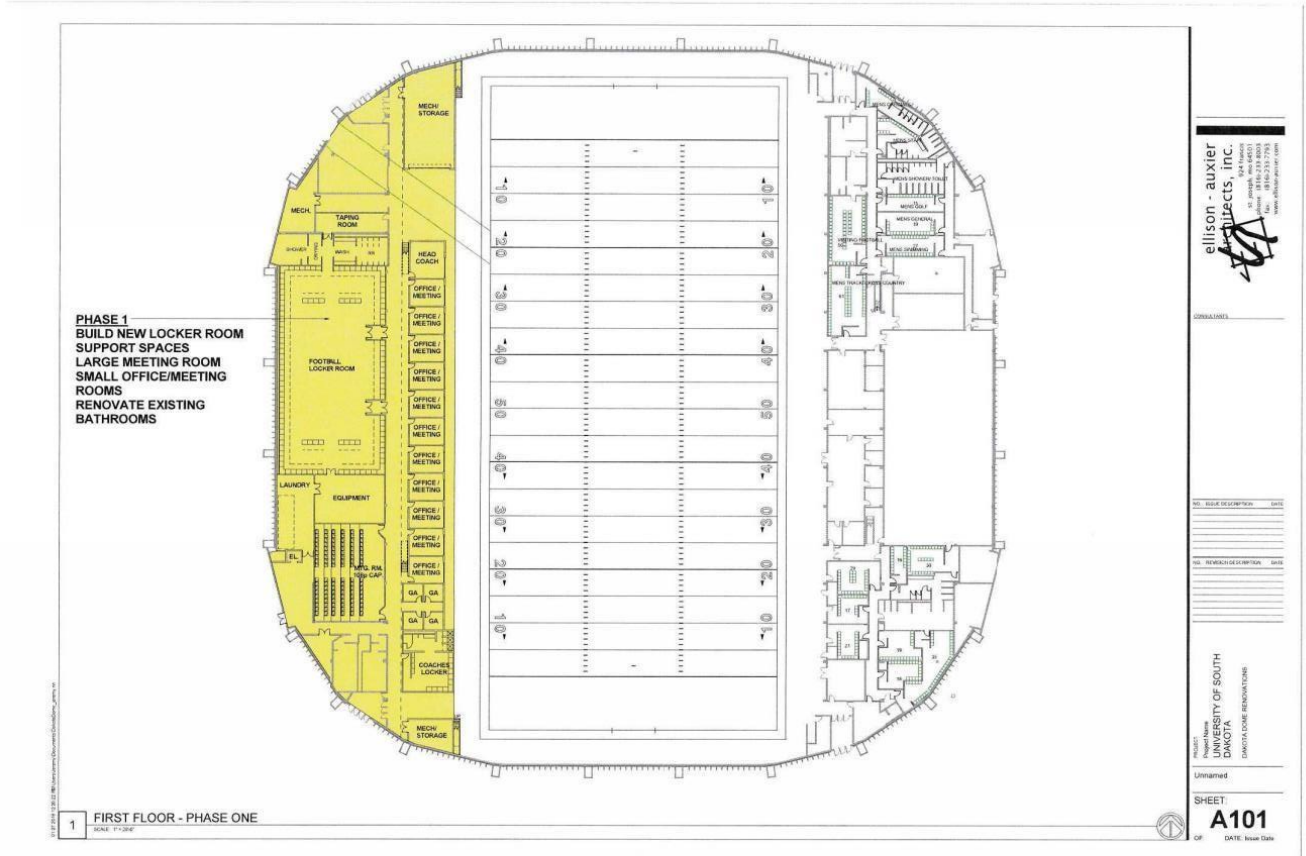
Utility budget is anticipated to decrease or stay the same due to upgrades to mechanical and electrical systems that will be completed through this renovation project. Current utility yearly cost is \$212,602.

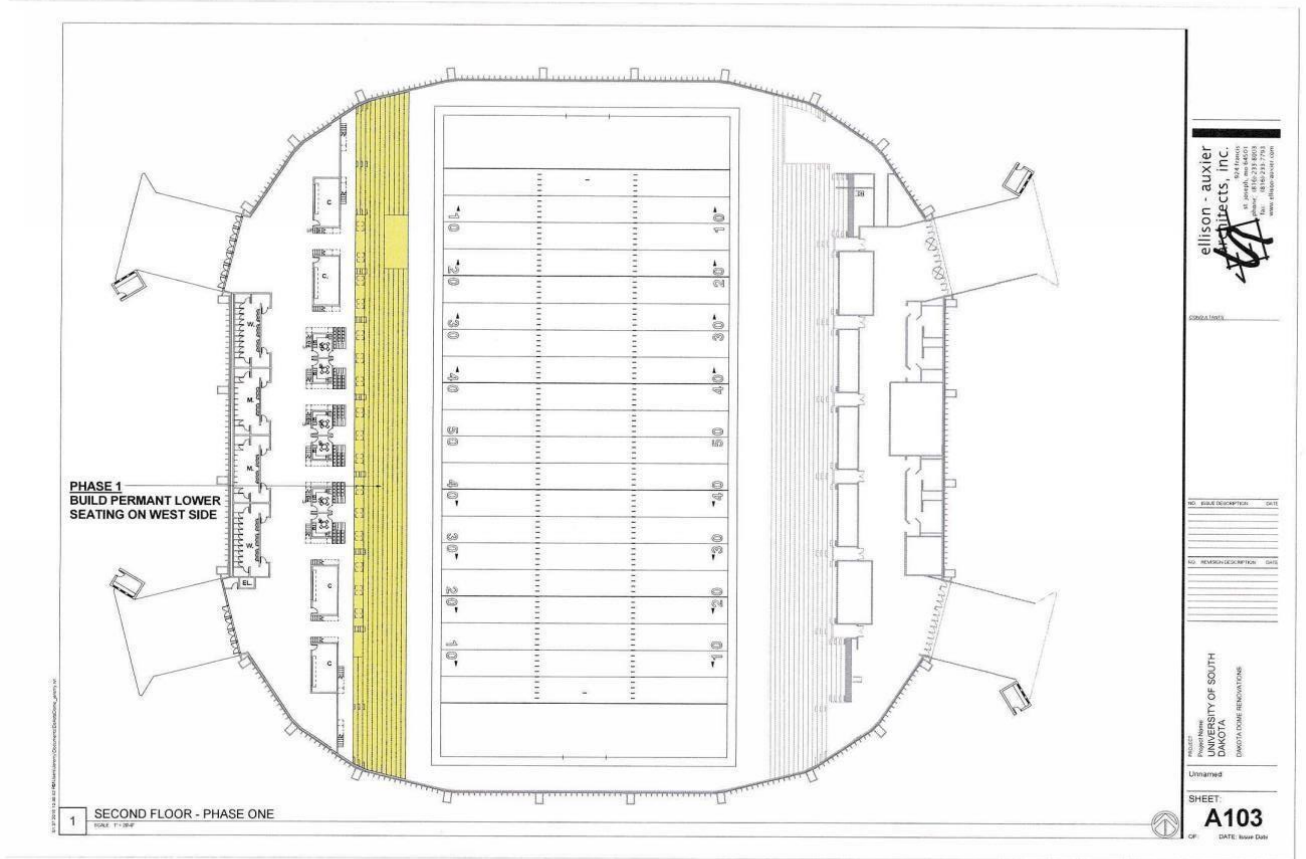
i. Proposed funding sources for costs of (i) construction (ii) ongoing operations and (iii) maintenance and repair:

- (i) Source of funding for the Dakota Dome Renovation is outlined below: \$14,500,000 in private donations. This portion will be bonded through the South Dakota Building Authority with the principal and interest cost guaranteed by the USD Foundation. \$6,419,602 in USD local other funds. \$5,400,398 in HEFF M&R (to address mechanical and electrical).
- (ii) There is no impact to operating costs, or utility costs. The utilities are paid with the state funded utility allocation; operating costs are paid from facility and athletic revenues
- (iii) There is no impact to future maintenance and repair needs which is covered with HEFF.

AERIAL PHOTO OF SITE:



PHASE 1 – 1ST FLOOR:**PHASE 1 – 2ND FLOOR:**



RENDERINGS:



Dakota Dome-upper suite.jpg

Dakota Dome Lighting Study | Ellison Auxier | 12-Jan-16



Dakota Dome-West-Side.jpg

Dakota Dome Lighting Study | Ellison Auxier | 12-Jan-16



Ex. New Seating



Dakota Dome-2nd suite.jpg

Dakota Dome Lighting Study | Ellison Auxier | 12-Jan-16



Dakota Dome-locker room.jpg

Dakota Dome Lighting Study | Ellison Auxier | 12-Jan-16





Dakota Dome-meeting room.jpg

Dakota Dome Lighting Study | Ellison Auxier | 12-Jan-16





UNIVERSITY OF
SOUTH DAKOTA
FOUNDATION

November 7, 2017

Dr. Michael G. Rush, Executive Director
South Dakota Board of Regents
306 East Capitol Ave., Suite 200
Pierre, SD 57501

Re: USDF and USD MOU

Dear Dr. Rush:

The University of South Dakota Foundation has agreed to secure Fourteen Million Five-Hundred Thousand Dollars (\$14,500,000) of private resources to be used for the planning, construction and financing of the Dakota Dome Renovation Project.

USD Foundation and the University of South Dakota have entered into a MOU setting forth their mutual efforts and responsibilities, including the agreement of USD Foundation to guarantee the annual payments over the life of the bonds.

Yours very truly,

Steve Brown
President

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – P
DATE: December 5-7, 2017

SUBJECT

USD National Music Museum Addition & Renovation Facility Program Plan

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of Capital Improvements

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds

[SDSU 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

BACKGROUND / DISCUSSION

USD's National Music Museum Addition & Renovation Preliminary Facility Statement was approved at the June 2009 Board meeting. The University of South Dakota and National Music Museum Board of Trustees have completed their study that has determined the need to renovate and build an addition to the Carnegie building that currently houses the National Music Museum in its desire to regain accreditation. The 28,830 square foot building requires renovations to modernize facilities, improve working conditions, add environment controlled storage, enhance security, and add an ADA accessible entrance to the museum. The 16,380 square foot addition will allow for more instruments to be put on display, offer a rotating exhibition room, a new concert hall with state-of-the-art recording technology, new gallery space, and include family-friendly areas where instruments can be demonstrated, better serving students, faculty, staff, national and international researchers, and the general population.

The planned renovations and addition to the west side of the Carnegie Building are projected to cost \$9,218,200 and will be funded through private donations and HEFF M&R. Additional details for the addition and renovations can be found in the Facility Program Plan, Attachment I; additional details on the funding sources are included in Attachment II, the Commitment of Funding Letter.

(Continued)

DRAFT MOTION 20171205_6-P:

I move to approve USD's Facility Program Plan to renovate and construct an addition to the National Music Museum with costs estimated at \$9,218,200 to be funded through private donations equal to \$7,718,200 and \$1,500,000 in HEFF M&R, and to request legislative approval of the project.

IMPACT AND RECOMMENDATIONS

USD is requesting approval of their Facility Program Plan to renovate 28,830 gross square feet and add 16,380 gross square feet onto the National Music Museum. Funding for this project will be supplied by private donations equaling \$7,718,200 and \$1,500,000 in HEFF M&R.

The cost of the addition is estimated to be \$4,095,000 which will have an annual impact on HEFF M&R of \$81,900. Utility costs are expected not to increase even with the expansion because the building will be more efficient. The ongoing operational budget of \$63,855 will be funded through a combination of USD funds as well as funds from the National Music Museum

The president of the Board will need to appoint a regent to the building committee.

ATTACHMENTS

Attachment I – USD National Music Museum Addition and Renovation FPP

Attachment II – USD National Music Museum Funding Commitment Letter

FACILITY PROGRAM PLAN

National Music Museum Addition/Renovation

THE UNIVERSITY OF SOUTH DAKOTA

a. Programmatic justification for discrete spaces:

The University of South Dakota and National Music Museum Board of Trustees have completed their study that has determined the need to renovate the Carnegie building that presently houses the National Music Museum, as well as build an addition onto the existing Carnegie building for use by the National Music Museum.

The renovation and addition will provide modernized facilities to house the National Music Museum's world class musical instrument collection in a secure, environmentally controlled setting that will provide the museum staff improved working conditions. The addition will provide an ADA accessible entrance to the museum, allow for more instruments to be put on display, provide for a rotating exhibition room, a new concert hall with state-of-the-art recording technology, provide for family-friendly areas where instruments can be demonstrated and played by young people, and provide more secure storage for the most priceless of instruments. Renovation of the Carnegie building will provide for a much improved heating and cooling environment for the safety of the instruments on display, and allow for new gallery space to open up for new exhibits.

The constituents served by this facility will be USD students, faculty, staff, national and international researchers, and the general population. With a world-class collection of the most important instruments, the facilities must come up to standards that will assist the museum in its desire for re-accreditation.

b. Gross Square Footage:

Total gross square footage for the National Music Museum is 28,830 gsf and with the addition of 16,380 the total square footage impacted will be 45,210.

c. Site Analysis:

The Carnegie building is an existing building that is located on the southern side of campus, fronted by Clark Street on the South, the South Dakota Union building on the West, and Slagle Hall on the East. The planned addition will be constructed on the West side of the Carnegie building.

d. Description of Key Building Features:

The Carnegie building which houses the National Music Museum consists of masonry walls with a structural steel roof system, with wood windows and doors and fully adhered membrane roof. The addition would be made up of structural steel structure and structural steel roof with architectural precast walls, fully adhered membrane roof, aluminum windows and doors.

e. Illustrative floor plans:

Conceptual floor plans and overall aerial pictures of the building showing various functions and the relationship of the National Music Museum to existing campus are attached for your review.

f. Initial Cost Estimates:

The initial cost estimate is \$9,218,200. The following presents the breakdown of the cost estimates.

Total Estimate Of Probable Construction Costs	\$6,846,000
A/V & IT Allowance/BIT	\$342,300
FF & E Allowance	\$130,000
A & E Fees	\$675,000
LEED/Commissioning	\$134,000
Testing	\$34,000
OSE Fees / USD Fees	\$342,300
Owner's Contingency:	\$684,600
<hr/>	
PROJECT TOTAL	\$9,218,200

g. Impact to M&R:

This addition/renovation will be eligible for funding from USD's HEFF maintenance and repair annual allocation. The impact to that fund is estimated at \$81,900 per year.

h. Budget for ongoing operational costs:

Ongoing operational budgets are estimated based on current funding levels for custodial and maintenance. The budget is illustrated below:

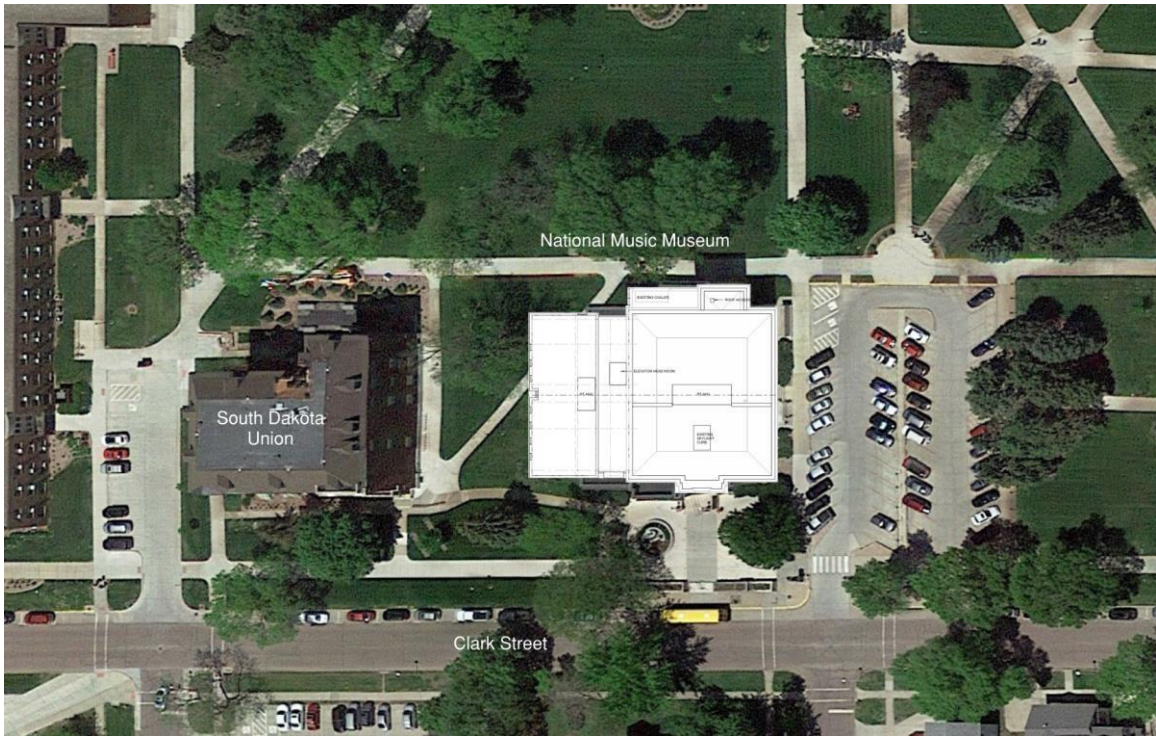
<i>Sqft</i>	NMM <i>45,210</i>
<hr/>	
Custodial 1 FTE	\$39,611
Maintenance	\$24,244
Total	\$63,855

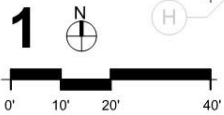
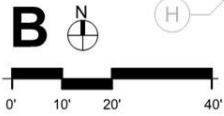
Utility budget is currently at \$50,000 per year and is not anticipated to increase.

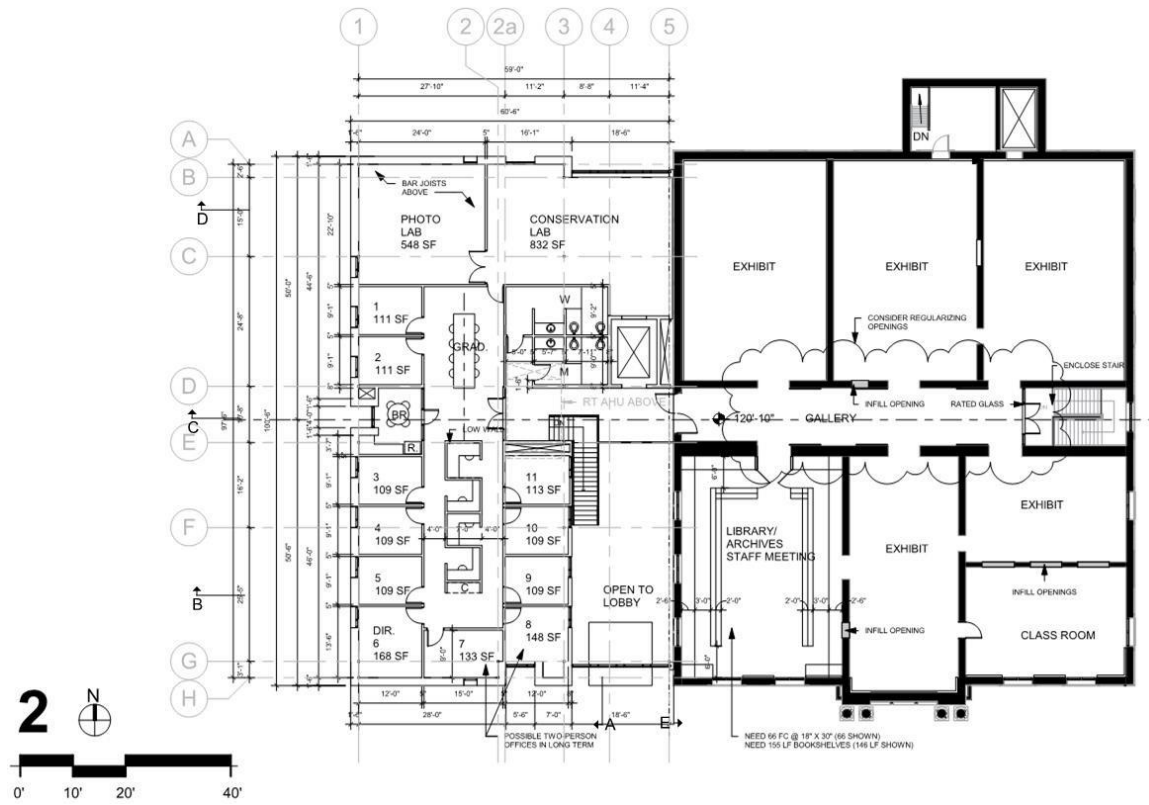
i. Proposed funding sources for costs of (i) construction (ii) ongoing operations and (iii) maintenance and repair:

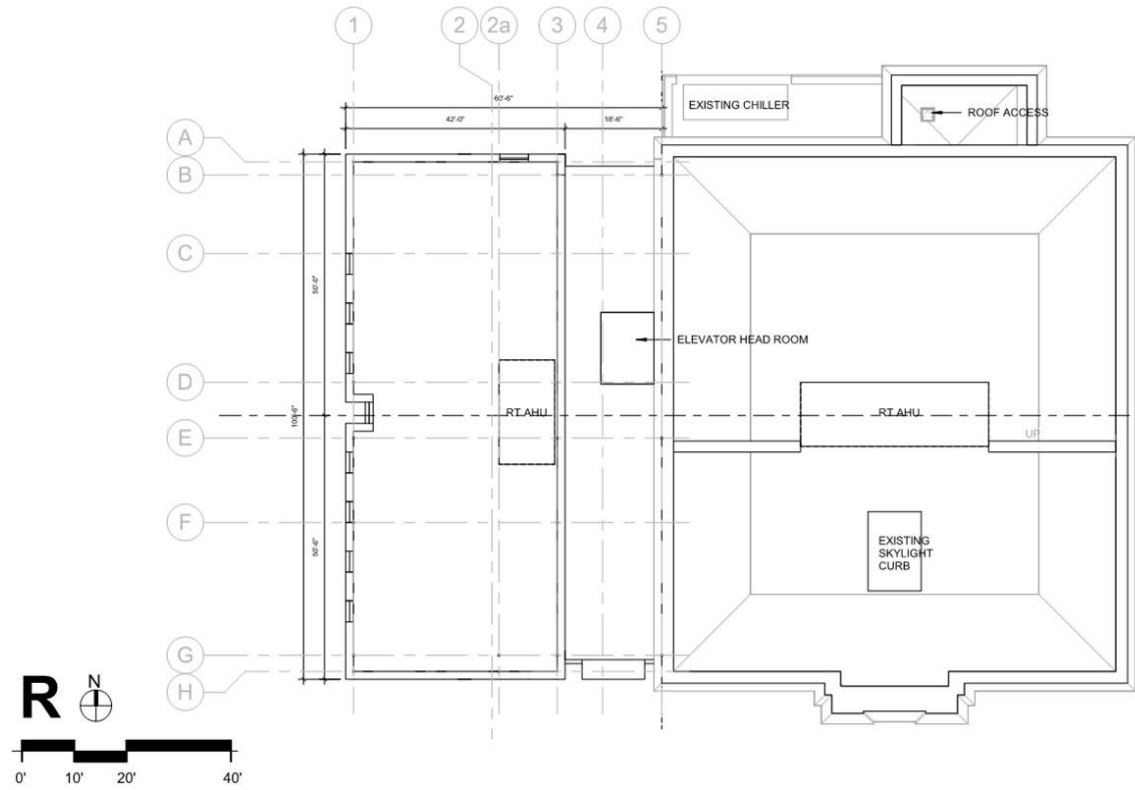
- (i) Source of funding for the National Music Museum Addition/Renovation is outlined below: \$7,718,200 in private funding and \$1,500,000 in HEFF M&R (to address mechanical)
- (ii) Utility costs will be funded through the university utility allocation.
- (iii) Maintenance and repair will come out of HEFF.











November 2, 2017

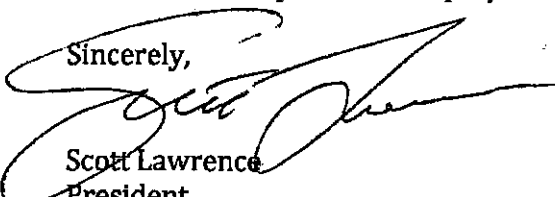
President James W. Abbott
University of South Dakota
136 Slagle Hall
Vermillion, SD 57069

Dear President Abbott:

The National Music Museum now holds financial resources in the amount of \$7,765,000 which are for the planning, construction and financing of the addition to and renovation of the Carnegie Building on the University of South Dakota campus in Vermillion.

These funds are made up of pledges, cash and a construction loan through our banking partners. These funds will be made available as and when requested in the course of development of the project.

Sincerely,



Scott Lawrence
President
Board Of Trustees

CC: Sheila Gestring, Vice President of Finance and CFO

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – Q
DATE: December 5-7, 2017

SUBJECT

USD Inman House Lease

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL § 13-49-11](#)

The Board of Regents is, and it and its successors in office shall continue to be, a corporation, or body corporate, with power to sue and be sued, to hold, lease, and manage, for the purposes for which they were established, any property belonging to the educational institutions under its control, collectively or severally, of which it shall in any manner become possessed.

BACKGROUND / DISCUSSION

The University of South Dakota requests Board approval of a property lease to the University of South Dakota Foundation to permit the Foundation to renovate the Inman House, which is a facility that provides both a residence for the USD President and a center appropriate for a variety of university functions. Under the terms of the lease, the USD President will continue to reside in the Inman House in exchange for USD being responsible for all costs associated with maintaining and operating the Inman House.

The Inman House, which is located at 415 East Main Street in Vermillion, has served as the USD President's home since 1941. It has become increasingly clear in recent years that substantial improvements are needed to keep the Inman House in good repair, and to make it an attractive and viable university facility to fulfill all of its functions.

(Continued)

DRAFT MOTION 20171205_6-Q:

I move to approve the request by the University of South Dakota to 1.) Authorize the Executive Director to execute the proposed lease with the University of South Dakota Foundation on behalf of the Board once the General Counsel confirms that negotiations over its final details have been completed and that the final document is in substantially the form reviewed by the Board; 2.) Direct the Executive Director to include the final version of the lease as an attachment to his report to the Board at the March 27-29, 2018 Board meeting; 3.) Delegate to the University of South Dakota President the power to exercise the powers reserved to the Lessor under the proposed lease insofar as these concern approval of facility designs and specifications and the ordinary supervision of the lease administration.

The USD Foundation will oversee and manage the renovation process, and will engage necessary third parties to ensure that the renovations are performed appropriately, especially considering that the property is listed in the National Register of Historic Places. Anticipated major improvements include: adding a catering kitchen to accommodate campus events held in the house, a master bedroom suite, including closet, bathroom, and kitchenette, a three-car garage, and an updated ADA ramp.

The term of the lease is 30 years, with an annual lease payment of \$1.00. The USD Foundation will provide up to \$1.5 million worth of renovations.

IMPACT AND RECOMMENDATIONS

By approving this lease, the USD Foundation will be responsible for the costs of needed renovations to the Inman House, which will still be utilized by USD's president. USD will remain responsible for all costs associated with maintaining and operating the Inman House.

ATTACHMENTS

Attachment I – Proposed Lease

LEASE AGREEMENT

(December 6, 2017)

THIS LEASE AGREEMENT ("Lease"), made this ____ day of _____, 20____, by and between the SOUTH DAKOTA BOARD OF REGENTS, as the governing board of the University of South Dakota ("Lessor"), and the UNIVERSITY OF SOUTH DAKOTA FOUNDATION, INC. ("Lessee").

NOW, THEREFORE, in consideration of the mutual benefits to be enjoyed by the parties hereto, the Lessee and the Lessor hereby agree as follows:

ARTICLE I

PROPERTY AND TERM

Section 1.1. Leased Property: The real property being leased is located at 415 East Main Street Vermillion, Clay County, South Dakota ("Premises"). The Premises are used as the residence of the University of South Dakota ("University") President and for University gatherings. Title to the land and all improvements thereon that is the subject of this Lease is held by the State of South Dakota, and Lessor warrants that, pursuant to SDCL § 13-49-11, it has been empowered to control the land and all improvements thereon and authorized to lease it.

Section 1.2. Purpose of the Lease and Permission: The purpose of the Lease for the described Premises is to provide for periodic renovations to the structure and facilities on the Premises to ensure that the Premises remain viable for its intended uses. Under this Lease, the Lessee shall periodically renovate the structure and facilities on the Premises under the terms and conditions hereof and also as set forth specifically in Article IV. Lessor hereby permits use of the Premises by Lessee for the purposes of this Lease subject to all the terms and conditions stated herein. Lessee agrees to allow the University President to continue to reside on the Premises and for USD to continue to use the Premises for University gatherings, without payment.

Section 1.3. Property Rights: In conjunction with the Lease, Lessor hereby appoints Lessee as its agent in its name to execute such agreements and licenses on the Premises as may be consistent with law and necessary to achieve the purposes of the Lease; provided that, notwithstanding any other provision of law to the contrary, any right or interest so created, or arising therefrom, may be exercised only in a manner consistent with the restrictions on use set forth in this Lease; and provided, further, that no such right or interest may burden Lessor's reversionary interests in the Premises, including any improvements thereto, upon the expiration of its stated term.

Section 1.4. As Is Acceptance: Lessee takes and accepts the Premises in its "as is" condition and subject to any zoning, covenants, conditions, restrictions, uses or easements, whether known or unknown, affecting the Premises. Lessor warrants and represents the property, to the best of its knowledge, is free from environmental hazard.

Section 1.5. Term: The term of the Lease shall be thirty (30) years, commencing on the ____ day of _____, 20____ and terminating on the ____ day of _____, 20____. Lessor and Lessee may

mutually agree to renegotiate new terms of this Lease consistent with all statutes in place at the time the Lease is renegotiated for an additional term of years.

Section 1.6. Delivery of Possession of Premises: Lessor agrees to deliver possession of the Premises to Lessee upon delivery of this fully executed Lease by Lessor to Lessee.

Section 1.7. Reservation of Mineral Rights: Lessor reserves all deposits of coal, ores, metals, and other minerals, asphaltum, oil, gas, geothermal resources, and other like substance in such lands, as required by SDCL § 5-2-12 and subject to the conditions stated therein.

ARTICLE II

LESSEE RENOVATIONS

Section 2.1. Renovations: Lessee shall provide for the design, financing, and renovation of the Premises, as often as Lessee determines is needed.

Section 2.2. Conditions of Renovations: Any and all renovations of the Premises by Lessee shall be subject to the following:

2.2.1. Lessee acknowledges that the Premises is part of the National Register of Historic Places and Lessee agrees to engage necessary third parties to ensure that the design plan of any renovations (i) will comply with the requirements fixed by applicable laws and ordinances as they may be promulgated from time to time for improvements, and (ii) will be in conformance with the Architecture and Landscape Guidelines for the specific facility, and that any renovations are performed appropriately and in conformance to all applicable laws and regulations.

2.2.2. Copies of all plans, specifications and renovation documents will be delivered to Lessee and held to be delivered to Lessor at such time as the Lease terminates. Such plans, specifications and renovation documents shall be provided in a format reasonably acceptable to the Lessor, as provided by Lessor in writing to Lessee. **Such plans shall be approved in advance by Lessor or its designated advisory groups, if any. No project may be bid nor bid documents approved, nor, in the absence of a bidding process, may any substantive construction contract be let, until Lessor has approved the plans and specifications for the project.**

2.2.3. Lessee agrees that any renovations made to the Premises will be designed to incorporate accessibility, fire and life safety systems, security systems, heating, ventilation and air conditions systems, waste emission and handling systems, and information or communications technology systems comparable with those required under then-current design criteria for similar buildings or other occupied structures located on the University campus. Lessee will, and will require its agents to, at all times, oversee work performed to keep all such safety and security systems in good working order and to assure their repair and replacement.

2.2.4. All costs associated with any renovation of the Premises will be borne by Lessee.

2.2.5. Lessee will be responsible for obtaining all required government permits, approvals, and compliance with all statutes, ordinances and regulations relating to renovations of the Premises.

2.2.6. Lessee, to the extent that it contracts with a third party for construction or related development services as part of renovations, shall obtain and shall maintain a payment bond satisfactory to assure that the Premises shall be free from mechanic's, materialmen's, municipal, or any other form of lien. Lessee shall promptly pay all contractors and materialmen, so as to avoid the possibility of a lien attaching to the Premises.

2.2.7. Nothing in this Lease shall be construed as consent on the part of the Lessor so as to subject the Lessor's estate in the Premises to any lien or liability under applicable law. Nor shall any provision of this Lease be construed to constitute or to authorize creation of obligations that might constitute an indebtedness of University, the Lessor, or the State of South Dakota, within any constitutional or statutory limitation, and neither the taxing power nor the general credit of University, Lessor or the State of South Dakota is pledged to the performance of any obligation assumed by, or devolving upon, Lessor hereunder. Nothing in this Lease shall constitute debt to the State of South Dakota.

ARTICLE III

CONSIDERATION

Section 3.1. Rent: Lessee agrees that, upon execution of this Lease, Lessee shall be obligated for the payment of One Dollar (\$1.00) for the first year of the Premises, and the payment of One Dollar (\$1.00) on each anniversary thereof throughout the term of this Lease or any extensions thereof as fixed Annual Rent. Such payment shall be made to Lessor. Lessee may, upon execution of this Lease, prepay the non-refundable Annual Rent in full for the duration of the Term.

ARTICLE IV

PERMITTED USES

Section 4.1. Permitted Use: The Premises may be used by Lessee only for the following purposes:

4.1.1. Renovations to the Premises, together with such other uses as may be required under the circumstances to renovate the Premises. However, Lessee must provide reasonable notice to the University prior to engaging in any renovations that would disrupt the uses outlined in 4.1.2 and 4.1.3.

4.1.2. The Lessee agrees to allow the University President to reside on the Premises without payment.

4.1.3. Lessee agrees to allow the University to use the Premises for University gatherings, without payment.

4.1.4. The University shall remain responsible for all costs associated with maintaining and operating the Premises.

Section 4.2. Other Uses: The Premises may be used by Lessee for purposes other than those listed in Section 4.1 above, only upon the prior written consent of Lessor.

Additionally, and without limiting, the foregoing, the Lessee shall comply with all applicable federal, state and local laws, ordinances and regulations relating to the Premises; and Lessee shall not use or knowingly permit any part of the Premises to be used for any unlawful purpose.

Section 4.3. Environmental Laws: During the term of this Lease, Lessee shall comply with all environmental laws, ordinances, rules or regulations, and Lessee shall not permit the generation, creation, treatment, incorporation, discharge, escape, release or threat of release of any contaminant above, upon, under, within or from the Premises, and shall not permit any underground storage tanks containing any contaminant to be located upon the Premises.

Lessee must comply with all laws and maintain all relevant permits regarding storage, handling and disposal of all chemicals, including “select agents” and wastes, including bio-hazardous ones, using licensed contractors. Lessee will maintain an updated Material Safety Data Sheet (MSDS) for each applicable substance maintained on the Premises. Lessee chemical/waste contractors shall name Lessor as an additional insured on any insurance they carry. Lessee shall not use, store or dispose of any radioactive materials on the Premises. Lessee shall indemnify Lessor and Lessee against environmental injury or liability.

Section 4.4. Contaminants: For the purpose of this Lease, contaminants includes a “Petroleum Product” as described in SDCL § 37-2-5, asbestos, or a “regulated Substance” as described in SDCL § 34A-12-1(8) or substances regulated under and defined in the provisions of 15 U.S.C. 2601-2671 (1989) (FWCPA) or 42 U.S.C. 6901-6999(i) (1989) (RCRA) or 42 U.S.C. 9601-9675 (1989) (CERCLA) or 42 U.S.C. 7401-7642 (1989) (CAA), and any corresponding federal and state regulations promulgated under the above federal and state statutes as well as amendments, deletions or corrections to such laws, ordinances, rules or regulations and further including laws, ordinances, rules or regulations concerning substances harmful to the environment which are passed subsequent to the commencement of this Lease and which will become effective during the term of this Lease and until Lessee surrender possession of the Premises. For illustrative purposes only and not by way of limitation, a partial listing of contaminants includes asbestos containing materials, gasoline, waste oil, lubricating oil, fuel oil, petroleum product distillates, solvents, paints, enamels, paint or enamel thinners, acetones, acids, pesticides, rodenticides, herbicides, fungicides, mercury, lead, cyanide, and polychlorinated biphenyl’s, or any combination of these substances, but does not include common household cleaning supplies. To the extent that any of

the above referenced laws, ordinances, rules and regulations are consistent, Lessor and Lessee agree that the interpretation favoring the classification of a substance as harmful to the environment shall be controlling.

Section 4.5. Removal of Contaminants: Lessee will, at its own expense, abate, remedy and remove any contaminant discovered on the Premises which was located, generated, created, stored, treated, incorporated, discharged, disposed of, allowed to escape, released or about to be released by Lessee.

Section 4.6. Lessee Operator: Lessor and Lessee agree that, for purposes of this Lease, Lessee shall hold harmless and indemnify the Lessor for any loss or damage caused thereby during or after the expiration of the Lease for loss or damage arising from violation of law, ordinance, rule or regulation as described in Sections 4.3, 4.4, and 4.5. The provisions of this section survive the termination of this agreement.

ARTICLE V

REPAIRS

Section 5.1. Repairs and Modifications: Lessor shall keep the property including all components and systems comprising its infrastructure, buildings, structures and grounds, in good repair and in clean, sanitary and safe condition, ordinary wear and tear excepted, and if necessary, or if required by proper governmental authority, shall make modifications or replacements thereof, and Lessor shall repair, modify, or replace such improvements to restore or to maintain their good condition.

ARTICLE VI

INDEMNITY

Section 6.1. Indemnification: Absent willful misconduct or gross negligence by the Lessor or its agents, Lessee shall indemnify and hold the State of South Dakota, the Lessor, the University, and their officers, agents, and employees harmless from all liabilities associated with the renovations to the Premises, including specifically liabilities arising under environmental laws. This Section does not require the Lessee to be responsible for or defend against claims or damages arising solely from acts or omissions of the State of South Dakota, the University, or their officer's agents or employees.

ARTICLE VII

ASSIGNMENT AND SUBLETTING

Section 7.1. Assignments and Subletting: Lessee may not assign or transfer interests in the Premises leased hereunder and subject to this Lease without the prior written consent of the Lessor.

Section 7.2. Limitation of Rights of User: All rights of users of the Premises shall be subordinate to that of the Lessor under this Lease and shall not survive the termination of this Lease.

Section 7.3. Trustees or Receivers: Neither this Lease nor any interest therein, shall pass to any trustees or receiver in bankruptcy, or any assignee for the benefit of creditors, or by operation of law.

Section 7.4. Binding on Successors: The covenants, agreements, obligations, and limitations on use herein contained, except as herein otherwise specifically provided, shall extend to, bind and inure to the benefit of the parties hereto and their respective personal representatives, heirs, successors, and assigns.

ARTICLE VIII

ACCESS TO PROPERTY

Section 8.1. Access and Inspection: The Lessor shall have the right to enter the Premises provided that such access to the Premises shall not unreasonably interfere with Lessee rights under this Lease.

ARTICLE IX

REMEDIES

Section 9.1. Lessor's Right If Lessee Breaches: In the event of any breach hereunder by Lessee, after thirty (30) day written notice to Lessee and barring Lessee's initiation of good faith efforts to cure such breach, the Lessor may terminate this Lease. If Lessor at any time by reason of such breach is compelled to pay, or elects to pay, any sum of money or does any act which will require the payment of any sum of money, or incurs any expense, including reasonable, actual attorneys' fees and costs incurred by Lessor in connection with the recovery of possession of the Premises or the enforcement of any of the terms and provisions of this Lease, the sum or sums so paid by Lessor shall be deemed to be due from Lessee to Lessor.

Section 9.2. Lessor Default: Should the Lessor be in default under the terms of this Lease, the Lessor shall have a reasonable time in which to cure the same after written notice to the Lessor by Lessee.

ARTICLE X

TERMINATION OR EXPIRATION OF LEASE

Section 10.1. Termination of Lease: This Lease shall terminate upon (i) the expiration of the Term, (ii) cancellation by mutual agreement of parties, (iii) termination pursuant to Section 9.1, (iv) failure by Lessee to perform any obligation of Lessee under this Lease which failure is not cured after thirty (30) days written notice to Lessee (or if such failure cannot be cured within thirty (30) days, then within such reasonable period of time, provided Lessee proceeds promptly and diligently to cure such breach), whichever occurs first.

Lessee, at any time when Lessee is not in default hereunder may, and upon termination of this Lease if so requested in writing by Lessor, shall, surrender any renovations constructed by Lessee in good order, condition and repair, ordinary wear and tear and damage by condemnation and casualty excepted and in broom clean condition. All improvements shall remain on the land at the end of the Term unless removal is expressly allowed under this Lease or required pursuant to 10.2 of this Lease due to a failure to obtain legislative authorization for Lessor to take title or otherwise to pass title under a new lease, should such legislative authorization be required. Annual rent payments shall cease upon termination or expiration of lease.

Section 10.2. Acquisition of Property by State or Successor Lessee or Sublessee: Demolition, disassembly and removal of any improvements from the Leased Premises may be waived, in the sole discretion of Lessor, if: (1) no legislative authorization is required to accept any improvements made to the Premises, or (2) at any time during term of the Lease, the Lessee offers to convey title of the improvements made to the Premises at no cost to the State, and Legislature approves acceptance of the improvements in the Premises, should such legislative authorization be required; or (3) if successor Lessee (which may be Lessee), acceptable to Lessor, agrees to take ownership of the improvements in the Premises and enter into a lease with Lessor.

Section 10.3. Effect of Hold Over: In the event Lessee remains in possession of the Premises after the expiration of the tenancy created hereunder with the consent of Lessor and without execution of a new lease, it shall be deemed to be occupying the Premises as a Lessee from year-to-year, subject to all the other conditions, provisions and obligations of this Lease insofar as the same are applicable to year-to-year tenancy.

ARTICLE XI

NOTICES

Section 11.1. Delivery of Notice: Whenever under this Lease a provision is made for notice of any kind, such notice shall be in writing and shall be deemed sufficient to Lessee if actually delivered to Lessee, return receipt requested, postage prepaid, to the last Post Office address of Lessee furnished to Lessor for such purpose; and to Lessor if actually delivered to Lessor or if sent by registered or certified mail, return receipt requested, postage prepaid, to the Lessor at the addresses furnished for such purpose, or to the place then fixed for the payment of rent.

The Lessor designates its address as:

South Dakota Board of Regents
306 East Capital Avenue
Suite 200
Pierre, SD 57501-2545

With a copy to:

University of South Dakota

The Lessee hereby designates its address as:

University of South Dakota Foundation, Inc.

ARTICLE XII

TITLE

Section 12.1. Right and Authority to Lease: Lessor covenants that it has full right and authority to enter into this Lease for the full term hereof. Lessor further covenants that Lessee, upon performing the covenants and agreements of this Lease to be performed by said Lessee, will have, hold and enjoy quiet possession of the Premises for the full duration of the term consistent with Article IV.

Section 12.2. Lessor Appointment of Lessee as Agent for Execution of Documents. Lessor authorizes Lessee to execute such other and further documents as are necessary to carry out the terms of this agreement and any renovations.

ARTICLE XIII

GENERAL

Section 13.1. Right to Repair: Subject to the easements referred to, and subject to prior conveyance by sublease, Lessor shall have the right to install, maintain, sue, repair and replace pipes, ducts, conduits, and wires, and any such systems, now in existence or hereafter developed and installed to handle power, communications, water or waste or like facilities support infrastructure, leading through the Premises in locations that will not materially interfere with the Lessee's use thereof. Lessor shall give Lessee reasonable notice before performing such work.

Section 13.2. Taxes: Lessee will be solely responsible for any property taxes or assessments or any other applicable taxes arising because of its lease or use of the Premises. Lessee covenants and agrees to bear, pay and discharge promptly as the same become due and before delinquency, all taxes, assessments (whether special or general), fees or other charges levied, assessed, or

imposed on or with respect to the Premises, or any buildings or improvements owned by Lessee thereon (inclusive of all real and personal property).

Section 13.3. Relationship of Parties: Nothing contained herein shall be deemed or construed by anyone as creating the relationship of principal and agent or of partnership or of joint venture between the parties hereto.

Section 13.4. Cumulative Remedies and Nonwaiver: The various rights and remedies contained in this Lease shall not be considered as exclusive of any other right or remedy, but shall be as cumulative and shall be in addition to every other remedy now or hereafter existing at law, in equity, or by statute. No delay or omission of the right to exercise any power by either party shall impair any such right or power, or shall be construed as a waiver of any default or as acquiescence therein. One or more waivers of any covenant, term or condition of this Lease by either party shall not be construed by the other party as a waiver of a subsequent breach of the same covenant, term or condition. The consent or approval by either party to or of any act by the other party of a nature requiring consent or approval shall not be deemed to waive or render unnecessary consent to approval of any subsequent similar act.

Section 13.5. Headings: The headings of the several articles contained herein are for convenience only and do not define, limit or construe the contents of such articles.

Section 13.6. Binding Effect of Lease: The covenants, agreements and obligations herein contained, except as herein otherwise specifically provided, shall extend to, bind and inure to the benefit of the parties hereto and their respective personal representatives, heirs, successors and assigns. Lessor, at any time and from time to time, may make an assignment of its interest in this Lease, and, in the event of such assignment and the assumption by the assignee of the covenants and agreements to be performed by Lessor herein, Lessor and its successors and assigns (other than the assignee of this Lease) shall be released from any and all liability hereunder.

Section 13.7. Amendment: This Lease may be amended at any time upon the mutual agreement in writing of the parties.

In the event that Lessee is under an obligation to notify lenders of prospective certain amendments in this Lease, the Lessee shall have sixty (60) days, from the time that the parties agree in writing to the terms of an amendment, in which to consult with the lender. The proposed amendment will become effective on the sixty-first (61st) day after the date of the parties written agreement, absent an objection from such a lender.

Section 13.8. Force Majeure: Whenever a period of time is herein provided for either party to do or perform any act or thing, that party shall not be liable or responsible for any delays, and applicable periods for performance shall be extended accordingly due to strikes, lockouts, riots, acts of God, shortages of labor or materials, national emergency, acts of a public enemy, governmental restrictions, laws or regulations, or any other cause or causes, whether similar or dissimilar to those enumerated, beyond its reasonable control. The provisions of this Section shall not operate to excuse Lessee from prompt payment of Annual Rent, additional rent or other monetary payments required by the terms of this Lease.

Section 13.9. Recording of Lease: Lessee shall not record this Lease without the written consent of the Lessor, which shall not unreasonably be withheld.

Section 13.10. Acceptance of Payment: No payment by a party or receipt by the of the other party of a lesser amount than the amount then due under this Lease shall be deemed to be other than on account of the earliest portion thereof due, nor shall any endorsement or statement on any check or any letter accompanying any check or payment be deemed an accord and satisfaction, and the party may accept such check or payment without prejudice to the party's right to recover the balance due or pursue any other remedy provided in this Lease.

Section 13.11. Lessee Receipt of Charitable Donations: Should the Lessee fund its responsibilities under this Lease with charitable donations, Lessee shall ensure that said donations are consistent with the terms of this Lease and any actions taken under this Lease and also specifically under Article X are consistent with the terms and conditions of the charitable donation used by the Lessee for performance of this Lease.

Section 13.12. Lessor's Designee: Lessor hereby designates as Lessor's Designee for any approvals of plans, specifications, bid, and renovation documents the University President, or designee, to the extent allowed by applicable law and South Dakota Board of Regents policies. The University President is the Lessor's representative for approval of agreements for operational, general grounds maintenance and custodial services of the Premises and is authorized to execute such agreements within the delegated authority set forth by Lessor's policies and applicable law.

Section 13.13. Time of the Essence: Time is to be of the essence of this Lease and of each and every covenant, term, condition and provision hereof.

Section 13.14. Partial Invalidity: If any term, covenant, condition or provision of this Lease shall be invalid or unenforceable at any time or to any extent, the remainder of this Lease shall not be affected thereby, and each remaining term, covenant, condition and provision of this Lease shall remain valid and enforceable to the fullest extent permitted by law.

Section 13.15. Funding Out Provision: This Lease depends upon the continued availability of appropriated funds and expenditure authority from the Legislature for this purpose. If for any reason the Legislature fails to appropriate funds or grant expenditure authority, or funds become unavailable by operation of law or federal funds restrictions, this Lease will be terminated by the State or Lessor. Termination for any of these reasons is not a default by the State, Lessor, or University nor does it give rise to a claim against the State, Lessor, or University.

Section 13.16. Governing Law: The laws of the State of South Dakota shall govern the validity, performance and enforcement of this Lease.

TO HAVE AND TO HOLD the aforesaid rights, privileges and easements unto said Lessee, its successors and assigns for the term of this Lease as outlined above.

IN WITNESS HEREOF, the Lessor and Lessee have signed and sealed this lease as of the day and year first above written.

SOUTH DAKOTA BOARD OF REGENTS

By: _____
Mike Rush

Its: Executive Director and CEO

ACKNOWLEDGEMENT

STATE OF SOUTH DAKOTA

COUNTY OF _____

I, _____, a Notary Public in and for said County and State,

do hereby certify that _____, 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 he/she is President of the South Dakota Board of Regents, and that by authority duly given and as the act and deed of said entity.

IN WITNESS HEREOF, I have hereunto set my hand and official Notarial Seal, this the _____ day of _____, 20__.

Notary Public: _____

Print Name: _____

(SEAL)

My Commission Expires: _____

UNIVERSITY OF SOUTH DAKOTA FOUNDATION, INC.:

By: _____
Steve Brown

Its: President & CEO

ACKNOWLEDGEMENT

STATE OF SOUTH DAKOTA

COUNTY OF _____

I, _____, a Notary Public in and for said County and State, do hereby certify that _____, President of the University of South

Dakota Foundation, Inc., to be the person whose name is subscribed to the within instrument, and personally came before me this day and acknowledged that he is President of the University of South Dakota Foundation, Inc. and that by authority duly given and as the act and deed of said entity.

IN WITNESS HEREOF, I have hereunto set my hand and official Notarial Seal, this the ____ day of _____, 20____.

Notary Public: _____

Print Name: _____

(SEAL)

My Commission Expires: _____

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

REVISED
AGENDA ITEM: 6 – R
DATE: December 5-7, 2017

SUBJECT

FY19 Governor's Recommended Budget

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 4-7-7](#) Annual Budget Estimates Submitted by Budget Units

[SDCL 4-7-9](#) Preparation and submission of budget report to Legislature

BACKGROUND / DISCUSSION

On the first Tuesday of December every year, the Governor presents his recommended budget for the next fiscal year to the State Legislature and the public. Governor Dugaard gave his FY19 budget address on Tuesday, December 5, 2017. Revenues continue to be below projections for FY18; \$20.3 million lower than initial projections. Combined with increased expenses of \$10.4 million and emergency special appropriations of \$3.0 million, the total shortfall is projected to be \$33.7 million. This shortfall is expected to be resolved through reductions in expenditures for several state agencies and use of other fund cash. The projected FY19 general fund budget is projected to grow by \$32.4 million.

No employee compensation package for either career service or pay for performance employees has been proposed by the Governor for FY19. This would be the second consecutive year without salary policy.

IMPACT AND RECOMMENDATIONS

Base General Funding

The Governor is proposing base general fund increases of \$2,304,561 for the Board of Regents. That amount is offset by a proposed reduction of (\$370,656) to the REED Network technology costs billed by BIT and a (\$4,188) reduction in general fund lease payments, for a net increase in general funds of \$1,929,717. The increases include ongoing funding for the SD Opportunity Scholarship, utility funding and additional maintenance and repair dollars. Funding for the SDSU Veterinary Program and Animal Disease Research and Diagnostic Lab is being moved from other funds to general funds, resulting in a reduction of other fund authority of (\$902,000) and a proposed appropriation to general funds of \$892,768. Further details are found in Attachment I.

(Continued)

INFORMATIONAL ITEM

<u>General Funds Base</u>	<u>Requested</u>	<u>Recommended</u>
Maintenance and Repair	\$1,826,040	\$796,691
Utilities Base	\$878,431	\$893,832
SD Opportunity Scholarship	\$614,038	\$614,038
REED Network Technology		(\$370,656)
Lease Payment Adjustment	(\$4,188)	<u>(\$4,188)</u>
		\$1,929,717
SDSU Vet Program/ADRDL		\$892,768
Other Funds Reduced by (\$902,000)		

The Governor's recommendations result in a 0.9% increase in base general funding.

One-Time Funding

The Governor has proposed no one-time dollars for the Board of Regents in FY19.

Proposed FY18 General Bill Amendment

The Governor's budget recommendation also includes an amendment to the FY18 General Bill, increasing utility funding by \$264,764. This increase is based on FY17 actual expenditures found on the State Accounting System and preliminary projections for FY18 from Energy Cap data reported by the campuses. The General Bill amendment will also include a reduction of (\$370,656) to the REED Network Technology funding. The general bill amendment is a one-time adjustment to funding. The base fund reduction is reflected in the FY19 budget.

ATTACHMENTS

Attachment I – FY19 Governor's Recommended Budget Summary

South Dakota Board of Regents							
FY19 General Fund Budget Request and Governor's Recommended					Governor's Recommended		
Board's Request					Base Funding	One-Time	FTE
Priorities		Base Funding	One-Time	FTE			
	FY19 Base						
1	The Dakota Promise - Student Aid Model (year 1)	\$3,504,243			\$0		
2	General Fund M&R Recovery	\$1,826,040			\$796,691		
3a	Student Success						
	Mathematics in Engineering & Cyber Initiatives						
	SDSM&T - SD Mathematics for Engineering Institute	\$250,000		3.5	\$0		0.0
	SDSU - Math Success Initiative	\$254,574		0.0	\$0		0.0
	DSU - Computer & Cyber Sciences Math Initiative	\$165,000		0.0	\$0		0.0
3b	Mathematics Initiatives						
	BHSU - Student Success in Math Initiative	\$165,000		2.0	\$0		0.0
	NSU - Student Success in Mathematics	\$165,000		0.5	\$0		0.0
	Mathematics at USD	\$165,000		2.0	\$0		0.0
	Subtotal	\$1,164,574	\$0	8.0	\$0	\$0	0.00
	South Dakota Opportunity Scholarship	\$614,038			\$614,038		
	Utilities	\$878,431			\$893,832		
	Lease Adjustment	(\$4,188)			(\$4,188)		
	REED Network Technology Cost Reduction				(\$370,656)		
	SDSU Veterinary Program/ADRDL				\$892,768		
	Tuition Authority Adjustments						
	Informational Federal and Other Authority Adjustments			3.0			3.0
	Federal and Other Authority Adjustments			6.0			6.0
	FY19 One-Time						
	REED 100 Gig Network		\$3,000,000			\$0	0.0
	Total FY19 Budget Requested/Recommended	\$7,983,138	\$3,000,000	17.0	\$2,822,485	\$0	9.0
	Summary	General		FTE	General		FTE
	FY18 Base Funding	\$208,584,808		5,155.2	\$208,584,808		5,155.2
	Base Funding Change without Salary Policy	\$7,983,138		17.0	\$2,822,485		9.0
	FY19 Base Funding	\$216,567,946		5,172.2	\$211,407,293		5,164.2
	Percent Base Change	3.8%		0.3%	1.4%		0.2%
	FY19 One-Time Funding and Specials		\$3,000,000			\$0	

**Governor's Recommended Budget FY2019****1. General Fund M&R Recovery**

This request asks for the \$907,302 that was cut last year be returned and that the original request from FY18 of \$918,738 be funded, for a total request of \$1,826,040. This amount will keep us at about 1.8% of our replacement values and is only a portion of the full need for FY19.

Requested: \$1,826,040 (base funding)

Recommended: \$796,691 (base funding)

2. SD Opportunity Scholarship (SDOS) Funding

Additional funding is needed to support the anticipated participation in SDOS.

Requested: \$614,038 (base funding)

Recommended: \$614,038 (base funding).

3. Utility Funding

The utility increase is calculated using preliminary projections based on Energy Cap data and actual expenditures reported by the campuses.

Requested: \$878,431 (base funding)

Recommended: \$893,832 (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: (\$4,188) (base funding)

Recommended: (\$4,188) (base funding)

5. FTE and Expenditure Authority

Addresses the reduction of Federal Authority at SDSBVI, increases in other fund authority due to increased revenue projections and due to an increased need for HEFF maintenance and repair, increase in the informational tuition fund authority and an increase to the informational other fund research grants and contracts due to additional grants and expansion of existing grants.

Requested: Reduction of federal fund authority - (\$130,000), increase to other fund authority - \$7,548,114 and increase to FTE of 9.0.

Recommended:

Federal Funds:	(\$130,000)
Other Funds:	\$6,646,114
FTE:	9.0

**Governor's Recommended Budget FY2019****Budget Items Requested but not Recommended****6. The Dakota Promise – Student Aid Model (year 1)**

This request is for year 1 of a 5 year proposal to establish a comprehensive state financial aid program that will close the gap between existing financial aid and family support, to meet the cost of attendance for South Dakota's students.

Requested: \$3,504,243 (base funding)

Recommended: \$0

7. SDSM&T – SD Math at Mines

This request proposes to continue the Math at Mines initiative to meet increasing demand for professionals with strong math skills. The broad goals will be to raise expectations for and the preparation of college-bound South Dakota high school students, improve processes for providing enrolled students target interventions, revisit and improve pedagogical practices in key foundational college courses, and study the impact of revision in order to continue improving.

Requested: \$250,000 and 3.5 FTE (base funding)

Recommended: \$0

8. SDSU – Mathematics Success Initiative (MSI)

This request proposes a Mathematics Success Initiative (MSI) to meet the increasing demand for professionals with strong math skills. The MSI will improve student mathematics success, increase the number of graduates from STEM disciplines, and ensure that those graduates have the independent learning skills needed to be lifelong learners prepared for continued post-graduation professional progression and success.

Requested: \$254,574 (base funding)

Recommended: \$0

9. DSU – Computer & Cyber Sciences Math Initiative

This proposal addresses the support needs of math intensive programs such as computer sciences and cyber sciences. By providing learning modules to focus on skills most relied upon in computer sciences and cyber sciences, students will be more successful therefore increasing retention rates in these programs.

Requested: \$165,000 (base funding)

Recommended: \$0

**Governor's Recommended Budget FY2019****10. BHSU – Mathematics Initiative**

This proposal would build on the success seen in the current entry level math programming and scale-up the efforts to support students resulting in higher success rates and therefore high retention rates. This program will provide supplemental instruction and more tutors inside and outside the classroom.

Requested: \$165,000 and 2.0 FTE (base funding)

Recommended: \$0

11. NSU – Mathematics Initiative

This proposal will enhance the Summer Bridge Program already in place, specifically focusing on mathematics. Providing student support by increasing the number of tutors available and providing supplemental instruction in math. This enhancement will lead to increased first and second year success leading to increased retention and graduates.

Requested: \$165,000 and 0.5 FTE (base funding)

Recommended: \$0

12. USD – Mathematics Initiative

This request proposes a program to increase student success in their first college level math course by reducing class size, increasing the number of tutors available and moving to a 5-day a week class structure. This plan is expected to significantly increase the number of students who complete the required math sequence, leading to degree completion.

Requested: \$165,000 and 2.0 FTE (base funding)

Recommended: \$0

13. REED 100 Gigabit Network

This request will allow South Dakota to keep up with our neighboring states and level the playing field for our researchers. Upgrading the REED network to 100Gb along the North-South path and eventually the East-West path will keep our universities competitive and allow for the continuation of the exchange of equal network services with our neighboring states. Regional and national efforts, along with the National Science Foundation, are emphasizing high speed connections for network collaborations. Winning grants is highly competitive and states with updated infrastructures are being rewarded for their efforts.

Requested: \$3,000,000 (one-time funding)

Recommended: \$0

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – S
DATE: December 5-7, 2017

SUBJECT

NSU Request to Demolish Buildings

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-51-12](#) Moving or disposal of certain structures authorized by regents. The Board of Regents may permit the moving to other locations, or the dismantling, or sale of structures other than principal classroom, administrative, physical plant, recreational, research, or bonded revenue project buildings if the board considers such action to be in the best interests of the State of South Dakota, in order to make better use of the area, or because of extensive maintenance and repair costs, or because of fire or safety hazards.

BACKGROUND / DISCUSSION

NSU requests approval to demolish a 1,678 square foot apartment building located on S. Herret Street. The two story, 4-unit apartment building was gifted to NSU in 1996, along with a 1,728 square foot six stall garage and a 768 square foot storage building. NSU plans to use the area for a parking lot, due to its proximity to residence halls and the Barnett Center. The estimated cost of demolition is \$30,000, and will occur only if no bid is received after listing the apartment building for sale.

Additionally, NSU plans to relocate the storage unit and garage for use elsewhere on campus.

Additional information on the demolition and property details, as well as pictures, can be found in the NSU Demolish Building Request, Attachment I.

IMPACT AND RECOMMENDATIONS

Approval to demolish buildings is allowed on a limited classification of buildings if the Board considers such action to be one of the following: in the best interests of the State of South Dakota, in order to make better use of the area, or because of extensive maintenance and repair costs, or because of fire or safety hazards.

(Continued)

DRAFT MOTION 20171205_6-S:

I move to approve NSU's request to demolish the apartment building or sell the structure in order to make better use of the area. Projected costs of \$30,000 for the demolition and disposal will be paid for with private funds.

Demolition, removal, and disposal costs are estimated to equal \$30,000, and will be funded by private donations.

ATTACHMENTS

Attachment I – NSU – Picture and detail of building to be demolished.

Northern State University – Building Disposal and Relocation

Apartment building, garage and storage shed

This property was gifted to NSU in 1996. Three structures sit on the site:

- Two story, 4 unit apartment building – approximately 1,678 square feet
- Six stall garage – approximately 1,728 square feet
- Storage building – approximately 768 square feet

The apartment building will be advertised for sale. If no bids are received, the building will be demolished. The estimated cost of demolition is \$30,000. This cost includes removing the concrete slabs under the garage and storage shed, filling the foundation and compacting to ground elevation. The garage and storage shed will be moved to another location on campus.

A parking lot will be built on the site once the structures have been removed from the property. The parking lot will be across the street from residence halls and the Barnett Center making this an ideal location for additional parking. Funding for the demolition and the parking lot will come from private funds.





SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

**REVISED
AGENDA ITEM: 6 – T
DATE: December 5-7, 2017**

SUBJECT

BOR 2017 Series Housing and Auxiliary Facilities System Revenue Bonds

CONTROLLING STATUTE, RULE, OR POLICY

[13-51A](#) Board of Regents Revenue Bonds

[13-51A-4](#) Borrowing power of the board.

[13-51A-13](#) Power to issue bonds.

BACKGROUND / DISCUSSION

Bonding Summary

The Board is being asked to approve the issuance of Housing and Auxiliary Facilities System Revenue Bonds, Series 2017, which will provide for the refinancing of \$67,080,000 of the outstanding 2009 Series bonds; provide \$18,000,000 in bond proceeds to finance the SDSU Southeast Neighborhood Apartments; and provide \$10,790,320 to finance the purchase of Placer Hall at SDSM&T.

Refinancing of 2009 Build America Bonds

The 2009 Series bonds were Build America Bonds for which the federal treasury provides a 35% subsidy on the interest. That subsidy has since been reduced by sequestration to approximately 32%. There is significant chatter in the municipal bond world that there is the possibility that the subsidy will be further reduced or even eliminated. Given the historically low tax-exempt borrowing rates, we can lock in a rate that would be even better than the original 2009 rate including the BAB subsidy. While the savings is minimal on the refinancing, we would no longer be reliant on the treasury subsidy, removing a substantial financial risk. Because of the uncertainty of future market rates, the institutions involved have decided that we should take the benefit of the current low rates and eliminate the BAB risk.

(Continued)

DRAFT MOTION 20171205_6-T:

I move to approve Action items 1, 2, 3, 4, and 5 as 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.)

SDSU Southeast Neighborhood Townhouse Units and Apartment

The Board approved the Preliminary Facility Statement in June of 2017 for the Southeast Neighborhood Redevelopment project. The Board is being asked to give final approval of the project at the December 2017 meeting and approve the bond issuance related to the project at the same meeting. The current plan will include construction of a four-story apartment and two-story townhouse units. There will be a mix of one to four bedroom apartments within a total gross square footage of 90,000-120,000 (dependent upon finalization of unit mix sizes, number of stories, and amenities included). The number of beds could vary depending on the best design and unit mix sizes. The current planning is between 190-232 beds.

The site selected is located on the southeast corner of the campus. It is bounded by 7th Street on the south, 8th Street on the north, 14th Avenue on the west, and Jackrabbit Avenue on the east. The existing State Court complex is included within these boundaries and would be razed as part of the project. Off-street parking, in-unit laundries, computer networking and individually metered utilities would be features of the apartments. Multipurpose spaces and community spaces will be developed as appropriate for the cost and rental rate structure. The total cost of the project is estimated at \$20.0M with \$2.0M in cash coming from the auxiliary system and \$18.0M in revenue bonds debt serviced from student rent revenues in the new facility.

SDSM&T Property Purchase

The SDSM&T purchase of Placer Hall was approved by the Board at the October 2017 meeting. The transaction would purchase Placer Hall, currently leased from the South Dakota School of Mines & Technology Foundation. Once the property is purchased it would become part of the housing and auxiliary operation. . The proposed purchase would acquire Placer Hall and its grounds located at 209 East St. Joseph Street in Rapid City including the real property, furnishings and equipment relating thereto. The Bonds will be serviced with rent revenues and operating income from the new facility. The property is currently under a thirty-year lease for use as a residence hall by SDSM&T and would be purchased from the SDSM&T Foundation. The current lease was approved by the Board of Regents on June 30, 2016. Placer Hall is in its second year of operation and currently has a 94% occupancy rate. The cost of \$11,000,000 is based on the property real estate value determined at the time of the lease adjusted for inflation and the balance of the construction loans currently held by the Foundation. The land value determined at that time was based on the Foundation's acquisition costs plus inflation and would result in a land value currently of \$1,790,320 (as of December 2017). Appraisals performed at the time of construction determined the value to be in excess of this amount. The balance of the loan is \$9,000,000 making a current purchase price as of December \$10,790,320. Costs for issuing the bonds is estimated to total \$209,680, for a total bonding of \$11,000,000.

Bond Details

The issuance of Housing and Auxiliary Facilities System Revenue Bonds, Series 2017 (the "Bonds") will (i) refinance a portion of the outstanding Series 2009 Bonds for the

Institutional System for Northern State University (“*NSU*”) (\$1,000,000 Par Amount), the Institutional System for South Dakota School of Mines and Technology (“*SDSMT*”) (\$7,610,000 Par Amount), the Institutional System for South Dakota State University (“*SDSU*”) (\$23,900,000 Par Amount) and the Institutional System for the University of South Dakota (“*USD*”) (\$34,570,000 Par Amount), (ii) purchase a residence hall for SDSMT (\$11,000,000 Bond Proceeds) and (iii) construct new residences for SDSU (\$18,000,000 Bond Proceeds). A brief summary of each component follows:

NSU Refinancing – The refinancing of \$1,000,000 of outstanding bonds is estimated to provide total net present value savings of \$32,518 or total savings of \$36,699 over the next 17 years. The savings will be used to reduce annual debt payment over that period.

SDSM&T Refinancing – The refinancing of \$7,610,000 of outstanding bonds is estimated to provide total net present value savings of \$239,998 or total savings of \$297,496 over the next 17 years. The savings will be used to reduce annual debt payment over that period.

SDSU Refinancing – The refinancing of \$23,900,000 of outstanding bonds is estimated to provide total net present value savings of \$752,489 or total savings of \$931,365 over the next 17 years. The savings will be used to reduce annual debt payment over that period.

USD Refinancing – The refinancing of \$34,570,000 of outstanding bonds is estimated to provide total net present value savings of \$697,314 or total savings of 903,664 over the next 22 years. The savings will be used to reduce annual debt payment over that period.

SDSM&T Residence Hall Facility – The \$10,790,320 in Bond proceeds will be used to purchase Placer Hall, a residence hall, from the South Dakota School of Mines and Technology Foundation, including the real property, furnishings and equipment relating thereto. The Bonds will be serviced with rent revenues and operating income from the new facility, and additional revenues as more fully described in the Thirteenth Supplemental Bond Resolution (defined below).

SDSU Townhouse Units and Apartment Complex – The \$18,000,000 in Bond proceeds will be used to construct new upper-class townhouse units and an apartment complex, including furnishings and equipment relating thereto. The Bonds will be serviced with rent revenues and operating income from the new facility, and additional revenues as more fully described in the Thirteenth Supplemental Bond Resolution.

Bond Rating

The last Housing and Auxiliary System Revenue Bonds deal in 2016 was assigned a rating of “Aa3” by Moody’s. These bonds have not yet been assigned a rating by Moody’s. The rating will be available Thursday, December 7, 2017.

Underwriter and Bond Counsel

Piper Jaffray & Co. is the underwriter for the bonds. Chapman and Cutler LLP serves as bond counsel for revenue bonds.

Bond counsel and counsel to the underwriter have prepared the appropriate resolutions and documents to proceed with the next phases of the financing.

Board Action

The Board is requested to authorize the financing of (i) the costs of advance refunding a portion of the Board’s outstanding Housing and Auxiliary Facilities System Revenue Bonds, Series 2009 (Build America Program – Taxable) (the “*Series 2009 Bonds*” and the portion of such bonds to be refunded, the “*Refunded Bonds*”) on April 1, 2019 (the redemption date of the Refunded Bonds); (ii) the costs of purchasing the Placer Hall residence hall for SDSMT (the “*SDSMT Project*”); (iii) the costs of constructing new townhouse units and an apartment complex for SDSU (the “*SDSU Project*”); and (iv) the costs of issuance of the Bonds, 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 five 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 refunding of a portion of the Refunded Bonds, but only if (a) the net present value of the savings from the portion of the Bonds attributable to the refunding shall be at least \$1,000,000 and (b) the aggregate debt service on the portion of the Bonds attributable to the refunding does not exceed the aggregate debt service on the Refunded Bonds;
 - (ii) the SDSM&T Project;
 - (iii) the SDSU Project; and
 - (iv) costs of issuance of the Bonds;

(Attachment I—Thirteenth Supplemental System Revenue Bond Resolution (the “Thirteenth 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 \$95,000,000 shall mature not later than April 1, 2039, shall bear interest at a true interest cost not exceeding 3.5%, and shall be sold at an underwriter’s discount of not more than .575% of the proceeds of the Bonds (Attachment II—Bond Purchase Agreement);

Action 3

3. Approving an escrow agreement with First Bank & Trust in Brookings, Brookings, South Dakota, the Bond Registrar for the Refunded Bonds, to provide for the defeasance of the Refunded Bonds (Attachment III - Escrow Agreement);

Action 4

4. 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 IV—draft Preliminary Official Statement);

Action 5

5. Authorizing the President of the Board, the President of Northern State University, the President of South Dakota School of Mines and Technology, the President of South Dakota State University, the President of the University of South Dakota, 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 refunding of the Refunded Bonds, and the execution and delivery of the Thirteenth Supplemental Bond Resolution, the Bond Purchase Agreement and the Escrow Agreement; and
6. 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 V).

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; *provided*

that 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 four items are as follows:

The first document referenced in the resolution is the Thirteenth Supplemental Bond Resolution, under which the Bonds are to be issued. The Thirteenth 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 in the resolution is the Escrow Agreement between the Board and the escrow agent. This document authorizes the initial deposit of certain Bond proceeds in trust with the escrow agent into an escrow fund, directs the investment of the moneys in the escrow fund, and directs the payment of the principal of and interest on the Refunded Bonds from the escrow fund when due and on the redemption date.

The fourth 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 Thirteenth Supplemental Bond Resolution and the Escrow Agreement were prepared by bond counsel. The Preliminary Official Statement and the Bond Purchase Agreement were prepared by counsel to the underwriter.

IMPACT AND RECOMMENDATIONS

Approval of the bonds will allow SDSM&T to purchase the residence hall from the Foundation, allow SDSU to move forward with the Southeast Neighborhood Redevelopment project and will provide savings on the 2009 Series bonds and eliminate reliance on the BAB subsidy.

ATTACHMENTS

The attachments are provided as links. Hard copies are available upon request.

Attachment I – [Thirteenth Supplemental Bond Resolution](#)

Attachment II – [Bond Purchase Agreement](#)

Attachment III – [Escrow Agreement](#)

Attachment IV – [Preliminary Official Statement](#)

Attachment V – [Projected Net Revenues for the System](#)

SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – U
DATE: December 5-7, 2017

SUBJECT

Capital Improvement Process/Building Committee Process

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 5-14-1](#) Classification of Capital Improvements.

[SDCL 5-14-2](#) Supervision by Bureau of Administration of Capital Improvement Projects
– Payment of Appropriated Funds

[SDCL 5-14-3](#) Preparation of Plans and Specifications for Capital Improvements – State
Building Committees – Approval by Board or Commission in Charge of Institution

[BOR Policy 6:4](#) Capital Improvements

[BOR Policy 6:5](#) Building Committees

BACKGROUND / DISCUSSION

BOR Policy 6:4 – Capital Improvements lays out the capital improvement requirements and the building committee steps. BOR Policy 6:5 – Building Committees lays out the responsibilities of the building committee. The policy also addresses the expectation that all A/E engagements relative to capital improvements must go through a building committee.

All A/E engagements relative to capital improvements, whether done by the institution, their Foundation, or a related entity, must go through a Building Committee.

Attached is the flow chart that is part of the BOR policy 6:4 which will be reviewed during the December Board meeting.

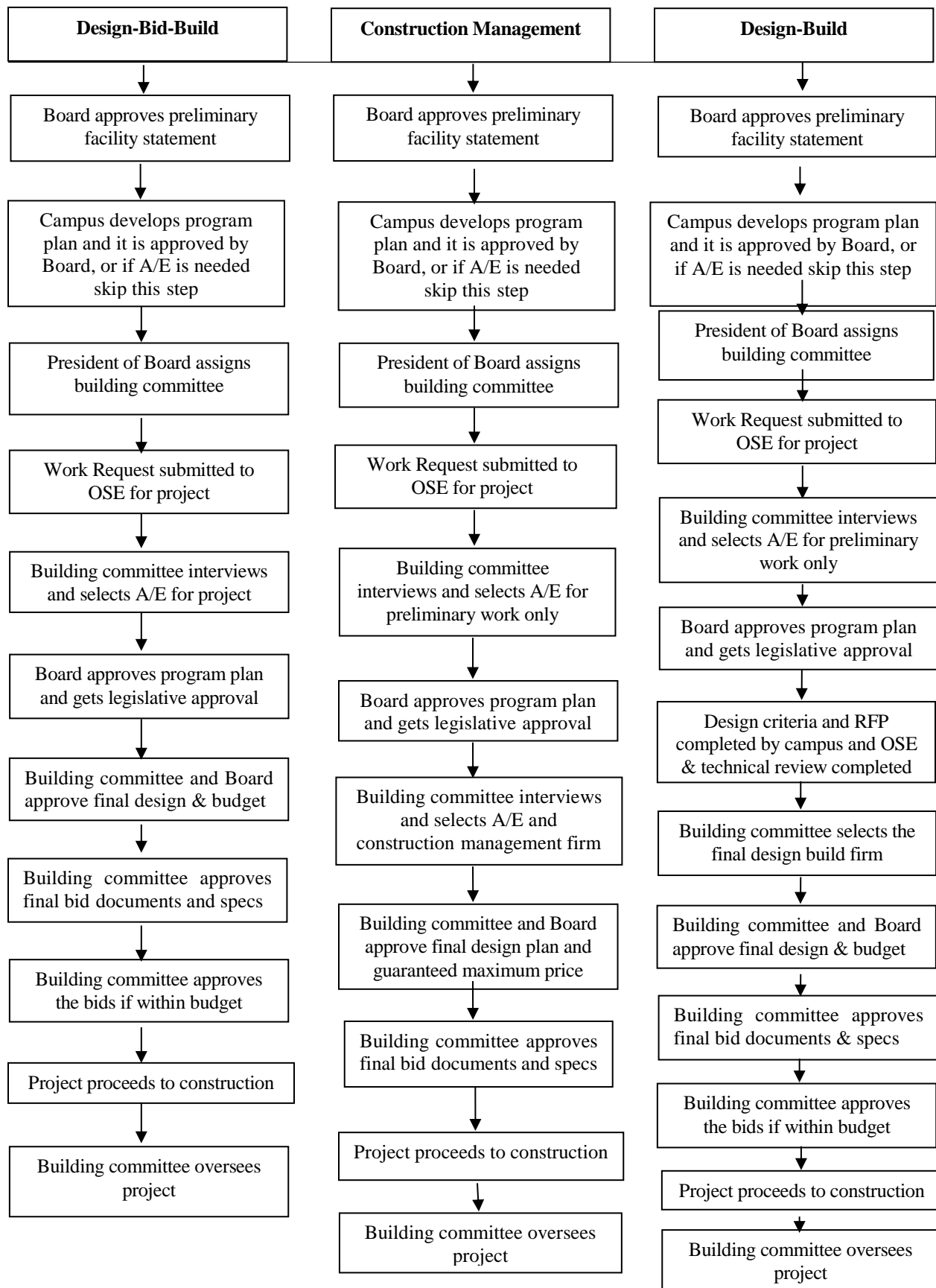
IMPACT AND RECOMMENDATIONS

N/A

ATTACHMENTS

Attachment I – Last Page of BOR Policy 6:4 – Capital Improvements

INFORMATIONAL ITEM



SOUTH DAKOTA BOARD OF REGENTS

Budget and Finance

AGENDA ITEM: 6 – V
DATE: December 5-7, 2017

SUBJECT

DSU Active Duty Distance Rate

CONTROLLING STATUTE, RULE, OR POLICY

Department of Defense Voluntary Education Partnership Memorandum of Understanding – Section 4(A) - One Single Tuition Rate. All Service members attending the same educational institution, at the same location, enrolled in the same course, will be charged the same tuition rate without regard to their Service component. This single tuition rate includes active duty Service members and the National Guard and Reservists who are activated under Title10 and using Title10 Military Tuition.

[SDCL 13-53-6](#) Tuition rates and fees

BACKGROUND / DISCUSSION

Dakota State University would like to expand the online program offerings to active military. DSU has worked with the military to recruit students specifically in the cyber operations programs. Military personnel however are looking at cost of programs along with the benefits the military offers and deciding to go to other universities that offer a military rate for online programs.

FY18 current tuition rates

Active military at University Centers	\$250.00
Active military online (off-campus tuition rate)	\$335.00

In addition to the tuition rate in the previous table, some active military students currently pay an additional Off-Campus Delivery fee. The DSU Non-Resident Online Undergraduate Computer Science, Cyber Operations, & Network and Security Administration delivery fee is \$125.60 per credit hour currently, thus bringing the total cost to \$460.60 per credit hour for those specific students.

With the federal tuition assistance program, active military personnel receive a benefit of \$250 per credit hour. The current rate for an online course is \$335 per credit hour so the student needs to pay out of pocket the \$85 per credit hour difference.

(Continued)

DRAFT MOTION 20171205_6-V: I move to approve a pilot program for DSU to offer a distance military rate of \$250.00, effective summer of 2018.

DSU proposes an online tuition rate of \$250 per credit hour. All active military individuals would be eligible for this tuition rate. DSU would also request to change the Delivery Fee (Non-Resident Online Computer Science, Cyber Operations, & Network and Security Administration) such that it does not apply to active military students. The total cost for active military students to take an online course from DSU would be \$250 per credit hour.

For fall of 2017, there were 31 credit hours taken by this population of students. Based on Fall 2017 enrollment, DSU projects 62 credit hours for the entire academic year. The following table illustrates the projected revenue from those credit hours for a year, the revenue if the tuition rate was reduced to \$250 per credit hour, and the difference. DSU projects an increase of just under 1 full-time equivalent student (30 credit hours per year) to breakeven and would anticipate a significant increase overall.

	Current Rate	Proposed	Difference
Tuition Rate	\$335.00	\$250.00	\$85.00
Online Credit Hours	62	62	0
Total Tuition Revenue	\$20,770.00	\$15,500.00	\$5,270.00
Increase in number of FTE to breakeven:	0.70		1

IMPACT AND RECOMMENDATIONS

No analysis has been done across the system to determine the potential impact of offering all military taking distance courses a rate of \$250.00.

DSU is requesting to pilot this proposal and determine if it has a positive impact on military enrollments in distance programs.

ATTACHMENTS

None

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance and Resource Development

AGENDA ITEM: 7 – A
DATE: December 5-7, 2017

SUBJECT

SDSD Task Force Report and Recommendations

CONTROLLING STATUTE, RULE, OR POLICY

2017 South Dakota Legislative Session Laws – [Chapter 51 \(HB 1210\)](#)

BACKGROUND/DISCUSSION

This is a supplement to the SDSD Committee's 23 September 2017 Report and Recommendations to the full Board.

After the 2017 South Dakota legislature passed and Governor Dugaard signed into law HB 1210, which authorized the sale of SDSD's property in Sioux Falls, the South Dakota SDSD Committee submitted its 23 September 2017 Report and Recommendations to the full Board at its October meeting.

Since then, the Committee has undertaken most of the "interim actions recommended for execution before December" to better inform decisions to be made at this meeting (Report p. 2). Some have not been finalized, for reasons stated below. A summary follows:

1. The Committee has selected Bender Company, Inc. of Sioux Falls as the "commercial real estate professional" referenced in recommendation V(d).
2. Bender Co. and a committee member have met with the city of Sioux Falls officials as outlined in V(e) of the Recommendations. That meeting resulted in positive feedback from city officials concerning certain zoning and development issues, including some that may make 10th Street frontage development more plausible than originally anticipated and may improve economic viability for

(Continued)

DRAFT MOTION 20171205_7-A:

I move to (a) approve the sale(s) of all SDSD real estate that is determined "surplus" by the committee on the SDSD, (b) submit to the Governor the draft legislation needed to effectuate said sale(s), (c) that the Executive Director shall undertake all efforts reasonable and necessary to execute the sale of excess SDSD property as soon as practicable, (d) that the Executive Director shall undertake every effort to lease out any portion of the SDSD Main building that is not deemed necessary for SDSD operations, and (e) that the School for the Deaf and its current regental tenants (for the term of their lease, as may from time to time be extended) shall remain in the Main Building of SDSD subject to the terms, conditions and directives as described in this Agenda Item 7 – A and the 23 September 2017 Report and Recommendations of the Committee on the SDSD.

additional land sales not contemplated in the initial report. In short, based on feedback since the last meeting, the Committee believes it is possible that the amount (2/5ths of total) and value (\$2 million) of surplus land identified in recommendation V(b) may be understated. Accordingly, the analysis of the optimal subdivision identified in recommendation V(d)(i) is ongoing, and will continue as the property is marketed rather than preparing a definitive plan by October, as originally anticipated. It should be noted that this is one of the many moving targets noted in the 23 September 2017 Report, and is far from certain. But the Board should be aware of the prospects of a more aggressive surplus sale opportunity.

3. Development of revised draft legislation that takes into consideration all the issues identified in recommendation V(h) and that allows for the sale of the entirety of the property (in one parcel or multiple parcels) or any portion of the property, whether the sale(s) includes trust land only, non-trust land only, or a combination of the two.
4. Bender Co. has initiated the “market reality check” solicitation, or market survey, with all known commercial developers throughout the multi-state region designed to determine whether there is a strategic buyer sufficiently interested in purchasing the entire 14.35 acre property at a price that financially justifies finding a new home for the SDSD and its existing regental tenants. In keeping with market industry standards, that process will take slightly longer than anticipated by the 23 September 2017 report. The final outcome of that inquiry is expected by mid December. The deadline for formal indications of interest is December 8, allowing a week to verify and quantify any indications of interest received.
5. When the expressions of interest outlined in #4 above are finalized, they will be compared with the updated financial information refined by BoR staff as requested in recommendation V(g) of the 23 September report. In the event that there is a serious expression of interest for the entirety of the SDSD property from a strategic buyer within a value range that presents a reasonable prospect of improving SDSD’s financial position, then the full Board should be reconvened to consider the offer. Otherwise, the committee recommends finalizing the decision to keep SDSD in its current location for all the reasons stated in the 23 September report.
6. The SDSD staff have met several times to coordinate and consolidate space pursuant to recommendations V(c) and V(j), and have developed some preliminary space reduction analysis regarding its current operations, resulting in a determination that approximately 18,000 to 20,000 sf of the Main building is available for rent (17,000 on the main floor and 1,500 on the lower level). It has also identified joint facilities that it believes would be attractive to potential regental or state agency renters. The Committee believes that focusing

marketing activities on other regental and/or state agency renters would be significantly preferable to private sector renters, owing primarily to building layout issues that present security and access challenges, and to the availability of common joint use facilities for other state agencies. Unfortunately, the discussions with prospective tenants have not advanced far enough to make final recommendations with respect to V(c) and V(j), but more progress is expected in the next 30-60 days. Failing any serious market response to tenant engagement, the Board may need to consider a more aggressive sales effort that may include part or all of the Main building. The rental outreach effort needs to be materially accelerated, but is well underway.

7. Based on the meeting with city officials and additional marketing feedback, the Committee has deferred the final platting defined in recommendation V(f) pending the completion of initial community meetings (which occurred on 15 November 2017) and market feedback. We are developing numerous conceptual subdivisions of property in anticipation of final platting, but given the additional flexibility that presents with additional 10th Street curb cuts, platting at this point would be more of a hindrance than help in marketing the surplus land.

As noted in recommendations V(a) and V(i) of the 23 September 2017 Report, the committee believes that making a prompt and final decision on the location of the School for the Deaf is important for all involved. Based on the replies so far to the market survey on the entire property sale, we believe it is unlikely that a strategic buyer of sufficient economic interest will surface. The recommendation below reflects the committee's belief that a decision on location needs to be made now so that planning can go forward in a logical fashion, and for all the reasons previously stated. It should be emphasized that there remain many open issues, and resolving location at the facility does not necessarily translate into SDSD continuing to own the property, for all the reasons stated in the 23 September 2017 recommendation.

IMPACT AND RECOMMENDATIONS

The Committee believes that, given the Board's schedule, a decision on the location of the SDSD needs to be made at its December 5-7, 2017 Board meeting rather than waiting until the next regularly scheduled meeting. Therefore, we recommend that the Board approve the motion authorizing the sale of surplus land and finalizing the location of the SDSD in some portion of its current Main building (as that building is identified in the 23 September 2017 committee Report), subject to the following:

1. Bender Co. shall issue a final report to the full Board on the strategic buyer market survey not later than December 15, 2017, and the Committee shall meet with Bender Co. to review said report not later than December 20.
2. The Board staff shall submit to the Board a report of its financial analysis as per recommendation V(g) 23 September 2017 committee report.

3. In the event any single Board member believes that, based on said market survey and staff report, the decision to sell only surplus property instead of the entire property or the decision to definitively locate SDSD in some portion of its current Main Building is a mistake, that committee member may call a special telephonic meeting of the full Board to reconsider the action recommended below, provided that such request to call said special meeting shall be communicated in writing to the Executive Director on or before December 31, 2017.
4. In the event the telephonic meeting referenced in item c above is not called by December 31, 2017, the Board's decision with respect to the location of the SDSD in its present Main Building shall be final.
5. The Executive Director shall undertake all efforts reasonable and necessary to execute the sale of surplus SDSD property as soon as practicable.
6. The Executive Director shall undertake every effort to lease out any portion of the SDSD Main building that is not deemed necessary for SDSD operations.

ATTACHMENTS

Attachment I – 23 September 2017 Report and Recommendations of the Committee on the SDSD

**REPORT AND RECOMMENDATIONS
TO THE SOUTH DAKOTA BOARD OF REGENTS
FROM ITS COMMITTEE ON THE SD SCHOOL FOR THE DEAF FACILITIES
23 SEPTEMBER 2017**

NOTE: PUBLIC COMMENT SOUGHT. The committee is circulating these recommendations and requests public comments be sent to the full Board of Regents by or before November 15, 2017 (please send comments or questions to info@sdbor.edu).

I. Background. From South Dakota Territorial days through Spring 2010, the South Dakota School for the Deaf (SDSD) served as a residential and full-time day school for the deaf and hard of hearing community in South Dakota. Owing to a major and controversial restructuring of SDSD, after 2010 its facilities and campus changed in fundamental ways.¹ It ceased serving as either a full-time day school or a residential campus. Instead, it refocused much of its operations on inclusive services that are outsourced. Funds that had been budgeted to staff and to support the operations of the residential and full-time, on-site educational programs were reallocated to cover costs of these outsourced programs and other needs.

Although no longer serving as a residential or full-time day school, the SDSD campus remains the primary site for many ongoing functions necessary to SDSD's basic mission. It provides office space for outreach specialists who provide (a) direct assistance to families and (b) educational and specialized consulting services to school districts. It houses specialized clinical facilities for audiological testing. It is also home for SDSD administrative record-keeping and state-wide budget and oversight activities. Finally, its classrooms and meeting spaces are used for regular educational and training programs at various times throughout the year. The 2010 programmatic shifts amounted to a sea change for SDSD, transforming its role in meeting the needs of deaf and hearing impaired children from a 19th Century model to a 21st Century comprehensive provider of highly specialized services to maximize the opportunities for deaf or hearing impaired children to succeed in mainstream educational settings. The changes at SDSD also resulted in a substantial decrease in SDSD's budget and full-time staff for the programs based at its historic Sioux Falls campus, and resulted in an administrative consolidation with the South Dakota School for the Blind and Visually Impaired, which is located in Aberdeen. SDSD is

¹ The changes faced by SDSD were not unique. They were in large part shaped by technological and instructional advances that brought fundamental changes to the education of deaf and hearing-impaired children across the country. This included a growing national commitment to maximize inclusive learning for children with disabilities in mainstream schools, combined with enhanced quality of school district-based programs for children with deafness or impaired hearing. Improvements in hearing technologies also permitted many hearing impaired children to maximize achievement through education programs based upon oral immersion approaches – where instruction and social interaction employing spoken English facilitate eventual transition into mainstream classrooms and society. These public policy choices and technological developments led to changes in curricula and instructional practices at SDSD and will continue to shape SDSD as they evolve over time.

expected to continue revising its programs according to contemporary best practices. The recommendations in this report intend to provide flexibility for that inevitable and ongoing evolution.

In 2017 the South Dakota legislature passed and Governor Dugaard signed into law HB 1210 and published as Chapter 51 of the 2017 Session Laws, which authorized the sale of SDSD's property in Sioux Falls. The South Dakota Board of Regents ("BoR" or "Board") formed a committee on the SDSD facilities to study the issues in detail and make recommendations to the full Board. The committee worked closely with SDSD Superintendent Marje Kaiser and staff, SDSD's user community, the office of School and Public Lands ("S&PL") (in particular Commissioner Ryan Brunner) and BoR staff in developing these recommendations. It greatly appreciates the help and support from them and others throughout this process, which it has tried to make as open and deliberate as possible. The committee **seeks careful scrutiny and critical comment on this report and these recommendations from interested public -- including the SDSD user community, SDSD staff, SDSD lessees, political leaders and other interested parties prior to final action by the Board**, which it anticipates being on or about December 6, 2017. The committee suggests the December deadline in order to allow sufficient time for the Legislature to act. Certain actions recommended by this report must be initiated before December, but none of those are irrevocable. Further, the kind of interim actions recommended for execution before December would better inform, rather than limit, the final decisions that need to be made by the Board in December.

The Committee has held three different publicly advertised meetings. Additionally, committee members have engaged in extensive individual fact-finding efforts and non-public working group meetings in order to determine how best to analyze the issues involved in and approach to the potential sale of SDSD's property. The committee considered a broad range of options.² Various experts were engaged to better inform its deliberations, including (1) an interior design and space utilization architect (Dekker/Perich/Sabatini of Albuquerque) to analyze SDSD's current space

² At its organizational meeting on February 27, 2017, the committee reached consensus on a list of alternatives to consider with respect to SDSD. The one recommended here actually was not on that list, but is something of a hybrid of those considered. The original alternative actions included:

1. *Do nothing. While expected to be unlikely, it is the baseline from which we measure all other options. Understanding that baseline is critical.*
2. *Keep SDSD in its current facility, but improve efficiency/utilization with more or different tenants.*
3. *Sell and replace the SDSD facility, which of necessity would also require us to:*
 - a. *Buy existing property(ies) that best and most cost effectively meets SDSD's needs; or*
 - b. *Design and purpose build a new property(ies) that best and most cost effectively meets SDSD's needs; or*
 - c. *Lease property(ies) that best and most cost effectively meets SDSD's needs.*
4. *Move SDSD and use the facility for another BoR or state use. If SDSD moves, we have the same subset to consider as in 3 above.*

and make recommendations for efficiency improvements, (2) an appraisal firm to better define the value of the SDSD property (Shaykett Appraisal Company, Inc., of Sioux Falls), and (3) four different Sioux Falls commercial real estate experts (NAI Sioux Falls, Bender Commercial Real Estate, Lloyd Companies, and Nelson Commercial Real Estate) who responded to our request for information to determine the best ways and means of extracting the highest value possible from the SDSD property.

- The 41-page architect report is viewable at:
https://www.sdbor.edu/mediapubs/Documents/SDSD_ProgrammingStudy_09132017.pdf
- The 153-page appraisal is viewable at:
[https://www.sdbor.edu/mediapubs/Documents/Appraisal SDSO.pdf](https://www.sdbor.edu/mediapubs/Documents/Appraisal_SDSO.pdf)

Based on that professional input and information from the user community, political leaders and the public, and its own research and experiences, the committee developed this report and respectfully submits the recommendations contained herein to the full Board for further consideration.

II. Issues – Overview. Like most matters of consequence, this one appears fairly simple from the mountaintop observation deck but gets increasingly complicated as you get below the tree line into the details of daily operations.

By the numbers: The SDSD campus consists of a 14.35-acre tract on E. 10th Street in Sioux Falls, about 2 blocks west of I-229. As viewed by the independent appraiser, roughly 9.35 acres are developed. The other 5 acres are undeveloped except for a running track and green space that are well-maintained and attractive but seldom used (see Exhibit A). If a partial property sale progresses immediately (which the committee recommends), a careful calculation and division of the plat boundaries to be sold will need to be completed. The committee believes such a sale most likely would include all of what the appraisal labels as “undeveloped” space and some of the “developed” space (discussed in detail below).

The buildings on the developed space at SDSO consist of approximately 98,193 gross³ square feet (“sf”) of one-story buildings (of which 74,150 sf is at ground level and 24,043 sf is in the basement), which are labeled on Exhibit B and break down thusly:

- (a) 72,433 sf -- Main Building, which includes 3 connected wings (see Exhibit B). Of that space, 54,858 sf is located on the ground level and 17,575 sf is

³ Most of the calculations in this report are based on gross sf, including outside dimensions, interior walls, hallway space, etc. Architect and appraisal measurements vary slightly. Hereafter, all sf measurements should be considered “gross” unless specifically noted as “net.” Net square footage available for use or rental is considerably less than the gross sf shown here, and depends upon the ultimate configuration used for the interior space.

in the basement. Most of this building was constructed in 1979, but the far west addition was added in 1993;

- (b) 21,464 sf -- Boiler Plant Building, which houses a legacy gym and pool, as well as a small amount of conference space and shop space in addition to SDSD's boiler plant (see Exhibit B). 14,996 sf of that building is on the ground, which includes the gym, pool & conference room). The remaining 6,468 sf is in the basement, which includes the boiler facilities and shop area. This building was built in 1925 and is the most difficult to effectively utilize with the changed SDSD mission; and

- (c) 4,296 sf -- covered Garage Building, all on the ground level, built in 2002.

The remainder of the developed space is comprised of a large parking area, a SD Department of Environmental and Natural Resources ("SDDENR") air quality monitoring station near the middle of the property⁴, and a small gardening shed on the far northeast corner of the property (see Exhibit B).

Exhibit C helps clarify who uses what portion of that total space today, and what is unused. SDSD currently uses about 34,820 sf of the main building for operations (depicted in green). It leases out 27,218 net sf, leaving about 10,395 sf currently unused (depicted in orange). Of the leased space in the Main building:

- (a) SDSU utilizes 20,202 net sf for ag extension services, depicted in blue (all on the ground floor);
- (b) USD utilizes 5,294 net sf for climate controlled storage of archived papers, depicted in red (all in the basement); and
- (c) SD Association for the Deaf utilizes 1,722 net sf for a museum and office, depicted in yellow (all in the basement).

SDSD currently generates \$225,799⁵ per year in rental income, which is used to offset its annual operating expense.

⁴ The Air Quality Monitoring Station at SDSD is owned and operated by SDDENR. It is the most sophisticated of SDDENR's air quality monitoring sites and is the only EPA mandated NCORE air quality facility in the state. It was located on the SDSD property in 2008. It is a necessary state function, but SDDENR pays no rental for use of the land. It could be moved to another location in Sioux Falls, but as of the date of this report, SDDENR does not have a hard cost estimate associated with such relocation. It should be noted that no moving costs or new location lease costs to the state are included in this report in the event that it would need to be moved from SDSD property.

⁵ The breakdown of current rental income is as follows:

- \$155,628 from SDSU
- \$ 28,678 from pool rentals
- \$ 26,470 from USD
- \$ 300 from SDAD
- \$ 14,723 from various temporary users (mainly gym and pool users)

It would be clear to the most casual observer that the existing facilities at the SDSD are underutilized. On most days, one can walk through the facility and see a lot of unused space. But what isn't clear is that it might make sense to leave it that way for the immediate future, at least until material capital expenditure improvements in the normal course of business are required in the facility.

When you get past the visceral optics of substantial unused space and dig into the reality of operations, it does not take long to understand that a major challenge facing SDSD is the fairly dramatic change of facility use during recent years with no realistic change in facility design. When the facility's primary delivery method was changed from a residential school into a statewide administrative oversight and outreach center, it retained some historical albeit part-time school functions and most administrative functions, but gained new clinical services and outreach specialist functions. To illustrate but oversimplify, it's a full-time residential school building repurposed primarily as office space but still expected to serve as a day school at various times throughout the year. No money has been spent to redesign SDSD facilities for their radically revised uses. The result is large classrooms used as offices and shared as classrooms on occasion, massive hallways designed for bustling school traffic that no longer exists, etc. Adding a level of inefficiency is the requirement that many of the teaching professionals spend a much greater part of their work-week in outreach efforts on the road than in the facility. Nevertheless, these professionals need office space in the facility when they are there. When they do use the office space, the statutory student privacy rights and client confidentiality privileges involved in many of their professional consultations or client counseling discussions require the use of private offices. In short, the SDSD building was designed and built for primary purposes other than those for which it is now primarily used. Not incidental to our analysis, that purpose-built design is not highly attractive to the typical commercial office space market and the expected cost to retrofit the facility for commercial office space would affect sale price.

In a perfect world, it would be preferable to have a purpose-built, concentrated facility designed specifically for the SDSD in light of its current mission. That is difficult given the limitations of its current 40-year-old main building.

That is not to suggest improvements cannot be made. With modest additional resources and focused attention, the committee believes the SDSD facility can be rendered much more efficient than it is today. For reasons discussed more fully in the "Issues – Specifics" section of this report, however, that is not as simple as it might first appear. It is clear to the committee that maximizing efficiency and utilization of SDSD is likely to be an ongoing and iterative -- and not necessarily linear -- process. There are logical and immediate and substantial steps that can be taken. But there is a longer path to follow in order to fully maximize user needs and taxpayer efficiency.

III. Issues – Specifics. A more in-depth look at some of the issues that the committee found important may offer additional perspective or insight on its recommendations:

a. *Here or There?* Based on the appraisal price of \$6.6 million and the needs of SDSD and the other two regental institutions currently renting space at the SDSD facilities, it does not appear to make much sense to move, even before taking into consideration the legitimate historical ties to and sense of ‘place’ felt by the SDSD user community. It just doesn’t pencil out to make a move. In order to facilitate meaningful analysis of the committee’s findings and to test and verify the correctness of our assumptions and calculations, some key assumptions are presented here:

- Total sf needs of SDSD = 21,850 sf.⁶
- Total cap ex needed by SDSU to repurpose another facility for like needs = \$155,500.⁷
- Total cap ex needed by USD to repurpose another facility for like needs = \$1,200,000.⁸
- Total projected cost of relocation of SDSD to another facility = \$100,000.⁹
- Lost annual income to SDSD if moved = \$225,799 plus whatever rental income could be generated by 25,087 sf to be rented.¹⁰
- Cost per sf to build = \$240/sf (\$170 construction costs + \$70 design, engineering, management, etc.).
- Cost per sf to lease (assuming “B” space) = \$15 per sf + utilities.¹¹

⁶ This is based on the report of the architect, a link to which is provided elsewhere in this report. The committee believes this is a reasonable preliminary finding, but also feels there is more work to be done to test the assumptions in that report. For example, it assumes that each outreach consultant headquartering at the Sioux Falls facility requires his or her own enclosed workspace given certain sensitive or confidential information being handled. Given that much of their time is spent outside of the office, the committee is requesting further information concerning the pros and cons of office rotation (vs. permanent assigned offices) in a manner that preserves confidentiality. The committee will review best practices and cost vs. benefits information before making final recommendations on SDSD space needs. A similar analysis of SDSU space needs will be conducted. With regard to USD, the committee is satisfied that the space amount being utilized is appropriate and will be 100% filled pending a decision on the facility (as discussed elsewhere, the uncertainties relating to the future of SDSD is causing considerable problems for the full utilization of that space).

⁷ See note from Karla Trautman, SDSU, at Exhibit D.

⁸ See note from Dan Daily, USD at Exhibit E.

⁹ The moving costs depicted here are rough guesstimates based on members’ own historic experiences and a rough assessment of what would be required to be moved. They assume almost no retrofitting would be needed in the event suitable space can be found elsewhere. In SDSD’s case they are likely much higher because of specialized needs like sound booths requiring disassembling and reassembling and retrofitting requirements are more likely than not.

¹⁰ This sf figure comes from adding the 12,117sf of currently unused space to the additional 12,970 sf of new empty space that might result from SDSD downsizing its current footprint consistent with the architect’s suggestion, although both of those figures remain open issues for reasons discussed elsewhere in this report.

¹¹ This does not include the cap ex needed by SDSD to repurpose another rental facility to be compatible with SDSD equipment and needs. That cost is not knowable without identifying specific

Based on these rough assumptions, the committee finds the following:

- i. A new 21,850 sf purpose-built facility for SDSD would cost approximately \$5.2 million for the building. Adding land value estimated at between \$1 million and \$2 million, this translates into a \$6.2 million to \$7.2 million-estimated one-time cost for building a new SDSD facility. Operating expenses are, for purposes of this report, assumed to net out given the lower sf of a new facility vs. the cheaper utility costs associated with the existing SDSD boiler plant facility.
- ii. Leasing suitable space for a 21,850 sf facility in a 2017 market at \$15/sf would cost \$327,750 per year in ongoing rent, which does not include operating expenses and would escalate annually. Further, this figure does not include the one-time cap ex required for either (A) moving SDSD or (B) repurposing the facility to be leased, both of which will be substantial for reasons stated above (e.g., disassembling and reassembling sound booth rooms, redesigning space, etc.) or (C) the loss of about \$300,000 in rental income per year from current and immediately foreseeable tenants. For purposes of this report, we estimate about \$150,000 per year in maintenance savings that might be realized by leasing vs. owning the facility.¹² Combining new lease costs and lost revenues and subtracting the maintenance savings, this alternative amounts to a net negative impact on SDSD's operating budget of \$477,750 per year. Rentals costs for other regental lessees currently at the SDSD likely would increase as well (in addition to very large one-time costs that would need to be incurred by both USD and SDSU to move existing facilities to new rental space). Assuming \$15/sf rental market, SDSU's rental costs would increase by \$93,567 annually. In the event USD could find suitable storage space, its costs would increase by \$52,940. So the net annual costs to the regental system under the leasing option would be \$624,257¹³ in 2017 dollars.

rental space, but is expected to be considerable. Additionally, it should be noted that while professional real estate experts consistently affirmed the reasonableness of the \$15/sf NNN rate assumed here, they note that the existing SDSD facility could not command that rate. Indeed, it currently charges only \$10/sf to SDSU. While the \$10/sf may be slightly under market, there is a reasonable consensus that the SDSD facility would not command the \$15/sf assumed here for the open market. Part of that rental differential can be explained by more efficient space utilization, but the committee expects the \$15/sf rate also implies slightly more attractive class B space in the event of relocation.

¹² This estimate is based on a business guess of true savings to be realized from personnel and M&R costs in the event that the move would involve renting vs. owning the facility, but those savings depend upon the terms of the lease to be negotiated and other variables that need to be better analyzed. For purposes of this report, a realistic range is \$50,000 to \$250,000 per year.

¹³ This assumes that USD is able to find a space that would obviate the plan set forth by USD in Exhibit E. If USD ultimately was able to find such space, it would require significant additional HVAC/climate control retrofitting costs not estimated or included in this report.

- iii. More analysis involving (A) remodeling costs and best practices, (B) lessee coordination and accommodation, and (C) prospective tenant requirements needs to be undertaken in order to make intelligent recommendations about whether to either use existing facilities largely as they are configured today (until such time as major cap ex would be required in the normal course) or whether and when to repurpose existing facilities (including which sections of facilities to redesign and when).
 - iv. Market demand for the SDSD space and the outcome of C above will help determine whether SDSD should remain a landlord or become a tenant in its current building (see “Landlord or Tenant” discussion below).
- b. Sale by Subdivision vs. Total Property. Total property sale.** If the price is in the range of the appraisal, the committee does not believe a sale of the entire property makes much sense. If a materially higher price emerges from a strategic buyer, it may well make sense to sell the entire property. The committee recommends that the BoR Finance department develop a more sophisticated model to more precisely determine replacement costs. Using that and professional realtor advice, the “pre-emptive price” a strategic buyer would need to offer to make relocation of current BoR and other state users a logical decision should be developed and marketed accordingly.
- c. Partial Property Sale.** There is considerable excess property at SDSD that is easily sub-dividable without materially affecting the operations or marketability of the remainder. An immediate objective after securing a realtor should be to determine exactly how that subdivision should be platted to secure the highest sale price while still retaining the maximum value of the remainder. The objective of that assessment and division will be to maximize net value to the state. That division will require extensive discussion with city officials concerning offsets and other regulatory requirements, and with real estate professionals to determine what is most attractive to potential buyers.
- d. What to Sell? Developed vs. Undeveloped land.** When making the above-referenced subdivision, it is intuitively obvious that the eastern 2/5^{ths} (+/-) of the SDSD property that now consists of a running track and green space should be its core (see Exhibit A). Also, it seems likely to the committee that some of the parking lot could be sold or leased and would be attractive to a potential bidder. The location of the SDDENR’s Air Quality monitoring station (see Exhibit B) complicates that somewhat, but doesn’t make it impossible. Some or all of the garage space might be attractive to a potential buyer.

Pursuing a subdivision of SDSD property now does not preclude a sale of the entire property at the right price, nor does it preclude real estate professionals from further subdividing the undeveloped property to be sold in more than one parcel if it makes sense. However, in a general sense, the committee has found it helpful to view the entirety of the property as either “developed” (i.e.,

the western end of the property with buildings on it) or “undeveloped” (i.e., the eastern end that is bare land. That said, some overlap in the parcel(s) to be sold is likely to occur.

Existing Buildings. Even at the appraised valuation of \$6.6 million, a sale or long term lease of some or all the buildings on the developed portion of the property is not out of the question. The issue of relocation and ownership are two different issues. Whether SDS D is to remain in its current building should be decided in December. The analysis of whether or not it will be the landlord or tenant of that building may take longer to determine (see subsection *f* below). Whether a sale-leaseback or retained ownership makes more sense will be determined by the market.

As explained in the next subsection, when the decision of “what to sell” is made, a final determination about “how” to sell it will need to be made (e.g. the Legislature could authorize the sale of non-trust lands through a mechanism other than an in-person auction). Commissioner Brunner and BoR legal counsel will help make those determinations and recommendations to the Legislature in consultation with the real estate professional selected.

- e. Trust and Non-Trust Parcels.* In doing the title work in preparation for a potential sale, S&PL and BoR counsel discovered from the territorial records that – contrary to the understanding and expectation of the BoR, S&PL, the South Dakota Legislature and everyone else familiar with SDS D – most of SDS D property is NOT situated on S&PL Trust property (see Exhibit F). This is significant because it provides more flexibility in the sale of that part of the SDS D property, as well as the use of sale proceeds, and because it will require an amendment to the legislation in order to complete a sale. As it turns out, the undeveloped property most conducive to a sale is not trust land.

To the extent trust rules do not apply, the timeline below may need to be adjusted or the sale packaging will need to clarify that any agreement will be subject to full Board and other required approvals.

- f. Landlord or Tenant in the Remainder?* If the committee’s recommendation to parcel and sell the surplus property of SDS D is followed, there still remains an issue of what to do with the remaining property that houses the buildings. It may be possible (but not considered highly likely) that a sale of that property might still make sense. The committee believes this is part of the ongoing analysis that needs to be completed to maximize efficiency in the SDS D buildings. If the Board can effectively consolidate SDS D and other regental tenants’ operations, the remainder of the facility may attract an interested buyer who would use the remaining space and continue leasing to BoR on a long-term basis.

In the more likely alternative, SDSD should more aggressively seek additional tenants to fill that unused space. Given the current condition of the facility, ideally that would be a long-term tenant with the capital necessary to build out the remaining space and the flexibility to work with SDSD and the other tenants in our effort to consolidate and coordinate space. Communication Services for the Deaf (“CSD”) ¹⁴ or other regental or state agency tenants comprise an immediate target market (if only because of coordination flexibility, and shared mission expectations), but more traditional commercial opportunities should be aggressively pursued as well.

There are an endless number of variations on how to most effectively and efficiently utilize the existing buildings on the SDSD campus. For purposes of this section, the committee notes only that (a) the complexities involved in this aspect of the issue will take longer to develop, and (b) that there remains a fundamental question on whether the best interests of the SDSD and the state as a whole are better served with SDSD as a landlord or tenant. Marketplace developments (particularly with current and prospective tenants) and additional pricing information will help answer that question as the partial sale progresses.

g. *Sale vs. Long-term Lease vs. Short-term Lease?* A consideration in the analysis of any potential transaction(s) is whether it should be structured as a sale, long-term lease or short-term lease. The pros and cons of each structure involve a myriad of issues that are very fact intensive and fluid. The committee notes that this issue is of considerably greater import if the transaction involves S&PL trust property. This structure question will work itself out based on best practices and financial analysis applied to whatever facts develop and the preferences of both parties involved. It is not terribly productive to attempt to make that determination with respect to the ultimate transaction structure until a proposal is before us.

h. *Capital Cost vs. Operational Efficiency.* Returning to the issue of why knowingly allowing inefficient space utilization may make more sense than expected, the oversimplified answer is capital cost. More study on this issue is needed, but the initial architectural report indicates that material capital costs required to consolidate space may exceed the savings (or revenue generated from repurposing and leasing) in the near term.

A comprehensive analysis of the existing buildings needs to be undertaken, involving design options, construction pricing and operational efficiency. The committee believes there exists real potential to make material improvements, but the process involves many moving parts – including

¹⁴ CSD is a non-profit provider of communication services for the deaf community, including video relay services. It is not affiliated with SDSD or BoR, but has been an important member of the user community whose mission is aligned with SDSD’s.

bringing either (a) a prospective buyer or (b) prospective additional tenants to the table before final decisions are made.

- i. **Boiler Plant.*** The existing 100-year-old boiler plant building and facilities housed there present particular challenges. While aged, the facility has been well maintained and appears to be in good condition. An issue requiring more exploration is a sale or long-term lease of the pool area and the gymnasium and conference space in that facility. SDSD rarely utilizes any of those spaces for its own operations, but rents them on a part-time basis. Part-time rents do not provide a net return, however, given the cost of maintenance and operations. SDSD needs to undertake a more intensive marketing effort to permanently and fully lease those spaces on commercially viable terms. If that effort does not produce full-time renters, alternative options for those facilities need to be revisited, including mothballing.
- j. **SDSD Mobile Lab.*** SDSD currently owns an expensive mobile lab vehicle that houses equally expensive and sensitive equipment. That unit is currently stored off location in a commercial rental unit large enough to hold it. It should be housed in a facility co-located on whatever property SDSD uses in the future. SDSD last year identified a very cost efficient space at its campus that could utilize some of the existing infrastructure to build a suitable storage space at a cost of considerably less than the cost of building a new garage. However, BoR counsel concluded that it would constitute “new construction” requiring legislative approval. That approval should be incorporated in any subsequent legislative action on this project if no pre-emptive purchaser for the total property emerges and the final Board decision is to remain on the current SDSD property.
- k. **The Price of Limbo.*** Whatever the decision, the committee urges prompt action on the SDSD issue. The uncertainty of its future has resulted in a planning limbo for all involved. Normal maintenance spending on the campus has been largely halted. Tenants’ plans are on hold. Perhaps the best example of that is the current unused storage space being rented by USD. USD was in the process of moving very old and delicate archive material to this space, which has been repurposed and very effectively meets its storage needs at a relatively inexpensive price. While the space is completed, it is at about 50% capacity. USD stopped transporting these materials recently because of the uncertainties involved (given both the expense and risk of damage in double moves).

The point here is that, as relates to the current SDSD buildings, some finality with the decision to be made in December is important. The committee believes that we should market the “entire property” as aggressively as possible between now and December 6. If a strategic buyer willing to pay considerably more than appraised value surfaces between now and then, reconsidering the sale of the entire property is warranted. If not, **the BoR**

decision in December should be final – at least as to the location of SDSD and other tenants in the building. Ultimate ownership of the building(s) and more efficient space utilization by all BoR tenants should be subject to ongoing scrutiny. In this regard, the committee feels that both SDSD space and SDSU space are particularly susceptible to change and improvement for efficiency. It may make sense to consolidate or move within the building. It would not make sense to force either of them out of the building after that time. USD's space, on the other hand, does not lend itself to consolidation or movement within the existing building. Its location in the basement and its archival-specific design and its 100% space utilization make that impractical.

- I. New Legislation.*** SL 2017, ch 51, presupposes that all of the SDSD property is held in Trust, a historical assumption that was widely shared by the rest of state government -- including the BoR. It is possible to affect a sale that involves no Trust land. It is also possible that an immediate sale would involve both Trust and Non-Trust property, depending on how the above-referenced platting is ultimately concluded. Under either scenario, slight modifications to that legislation will be needed, and BoR counsel, in coordination with the office of S&PL, should assist in developing draft legislative language to accomplish whatever option the BoR ultimately chooses.

IV. Findings and Conclusions. The existing SDSD facilities are underutilized. Given the appraised value of \$6.6 million for the entire facility, it does not make good sense to sell the entire property unless a strategic buyer surfaces who is willing to pay considerably more money for the entire property. An aggressive marketing effort should be undertaken to see if that purchaser exists, but the BoR should move forward simultaneously to most effectively subdivide the SDSD property, and move forward promptly to sell the undeveloped portion.

For the remainder of the property with existing buildings, a more aggressive and comprehensive space consolidation/utilization plan needs to be developed. This needs to be balanced by and coordinated with long-term cap ex requirements and user needs. While SDSD has leased some of the unused space, more effort needs to be directed towards developing a plan to consolidate SDSD operations and effectively leasing out the remainder of the existing facilities.

The committee would like to note that the recommendations in this report should not be construed as criticism of SDSD. Through a very difficult downsizing process in recent years, SDSD under Superintendent Kaiser has managed its facilities and services consistent with Board direction. While leasing opportunities obviously have been discussed and acted upon in the past, BoR historically has counseled caution in selling or repurposing too much space until the long-term mission of SDSD took clearer shape. In short, SDSD has correctly executed the direction provided by BoR. The committee does not believe that was an unwise approach, but also believes that the time has come to act more aggressively. We think it important to acknowledge that the BoR was first nudged -- then nudged a little harder -- into undertaking this

exercise by the Governor and Legislature. We would also like to acknowledge that it was a correct nudge and that this analysis has been a healthy and we think useful exercise in the kind of good governance that will result in a more efficient operation at SDSD and utilization of public funds, for which we all share responsibility.

V. Recommendations. The committee's recommendations, set forth below, need to be read in the context of an ongoing analysis. While we believe it is time to act, we do not think it wise to do so without regard to changing facts and circumstances. In short, the BoR should keep an open mind as this process moves forward and new information is developed. These recommendations are not set in stone. We emphasize again our desire and need for informed comments to help improve these recommendations as we move forward. For those who see immediate flaws in the analysis, please don't wait until the deadline to reply. With those qualifications, the following constitute the committee's recommendations as of the date of this report:

- a. Based on the commercial appraisal analysis conducted on SDSD Property (which found its total value to be approximately \$6.6 million), the committee recommends that **the core SDSD operations should continue at its historical location on the current site** for the following reasons:
 - i. Testimony from the SDSD primary user community demonstrated a strong and logical sense of historic attachment to the location. It carries a strong sense of place and historical Dakota commitment to our special schools that predates statehood.
 - ii. The net cost of replacement with downsized facilities sufficient to serve SDSD needs would be significantly higher than utilization of the existing core SDSD facilities.
 - iii. There are reasonable opportunities to improve efficiencies of SDSD and SDSU operations within its existing facilities.
 - iv. SDSD would lose significant operating revenue generated from leasing its non-core facilities, and the leasehold costs for sister regental institutions that lease non-core SDSD space would increase dramatically.
 - v. There are reasonable opportunities to increase rental income with new lessees once the future direction of SDSD has been clarified.
- b. Notwithstanding the committee's belief that the regental system's needs are best served by remaining in the existing older facilities at SDSD, the committee recommends **proceeding immediately with the sale of the roughly 2/5th of the SDSD property**. Depending on the final boundary lines to be drawn in relation to that sale, the expected sale price for the undeveloped land would be about \$2,000,000. In the course of this process, qualified real estate

professionals would conduct a market survey to determine whether there are any potential buyers who would be willing to pay materially more than the \$6.6 million appraised value for the entire SDS property, in which case selling the entire SDS property and relocating the SDS and other regental lessees should be reconsidered. Financial returns balanced against SDS mission needs should be the primary consideration.

- c. The committee believes **there is substantial additional work to be done in improving efficiencies and income generation opportunities on the remaining 3/5^{ths} of the SDS Property.** Specifically, the committee recommends more aggressive efforts to (a) reduce the amount of space used by SDS operations, (b) coordinate and consolidate space used by both SDS and SDSU in an effort to maximize leasing options for the remainder of the Main building; (c) market the unused portions of the remaining SDS property to new lessees (including the large spaces of the boiler plant building), and (d) work with professional commercial real estate brokers to determine whether a commercially viable transaction can be structured for the remaining 3/5^{ths} of the SDS Property – including a scenario where SDS becomes a tenant with a commercial owner or a partial sale of the building(s).

Timelines and Specifics. The Committee found that the SDS Property presents immediate opportunities but also carries with it ongoing challenges. The price tag associated with converting admittedly inefficient historic space into more efficient office operations better tailored to SDS current mission is significant. Additional financial analysis will be required to make the best long-term decision with respect to this older space. Additional reports will be generated as that analysis progresses. An estimated timeline for next immediate steps is as follows:

- d. Interview and select a commercial real estate professional in Sioux Falls (expecting to complete realtor engagement before the end of September). The purpose and scope of the engagement will be to help BoR:
 - i. structure the best subdivision of the existing 14.35 acre property (i.e., determine which portion to keep for existing and future operations and which portion to sell as surplus property) (targeted completion sometime in October);
 - ii. undertake a “market reality check” screening to determine whether or not there is a strategic buyer interested in paying materially more than the appraised value for the entire 14.35-acre SDS property (i.e., a complete property sale price sufficient to justify relocating SDS and other existing tenants, and forego future rental prospects)¹⁵ (begin

¹⁵ The marketing toward a “strategic buyer” for the entire property will not terminate at the commencement of a formal process to sell the surplus property. If such a strategic buyer is found at

those marketing efforts as soon as possible, continuing through December);

- iii. simultaneously structure the most commercially attractive sale process possible (i.e., private listing, auction, etc.) for the surplus property (target going to market with surplus property late October or November); and
- iv. assist in developing the best possible commercial deal structure for selling the existing buildings and leasing back space for SDSD and other regental operations, which will be used for comparison to a scenario where SDSD retains ownership with additional renters. NOTE: The idea is to motivate the real estate professional to find a more compelling commercial alternative to the committee's expectation that it likely than not makes the most sense for SDSD to continue to own these buildings (ongoing effort, targeting interim update report in January 2018);
- e. Meet with Sioux Falls city officials and real estate broker to work through issues associated with making the best possible subdivision of the property, and plat it accordingly (initiate by the end of September, immediately after selecting real estate professional).
- f. Present final platting of full SDSD property subdivision to the full BoR for approval to move forward with the process to sell the surplus (expected by end of October).
- g. BoR Finance office should undertake a more rigorous analysis of the rough assumptions included in this report and develop a robust financial model to:
 - i. measure the full costs of remaining in place vs. moving; and
 - ii. better inform the analysis of whether it makes sense in any given space to expend capital costs to consolidate or lease vs. intentionally using excess space to save capital costs until needed in the ordinary course of business.
- h. Develop draft legislation that (a) accommodates options for the sale of, and expenditure of proceeds from, the unexpected non-trust land that was discovered, (b) provides for the on-site construction of a large garage to house the SDSD mobile lab, and (c) addresses any other issues that may surface prior to legislative session (targeting by January 1).

any point prior to execution of a purchase agreement for the surplus property, the larger sale could always pre-empt the surplus sale process.

- i. Make a final determination as to whether or not SDSD and other regental tenants should remain in the current SDSD Main building or be moved (by December 6).
- j. Using models referenced above, continue to advance analysis of best and highest use of existing space, including remodeling, cost efficiencies for existing SDSD operations and more aggressive marketing of excess space for new tenants, with immediate focus on CSD and other BoR users and state agencies. This process should include in particular coordinated discussions between SDSD and SDSU (and potentially prospective tenants and/or buyers), guided by real estate professionals, to determine whether each and both can structure their operations in the SDSD buildings in less space that is consolidated in areas that make their operations more efficient and the remainder more attractive to potential tenants or buyers (targeting initial interim update report by mid January 2018).

Public comments on and suggested modifications to this report and these recommended actions should be sent to info@sdbor.edu or mailed to:

Dr. Mike Rush
Executive Director
South Dakota Board of Regents
306 East Capitol Ave., Suite 200
Pierre, SD 57501

We greatly appreciate the advice and input from the public to date, and the great support from the Commissioner of S&PL, the Governor's office and numerous legislators who have taken an active interest in this issue.

Respectfully Submitted to the full Board, by its Committee on the SDSD Facilities

Kevin V. Schieffer, Chairman
Randy Schaefer, Member
Jim Morgan, Member
Bob Sutton, Ex Officio

EXHIBIT A

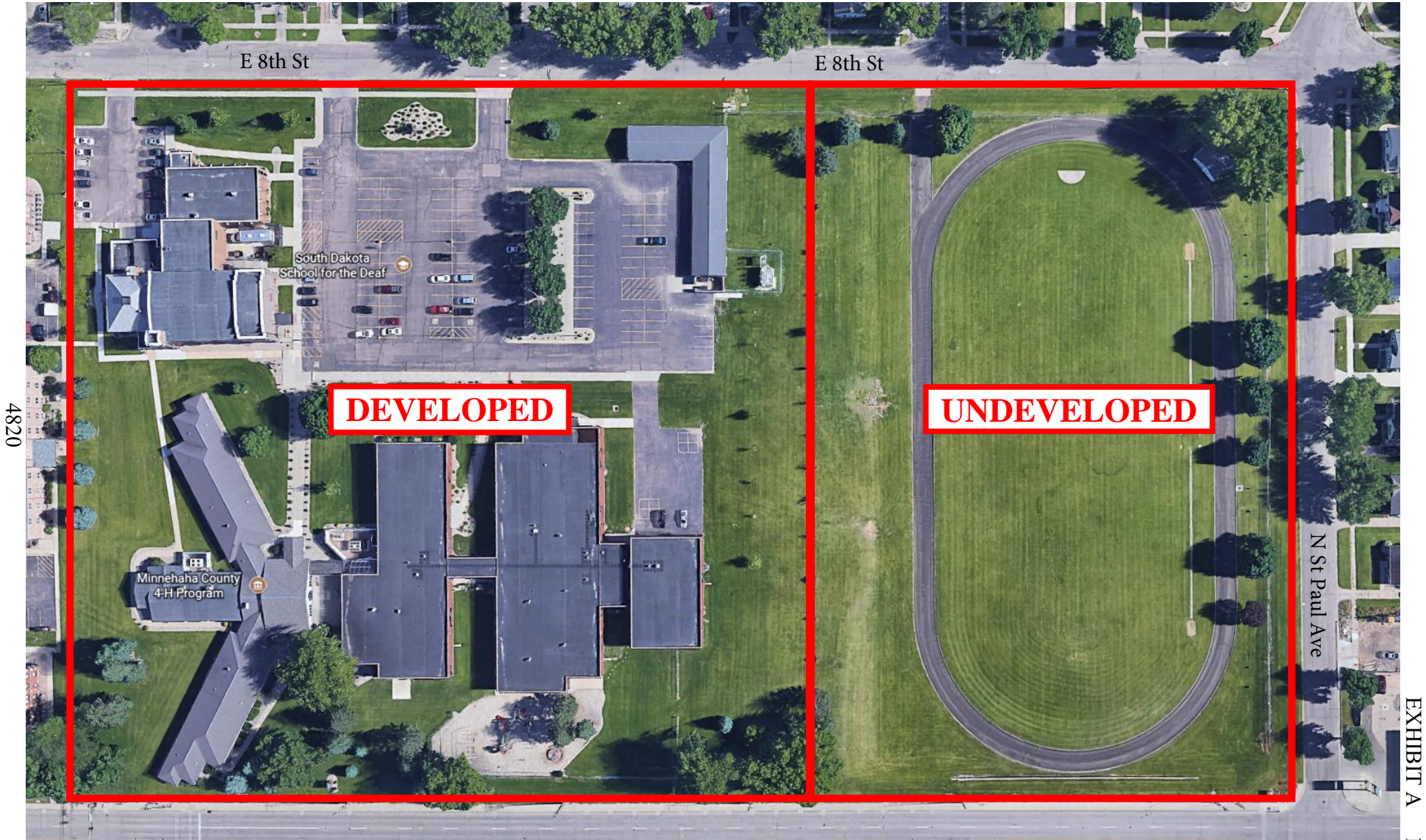


EXHIBIT B

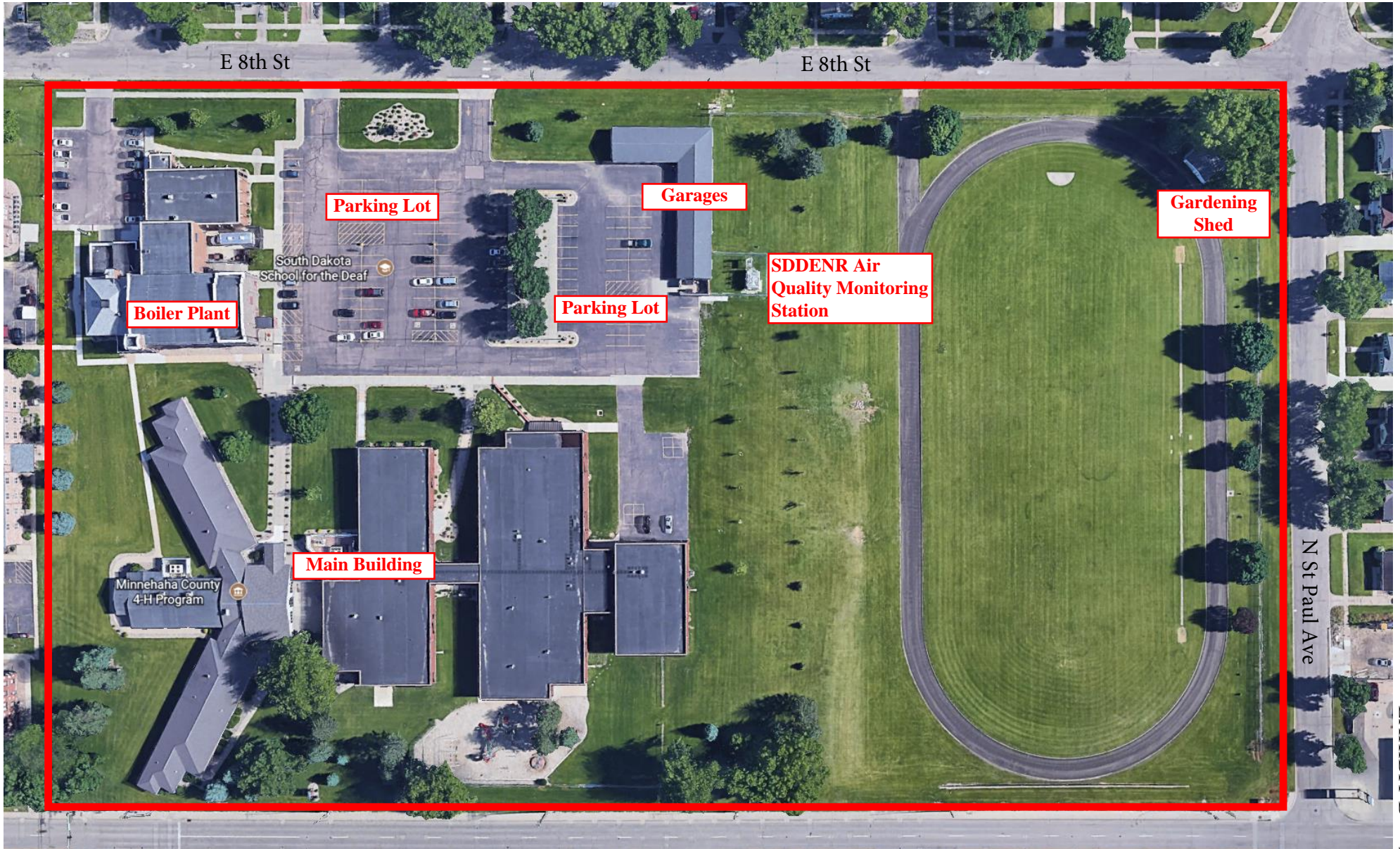


EXHIBIT C

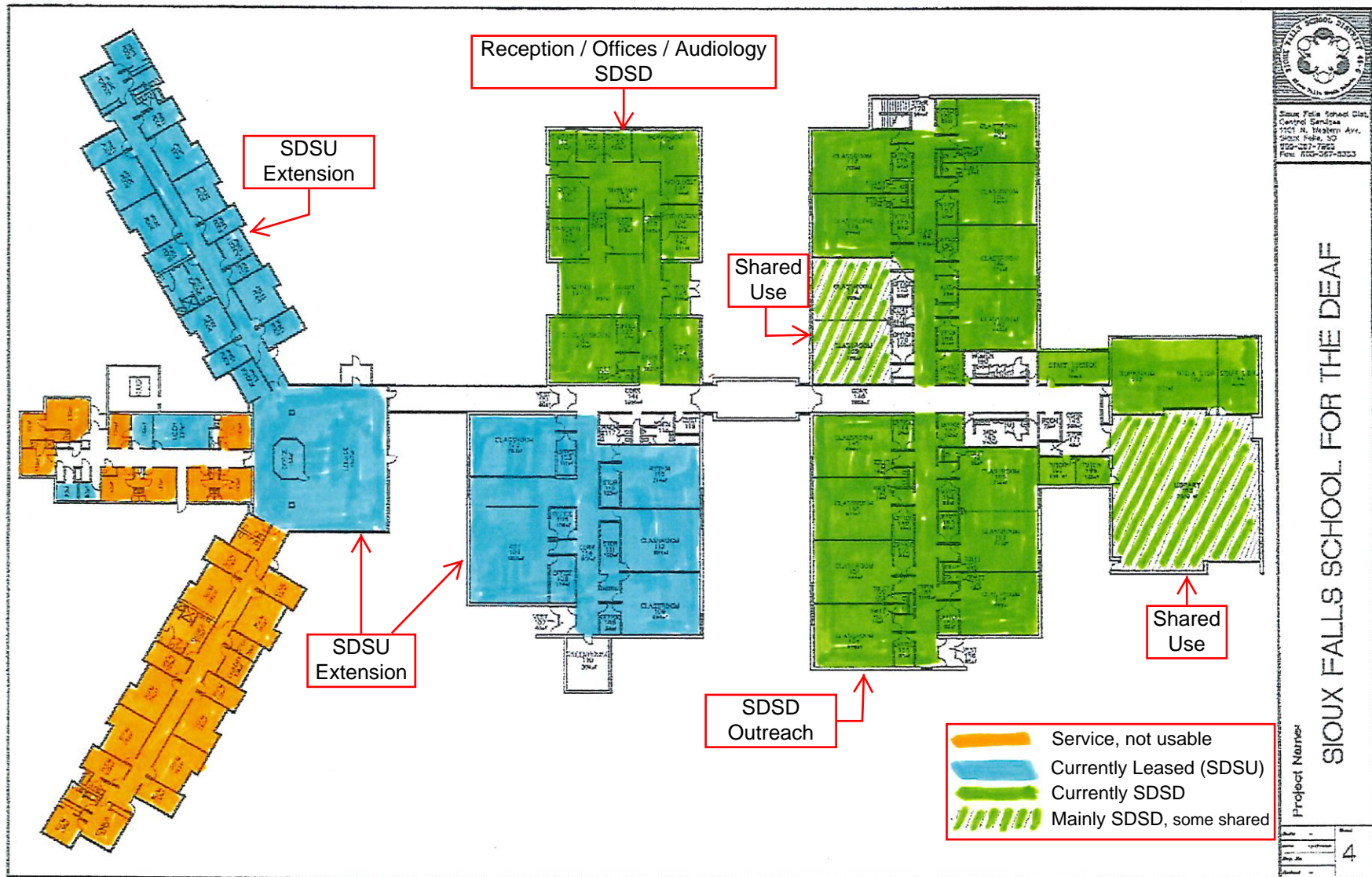


EXHIBIT C



- Service, not usable
- Leased Space (USD)
- SDSD
- SD Assn. of the Deaf



Sioux Falls School Dist.
Central Services
1101 N. Western Ave.
Sioux Falls, SD
605-397-7665
Fax: 605-367-8353

SIoux FALLS SCHOOL FOR THE DEAF

Project Name:

Sheet	2
Date	10-27-2009
Drawn by	
Checked by	

EXHIBIT D

Kaiser, Marje

From: Trautman, Karla <Karla.Trautman@sdstate.edu>
Sent: Friday, September 1, 2017 1:22 PM
To: Kaiser, Marje
Subject: Information

Good afternoon, Marjorie!

Thank you for your hospitality at the BOR meeting on Thursday, August 30th!

I was to send to you the costs incurred by SDSU to renovate the space we currently occupy at SDSD. This renovation occurred in 2011.

Renovation Cost: \$120,000

Smart Classroom Technology Investment: \$35,600 (this is for the technology only – not furnishings)

Please let me know if you need additional information from us.

Thank you!
Karla



Karla Trautman
Interim Director
karla.trautman@sdstate.edu
154 Berg Agricultural Hall, Box 2207D
South Dakota State University
Brookings, SD 57007
Phone: (605) 688-4792
Fax: (605) 688-6733
<http://www.igrow.org>

South Dakota State University, South Dakota counties, and USDA cooperating. South Dakota State University adheres to AA/EEO guidelines in offering educational programs and services.

EXHIBIT E

Kaiser, Marje

From: Weisgram, Molly
Sent: Thursday, August 31, 2017 9:00 AM
To: Kevin Schieffer; Bob Sutton; Jim Morgan; Randy Schaefer
Cc: Shekleton, Jim; Rush, Mike; Kaiser, Marje; Abbott, James W.
Subject: FW: Information on USD Libraries use of SDSD per Regent Schieffer's request

Follow Up Flag: Flag for follow up
Flag Status: Flagged

All,

Please see the below information per Regent Schieffer's request.

Molly

Molly Weisgram
Executive Assistant to the CEO and Board
System Director of Student Affairs

South Dakota Board of Regents
306 E. Capital Ave, Ste. 200
Pierre, SD 57501
(605) 773-3455

From: Daily, Dan L
Sent: Wednesday, August 30, 2017 5:10 PM
To: Stein, Jeryl Lynn <Jeryllynn.Stein@sdbor.edu>
Cc: Abbott, James W. <James.Abbott@usd.edu>; McNaughton, Laura J <Laura.McNaughton@usd.edu>
Subject: Information on USD Libraries use of SDSD per Regent Schieffer's request

Jeryl Lynn:

Regent Schieffer asked me to send him the following information. Please forward this email to him.

Regent Schieffer:

Currently, USD Libraries is leasing approximately 5,000 SF of secure, climate-controlled space at the SDSD. Approximately 50% of this space is currently being used to house archival collections and provide associated workspace for an externally-funded, professional archivist.

If USD has to vacate SDSD, relocating the USD archival operations from SDSD to I.D. Weeks library will require a \$1.2 million dollar capital investment by USD. The cost is due to expanding the current space for archival operations in I.D. Weeks, including installing a new HVAC system for the archival operations.

Due the uncertain future of SDSD, I cannot follow through on plans to relocate biomedical journals housed at I.D. Weeks and retained by USD per agreement with the National Library of Medicine (NLM). USD participates in the NLM's National

Print Retention Program to ensure preservation of key biomedical journals for USD faculty and students and researchers throughout the state and beyond. Similarly, USD has an agreement with the Federal Depository Library Program, through which it has developed one of the strongest collections of federal documents in region, and these collections date back to the 18th century. These collections are used, but will be best housed at SDSD. If USD can keep its lease at SDSD, I will follow through with plans to relocate the fore-mentioned collections.

Relocating substantial parts of the biomedical journal collection and federal documents will fully utilize the USD-leased at SDSD. Moreover, this plan dovetails with USD planning to continue transforming collection space at ID Weeks into student-centered space.

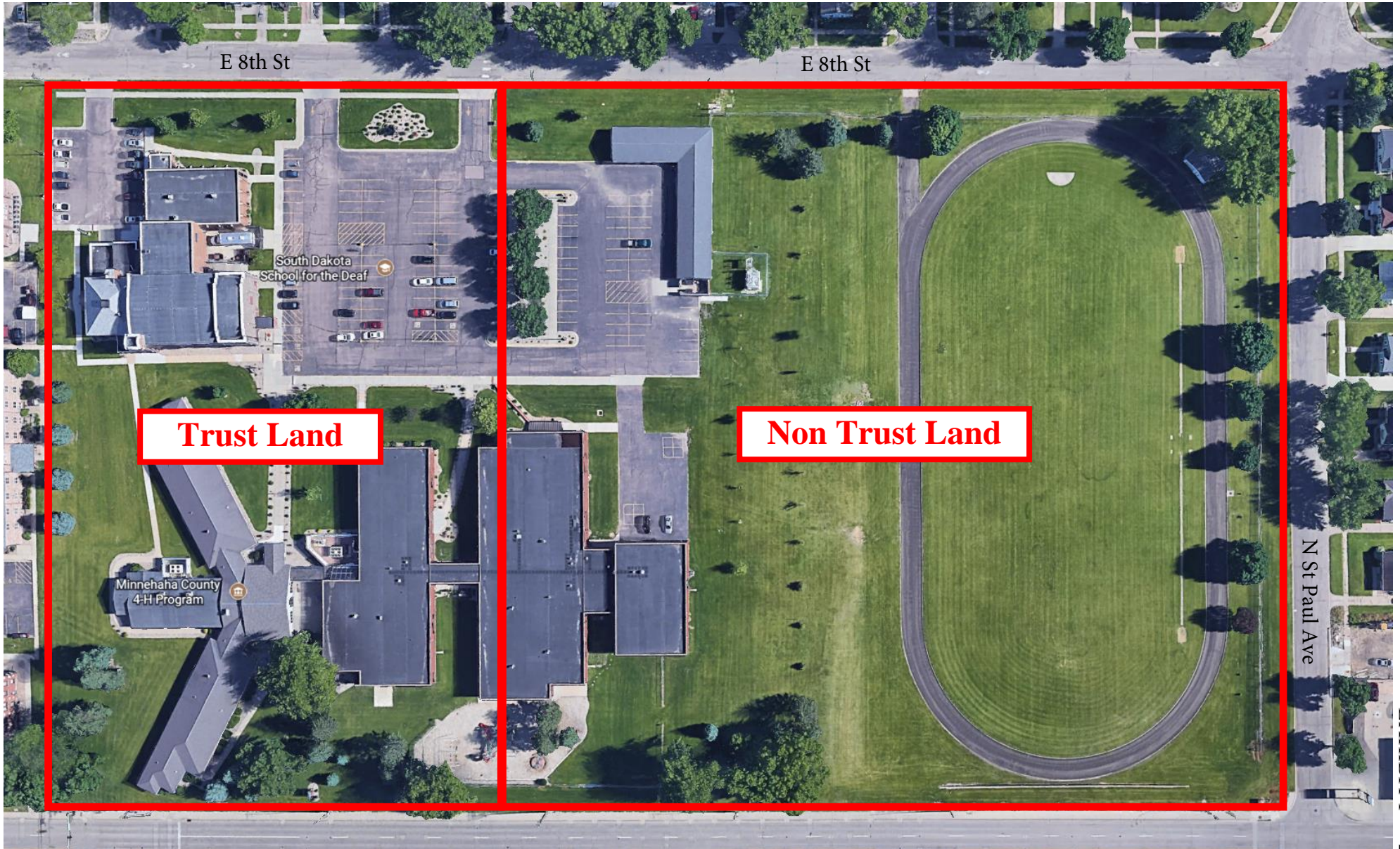
Thanks so much for the opportunity to provide information at today's committee meeting.

Dan

Daniel Daily
Dean of Libraries
Assistant Professor
University Libraries
University of South Dakota
414 East Clark Street
Vermillion, SD 57069
605-677-5122 (I.D. Weeks) / 605-357-1397 (Wegner Health Science Information Center)
dan.daily@usd.edu



EXHIBIT F



SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance and Resource Development

AGENDA ITEM: 7 – B
DATE: December 5-7, 2017

SUBJECT

USD Law School Task Force Update

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND/DISCUSSION

On July 17, 2017, President Abbott appointed a 13 member task force to take an in depth look at whether moving the University of South Dakota Law School to Sioux Falls would enhance student recruitment efforts. The committee was chaired by Representative Mark Mickelson, Speaker of the SD House of Representatives, and vice-chaired by Harvey Jewett, Regent Emeritus. Other members serving on the task force are:

- Conrad Adam, South Dakota Board of Regents
- John Bastian, South Dakota Board of Regents
- David Gilbertson, Chief Justice, SD Supreme Court
- Julie Greenfield, Attorney, Gallardo Trust Company
- Glen Herrick, EVP and CFO, Meta Financial Group
- Christine Hutton, Professor, USD School of Law
- Mark Meierhenry, Attorney, Meierhenry Sargent, LLP
- Bob Morris, Attorney, Morris Law Firm
- Morgan Nelson, USD Law Student, President USD Student Bar Association
- Jennifer Trucano, CEO, Rapid City Medical Center
- Nate Welch, Executive Director, Vermillion Chamber and Development Company

The Task Force conducted three public meetings:

- August 7, 2017 – USD in Vermillion
- September, 6, 2017 – SD School for the Deaf in Sioux Falls
- October 6, 2017 – USD in Vermillion

Mike Spivey of Spivey Consulting Group was retained to assist in the process and tasked with providing the official report of the task force's recommendations. That recommendation report is attached.

Discussion topics at the public meetings included, but were not limited to: current financial conditions of the law school; historical data; industry trends; importance of the law school

(Continued)

INFORMATIONAL ITEM

to the state of South Dakota; consideration factors of moving to Sioux Falls; past, current and future enrollment; bar exam passage rates; accreditation consideration and concerns; student and faculty input; and public testimony.

IMPACT AND RECOMMENDATIONS

During the final meeting, the task force voted on several recommendations.

- 1) Remain in Vermillion, but expand classes to Sioux Falls and add online options. No buildout costs for Sioux Falls or physical improvements for Vermillion were included: Vote was 9 yes, 4 no.
- 2) \$600,000 in total additional funding (\$300,000 reallocation from BOR and \$300,000 from a new state appropriation) to support enhanced student outreach, admissions outreach, and programming, and to broaden and modernize the curriculum and fund the certificate and other programming in Sioux Falls: vote was 12 yes, 0 no, 1 absent.
- 3) Secure funding for 15 full scholarships to improve the diversity and quality (LSAT and GPA) of the student body: vote was 13 yes, 0 no.
- 4) Ask the Board of Regents for the authority to offer resident tuition rates to non-resident students using parameters to be determined by the Law School Advisory Council (to be established): vote was 7 yes, 4 no, 2 abstaining. USD believes that this would have a positive revenue impact because it has the potential to grow enrollments with high achieving students.

Additionally, the task force noted the projected law school structural deficit but did not discuss options for addressing the issue.

Spivey Consulting Group (SCG) does not see a need to break apart the university and move the law school to Sioux Falls. They found that the move would create more problems than positive outcomes and the task force agreed with that assessment.

SCG noted that few of the challenges faced by the USD School of Law are unique to the school, but rather are challenges faced throughout the market. SCG believes the school needs to be modernized and marketed as South Dakota's Law School and focused on recruiting, admitting, matriculating and graduating the next leaders of the state. "Adding competitive scholarships and in-state tuition for out-of-state residents, modernizing the curriculum by opening a clinic across growing legal areas in Sioux Falls, enhancing the current facility space and upgrading aspects of the building, marketing the school with new platforms and initiatives, and adding a new admissions staff member the school will improve the inputs (quality of incoming students), throughout (the experience of students), and output (bar passage rate and job outcomes) of the USD Law graduates."

ATTACHMENTS

Attachment I – University of South Dakota School of Law: Report of Law School Relocation Task Force



**The Spivey
Consulting
Group**

October 23, 2017

University of South Dakota School of Law:
Report on Law School Relocation Task Force

I. Executive Summary

In submission of this report, The Spivey Consulting Group (SCG) has been charged with externally and objectively assessing whether moving the University of South Dakota School of Law (South Dakota Law) law school facility off-campus from Vermillion to Sioux Falls would offer a higher than investment rate of return for high quality student application and matriculation volume, as well as yield a higher ROI for law school students. This charge also relates to the three accreditation concerns of the law school, namely financial stability, incoming student credentials, and bar exam passage rates. The primary vectors at which SCG looked, then, in its assessment and recommendation were whether a move would:

1. Be feasible
2. Increase the quantity and quality of the applicant and matriculant pool relative to the cost and versus other possible options
3. Enhance the student ROI

SCG has a combined over 100 years of experience in law school administration, career services, and admissions and has consulted or is currently consulting for twelve law schools. The primary consultant for this engagement is Mike Spivey, although numerous SCG partners and experts were utilized. Mike has over 20 years of law school administration, admissions, and consulting experience at the Vanderbilt Law School, Washington University in St. Louis Law School, Colorado Law, and as the Founding Partner of The Spivey Consulting Group.

II. Feasibility

Building and opening a new building in Sioux Falls would be a massive financial undertaking. Below are just four examples of the costs associated with law schools that have recently constructed new facilities:

- University of Utah S.J. Quinney College of Law: \$60.5 million¹ (opened 2015)
- American University Washington College of Law: \$130 million² (opened 2016)
- University of Baltimore School of Law: \$119 million³ (opened 2013)
- Syracuse University College of Law: \$90 million⁴ (opened 2014)

Note that later in this report we will look at the admissions statistics of each school before and after the new buildings were opened.

Beyond the numbers, the associated costs are not the only reason Spivey Consulting Group made its “hybrid” recommendation. There has also been considerable negative media attention for schools that have built new buildings, far too many to even start to list. We include just two examples:

¹ Source: [Salt Lake Tribune](#)

² Source: [American University](#)

³ Source: [Chronicle of Higher Education](#)

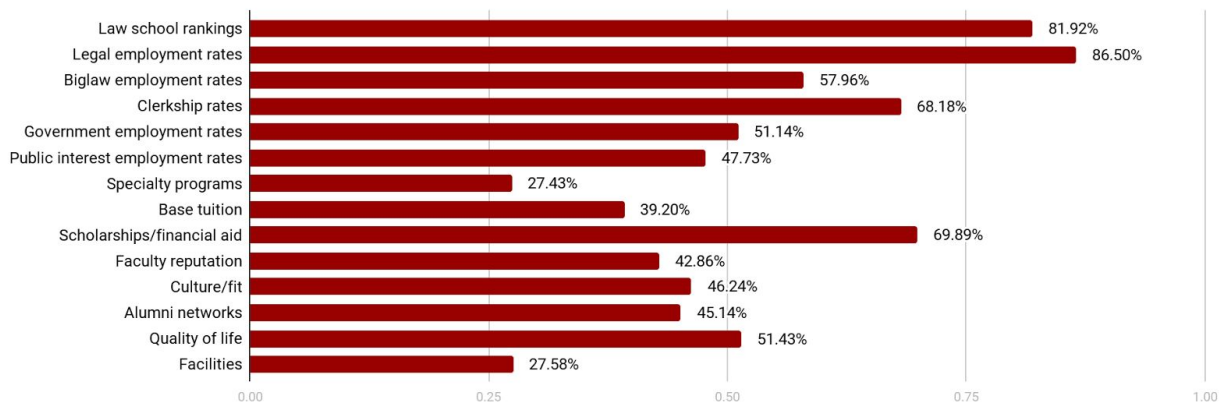
⁴ Source: [Syracuse Post-Standard](#)

“Maybe instead of investing in new campuses, American should invest in new career services officers so that its diverse students can get some diverse jobs.” ([Above The Law](#))

“So, with declining enrollment and mind boggling tuition costs — already up approximately 200% during the past 20 years with no discernible change in ‘product’ and a declining average return-on-investment for students — why build now? Add to that a nationwide decline in applications and enrollment, dismal job market, other career opportunities that require neither the financial nor time commitment of law school, and a legal marketplace slashing graduate hiring because they are not ‘market ready’ (translation: clients now refuse to subsidize law firm ‘on-the-job-training’). One more time with feeling: why are law schools building dazzling new homes?” ([Big Law Business](#))

Nor are facilities an integral component of law school application and matriculation decision-making. For example, in a recent survey conducted by Spivey Consulting of 197 current and recent law school applicants, respondents were asked to rate the importance of 14 different factors in the decision of where to attend law school. In that survey, “facilities” had the lowest number of respondents rating it a “5” in importance on a scale of 1 to 5. The following graph shows a comparison of the various factors based on the percentage of respondents who ranked them as a 4 or a 5 in importance:

Percentage of survey respondents who rated various factors 4 or 5 on their importance in choosing a law school, on a scale of 1 to 5

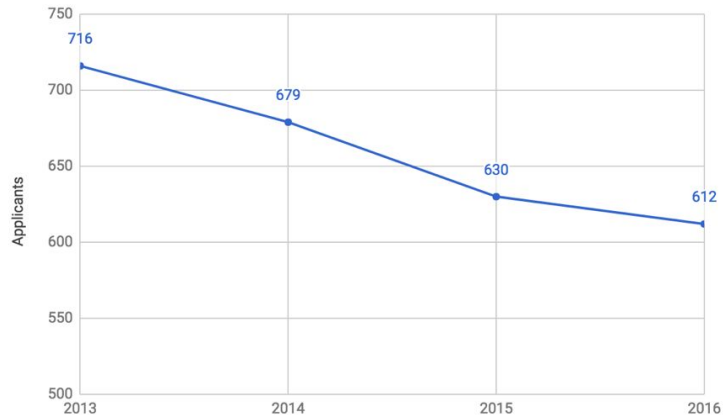


Note that just 27.6% of respondents rated facilities a 4 or a 5. In comparison, 69.9% of respondents ranked availability of scholarships and financial aid as a 4 or a 5.

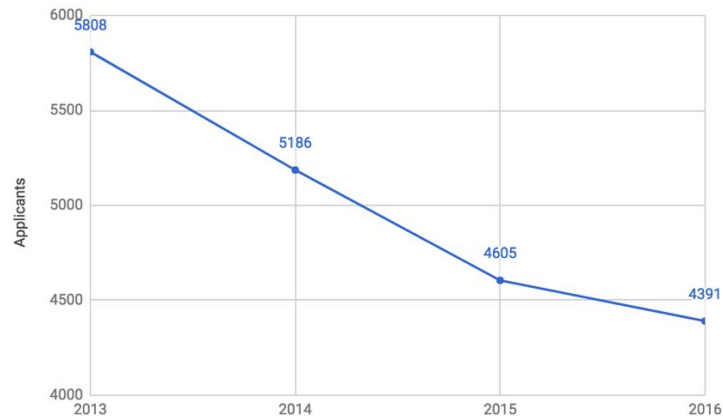
Benchmarks: Recent Newly Constructed Law School Buildings

These surveys play out with real life numbers. We noted four schools earlier when we presented the costs associated with these new buildings; what happened with admissions after each was completed?

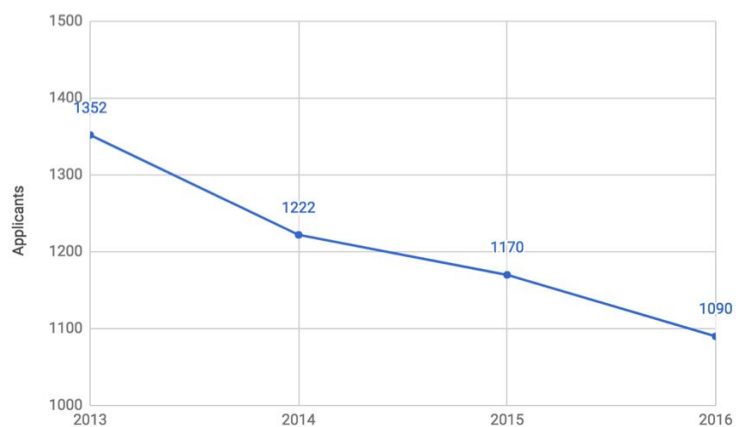
First, the University of Utah. Despite opening its new \$60 million building in 2015, the law school has seen continuous application decreases:



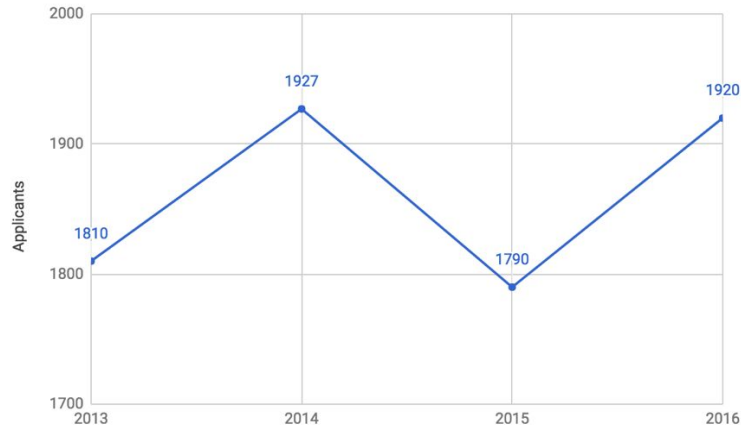
American University has experienced a similar decline in admissions:



As has the University of Baltimore:



And lastly, Syracuse, which opened its new law building in 2014, actually saw an immediate decrease in admissions in the year following, after which they saw a return to high application numbers.



None of this is to say that the new buildings caused a decrease in applications – rather, that these schools experienced the same declining applications that were being seen by law schools nationwide, and that their efforts to attract new students using a location change or new building did not succeed in reversing this trend.

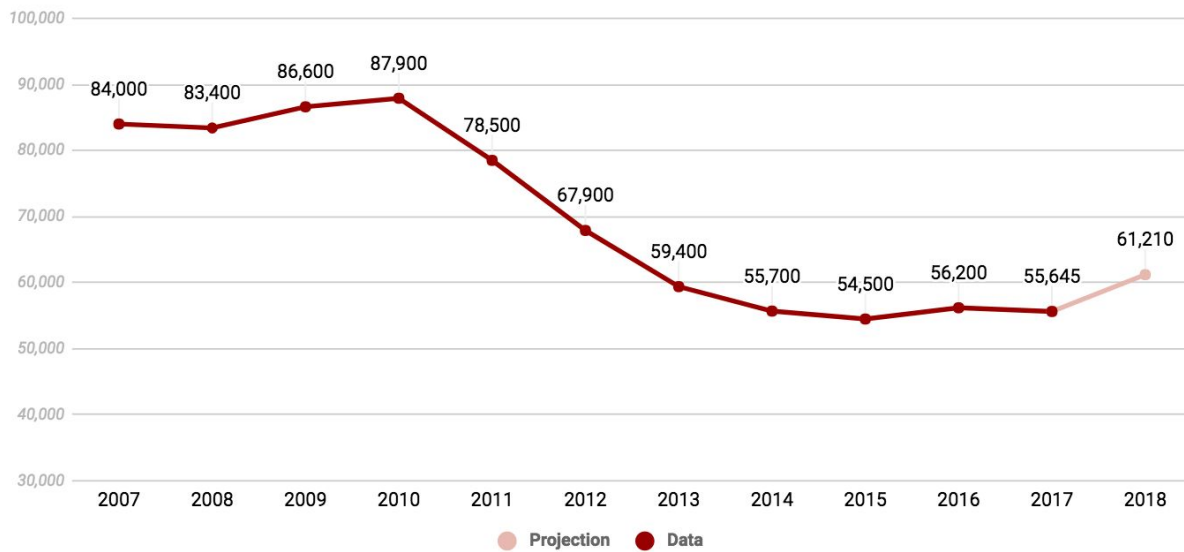
Finally, rental classrooms are available in Sioux Falls both at the University Center and at the School for the Deaf. As per Dean Geu, renting 2,400 square feet at the University Center would cost an estimated \$28,800/year, at \$12 per square foot. To rent/lease a facility would, by our estimation, be tantamount to downgrading the current building (neither of these buildings noted are equipped to operate a full functional law school buildings) while still having to incur the burdens and bipolarization of moving the law school off-campus.

Looking at the broader picture, the downturn in South Dakota Law applicants and enrollment is part of sustained nationwide trends and would not be remedied by moving the school or building an expensive facility. Having consulted for numerous other law schools and with ample nationwide data, what we see in the world of law school admissions and legal employment points to the fact that South Dakota Law is part of a broader problem but one that has been addressed by other schools with more cost efficient and beneficial strategic maneuvering.

III. Increasing Applicant Quality and Quantity and Enhancing Student ROI

South Dakota Law has had difficulty in admissions, admitting a smaller class size with lower standards (i.e. LSAT scores and GPAs). But this has little, or nothing, to do with the facility and location. In part, it is the result of a nationwide trend in admissions:

Number of Applicants to ABA-Accredited Law Schools 2007-2017



But there is good news on the horizon. For starters SCG is projecting a significant increase in admissions this year. Now, more than ever, is the time to present cutting-edge changes in curriculum and be strategic about attracting prospective students from the new larger applicant pool⁵. South Dakota Law's solution is not to move to Sioux Falls and construct a new building; rather, it is to update the curriculum and tackle admissions and recruiting in a strategic way.

This approach has proven far more successful in our many years of law school administration experience. To offer one example, we consulted for the University of Florida Levin College of Law in 2015 and 2016 and encouraged this strategic approach. In the two years following our consulting engagement, Florida Law experienced a 112% increase in applications, a 4 point LSAT median increase, and a .19 GPA median increase. This is due to increasing scholarship offers, marketing the school where prospective students actually are (online via numerous new social media platforms), working together in cross-departmental collaborative initiatives to help break down prevalent university and school silos, utilizing low and no cost content marketing systems, and developing a clear and responsive branding message.

Part of the strategic approach will involve the staffing of the admissions office. The law school needs an Admissions Counselor to read applications and recruit so that Director Taggart can implement new forms of marketing and messaging. The estimated salary level for this position is \$33,000 - \$40,000, and it does not require prior admissions experience. A USD School of Law recent graduate would be a possible candidate.

Another part of this approach involves scholarships. There has been an arms race among almost all law schools since the early 2000's to entice applicants above both of their medians (uGPA and LSAT) with 3/4th's or full-ride scholarships. South Dakota has not been a participant in this practice, which has greatly impacted its ability to retain the strongest in-state, and recruit very strong out of state, applicants.

⁵ Note SCG is also helping with new admissions initiatives and a report on that front will be submitted in mid-November.

Nearly all law schools give merit-based scholarships or remission of tuition based on entering GPA and LSAT⁶ (the only exceptions we know of are Yale, Harvard, and Stanford), and the vast majority of law schools have increased the amount of merit scholarship they have awarded in the last five years (per client data and lawschoolnumbers.com). Via our research, the typical public law school offers approximately 3-7 times as much merit based scholarship money as they intend to spend; for example, if they have \$5 million allocated for scholarships they will likely offer from \$15 to 35 million, anticipating (or using algorithms based on past data) that they will actually distribute around \$10 to 30 million.

South Dakota Law is no different in this regard – they need to offer merit scholarships to attract competitive applicants in an increasingly competitive arena. However, compared to its cohorts, South Dakota offers a relatively low number of scholarships.

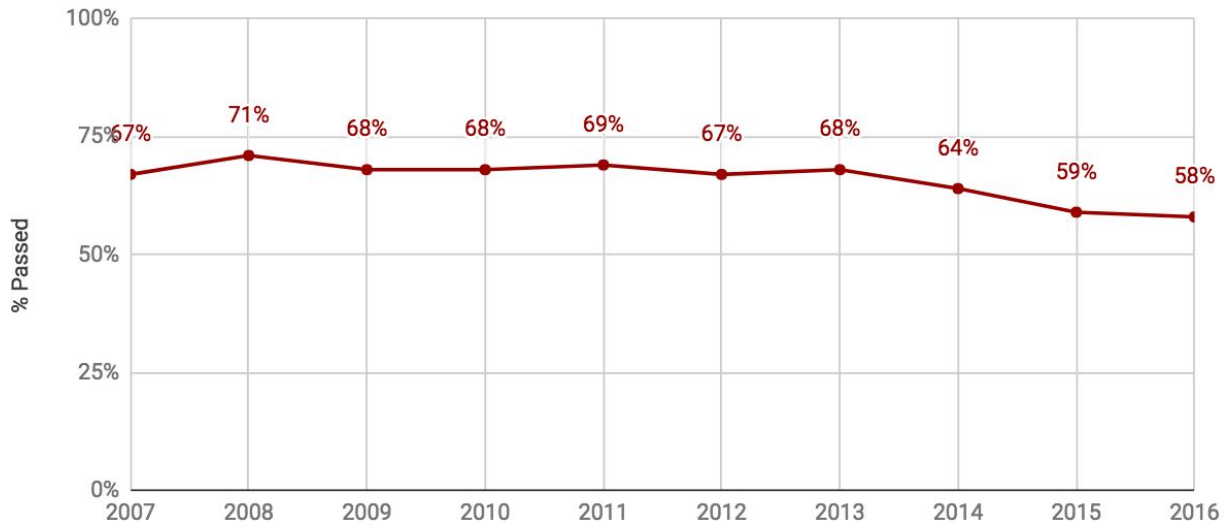
	<½ Tuition	>½ Tuition
U Montana	82	21
U North Dakota	67	27
U Toledo	92	89
U South Dakota	70	5
U Wyoming	95	88
St. Thomas	99	238

We propose funding for 30 full-tuition scholarships, which should be considered as 30 scholarships x \$14,501 (in-state tuition) x 3 years, amounting to \$1,305,090. We also propose that all out-of-state admits be granted in-state tuition, and that this come as an individual announcement to each admitted student such that it looks like a meritorious award. Several law schools already do this for merit purposes; see, e.g. [University of Wyoming](#), [University of Georgia](#), and [Southern Illinois University](#), among many others.

With the increase in quality matriculants, bar passage numbers will rise.⁶ National trends show that the downturn of applications and quality applicants correlate with lower bar passage rates. Attracting higher caliber students with scholarships, a modernized curriculum, and new admissions initiatives will stem this trend of South Dakota Law. An increasing pool of applicants floats many tides, including bar passage, employment, and in creating sustained momentum to market the school as “on the rise.”

⁶ According to the seminal [bar passage study](#) conducted by the Law School Admissions Council, LSAT scores are highly predictive of bar passage rates; thus higher bar passage rates will almost certainly follow from the increase in applicant quality.

Nationwide Bar Passage



While facilities are not the sine quo non of learning, or attracting qualified students, they are a core and symbiotic component for each. The law school needs a facility upgrade, specifically at least one additional classroom space. We would rather the law school add one classroom with cutting-edge technology and differentiation from its competitors than cosmetic changes to the entire building, and research suggests that classrooms can facilitate active learning and excellent teaching through utilizing well-studied, evidence-based theories of education, such as the principles of ideal physical proximity and visibility between student and instructor. Using a round shape and multiple aisles between seats, for instance, can create an intimate learning experience even in a large classroom where the professor can roam rather than remaining static, and can engage students directly even in large courses. Using state-of-the-art technology such as wireless allows professors to move freely, and using 2+ interactive screens can facilitate a more dynamic teaching and learning experience.⁷

Out-of-classroom learning spaces, such as sitting areas and courtyards, can also be utilized to promote opportunities for students and faculty to collaborate and study in an informal setting. SCG would recommend the addition of both an in class and out-of-classroom learning space.

⁷ Source: [Oregon State University](#)

Finally, we propose that the critical component of the “hybrid” model be the opening of a clinic in Sioux Falls, with a leased classroom space in the heart of the city where banks, trust companies, healthcare, compliance and regulatory agencies have footprints.. This would constitute a major modernization of the curriculum in a time where that is the single biggest marketing dimension law school are using to attract students, outside of rank and scholarship. Initially, this should be available for a semester for 2nd and 3rd year students taught by adjunct faculty members in Sioux Falls who can also hire students in those areas, and ideally who are alumni interested in potentially giving to the school in multiple ways. One of the oldest of these off-site clinics to be modeled after is the [Washington University in St. Louis clinic in D.C.](#)

V. The Task Force Vote

The vote was 9 to 4 to stay in Vermillion, but to expand classes to Sioux Falls and add online options (the “Hybrid/Spivey Model”). No build out costs for Sioux Falls or physical improvements for Vermillion were included.

The vote was 12 to 0 in favor of \$600,000 in total additional funding (\$300,000 reallocation from BOR and \$300,000 from a new state appropriation) to support enhanced student outreach, admissions outreach, and programming, and to broaden and modernize the curriculum and fund the certificate and other programming in Sioux Falls.

The vote was 13 to 0 in favor of securing funding for 15 full scholarships to improve the diversity and quality (LSAT and GPA) of the student body.

The vote was 13 to 0 in favor of establishing an ongoing Law School Advisory Council.

The vote was 7 to 4 in favor of asking the Board of Regents for the authority to offer resident tuition rates to non-residents students using parameters to be determined by the Law School Advisory Council.

VI. Conclusion

SCG saw no evidence to break apart the university and move the law school to Sioux Falls. Indeed, our analysis saw evidence that this move would create more potentially deleterious conditions than positive outcomes. The committee vote of 9 to 4 was in agreement with this assessment.

Few challenges that USD School of Law faces are unique to the school, but rather endemic of a market that has been on a downward glide path for eight years now. Yet some schools have thrived during this downturn and none of the challenges are insurmountable. The law school needs to be modernized and marketed as South Dakota’s Law School. The school needs to build a metaphysical fence around the state and recruit, admit, matriculate, and graduate the next leaders of the state. A new building in a new location will not accomplish this. Rather, by adding :


1. Competitive scholarships and in-state tuition for out-of-state residents
2. Modernizing the curriculum by opening a clinic across growing legal areas in Sioux Falls
3. Enhancing the current facility space and upgrading aspects of the building


4. Marketing the school with new platforms and initiatives,⁸
5. Adding a new admissions staff member

the school will improve the inputs (quality of incoming students), throughout (the experience of the students), and output (bar passage and job outcomes) of the USD Law graduates.

VII. Appendix

Slides courtesy of Dean Geu.

 Scholarship Frequency Comparison Detail				
School	# FT < 1/2	# FT > 1/2, < Full	# FT Full	# FT > Full
University of Idaho	87	42	4	1
Drake University	103	79	28	9
University of Iowa	108	61	108	59
University of Kansas	139	33	90	32
Northern Kentucky University	55	91	22	2
University of Maine	128	31	0	4
University of Minnesota	259	187	43	0
University of Montana	82	18	0	3
University of Nebraska	33	52	17	94
Creighton University	96	112	4	28
University of New Mexico	145	19	2	12
University of North Dakota	67	19	5	3
University of Toledo	92	11	56	22
University of South Dakota	70	2	1	2
West Virginia University	134	62	49	0
University of Wyoming	95	67	0	21
Northern Illinois University	66	39	0	2
University of St. Thomas (MN)	99	169	69	0

 Scholarship Frequency Comparison	
<ul style="list-style-type: none"> Data obtained from ABA Standard 509 Reports (2016) <ul style="list-style-type: none"> Scholarships/Grants greater than 1/2, but less than full tuition <div> <div>North Dakota (234) = 19</div> <div>St. Thomas (365) = 169</div> <div>Toledo = 11 (224)</div> <div>Wyoming (231) = 67</div> <div>Montana (220) = 18</div> <div>South Dakota (199) = 2</div> </div> Scholarships/Grants full or greater tuition <div> <div>North Dakota (234) = 8</div> <div>St. Thomas (365) = 69</div> <div>Toledo (224) = 78</div> <div>Wyoming (231) = 21</div> <div>Montana (220) = 3</div> <div>South Dakota (199) = 3</div> </div> 	

⁸ SCG has been retained to provide an admissions initiatives report delivered to the law school by Monday, November 19th.

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – C
DATE: December 5-7, 2017

SUBJECT

GEAR UP Update

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

The SD Department of Education (SDDOE) requested guidance from the U.S. Department of Education for retaining the GEAR UP Grant program and moving forward with new partnerships after the contract was not renewed with Mid-Central. On October 9, 2015, the SDDOE received an affirmative response requesting that they work in identifying viable partners and align program activities with the foundational services that were outlined in the grant. Board of Regents staff worked with SDDOE staff to draft a letter of support that was included in their “Change in Grant Partner” request on October 16, 2015, to the USDOE. On October 19, 2015, the SDDOE received final approval from their program officer to move forward under the proposed framework to develop the full proposal. Coordination of the South Dakota GEAR UP project was officially transferred to BHSU on January 29, 2016.

The Board has previously received updates about the program and its transition to BHSU at the [December 2015](#) and the [October 2016](#) board meetings.

IMPACT AND RECOMMENDATION

BHSU staff will provide an overview and update on GEAR UP, its activities and outcomes, and be prepared to respond to questions from Board members. Important things for the Board of Regents to consider include:

- SD GEAR UP works with its Partner Schools throughout the school year to provide support to students in the following areas: tutoring, homework assistance, academic enrichment, rigorous academic curricula, comprehensive mentoring, cultural support, financial aid counseling/advising, career exploration, workshops on college planning/financial aid, and participation in family/cultural events.
- GEAR UP records from coordinators indicate that 1,304 students participated in activities that occurred during the 2016-2017 school year.

(Continued)

INFORMATIONAL ITEM

- Students requested more help with exploring summer opportunities, keeping on track with academic expectations/work throughout the school year, career options, applying to post-secondary institutions, post-secondary guidance and the writing of admission and scholarship essays.
- GEAR UP's 2017 Summer Honors Program for High School Students placed a strong emphasis on academic rigor in three core academic classes: language arts, math and science. Additional instruction centered on Lakota Language, computer programming, and high school success/post-secondary opportunities.
- The majority of students participating in the Summer Honors Program for High School Students saw significant levels of growth in the emphasized academic areas.
- Five school districts facilitated summer 2017 regional middle school camps. Curriculum focused on problem solving, research, dark matter, and post-secondary and career opportunities.
- Sixty-eight students successfully completed summer 2017 camp, attending all 5 days, showing a camp attendance increase of 26 students over summer of 2016 camp attendance. Four of the five summer 2017 middle school camps held a student exhibit and conducted a parent/guardian informational discussion facilitated by the regional coordinators.

During the first nine months of managing the GEAR UP program, BHSU recorded expenditures of \$453,899 of the \$2.17 million available in the grant award. For FY17 the institution has recorded expenditures of \$710,865 for \$1.79 million that was available. The funding for the current GEAR UP project officially ends on September 25, 2018. However, additional carry-over authority still exists to support the grant for an additional year of programming. The Department of Education has indicated a willingness to support a request for a no-cost extension for the grant, and if awarded BHSU would intend to continue strengthening the programs and relationships necessary for future grant submission.

Moving forward, the Department of Education has indicated they do not intend to submit a proposal for the next GEAR UP solicitation. If BHSU intends to submit a grant proposal after the no-cost extension has expired, the due date would be mid-April 2019 for Partnership Grants, and then late-April for the designated State Grants. The current GEAR UP program was awarded as a state grant submission as the Governor designated the state agency/entity responsible for the submission. To be eligible for a State Grant, the future administration would need to designate BHSU or the SDBOR as the state agency responsible for the submission and oversight of the grant. Board members should be prepared to provide guidance to BHSU on future directions and plans for the program.

ATTACHMENTS

Attachment I – GEAR UP Overview

Attachment II – GEAR UP Academic School Year Update

Attachment III – GEAR UP Summer Honors High School Students Program Update



SD GEAR UP at Black Hills State University

Overview

January 2016 – October 2017



Coordination of the South Dakota GEAR UP project was officially transferred to BHSU on January 29, 2016. The first three months of the project were spent establishing a project structure, hiring project staff and visiting identified GEAR UP schools to put partnership agreements in place. By the end of March, much of the central project staff was hired, and project staff at BHSU began planning for the summer 2016 student programming.

In the summer of 2016, a Summer Honors Program for high school students was held at BHSU, and Middle School Regional Camps were held at several GEAR UP Partner School locations. The two primary areas of focus for this first set of summer camps were to build relationships with students and Partner Schools and to set the stage for the work to move forward during the 2016-2017 school year. Our goal for the first summer was to provide a safe, healthy academic program experience and to learn as much as we could. A separate report highlighting academic benchmarks for the 2016 summer programs is attached to this overview.

The new GEAR UP project structure called for Regional Coordinators to be placed at regental institutions around the state to serve all areas of the state. During late summer of 2016, six Regional Coordinators were hired across five campuses, NSU, DSU, SDSU, USD and BHSU. As soon as the Regional Coordinators were hired, they began visiting schools to establish relationships and provide direct services to the Partner Schools. The goal was for each school to be visited by a Regional Coordinator once each week for at least one full day. In addition, Partner Schools were given the option to hire a School-Based Coordinator to provide direct services to students daily in their schools. The cost of the School-Based Coordinator was covered by GEAR UP. Thirteen Partner Schools hired a School-Based Coordinator. A separate report of the services provided during the 2016-2017 academic year is attached to this overview.

In the summer of 2017, the high school Summer Honors Camp was again held at BHSU, and Middle School Regional Camps were also offered. Building on the lessons that were learned in the first summer, the 2017 summer programs emphasized leadership skills, student skills and academics even more strongly, and students were challenged daily to develop perseverance and grit. In addition, connections to Lakota Culture were made directly and daily to the academic programming for students. Highlights of academic benchmarks for the 2017 summer programs are included with those for the 2016 summer programs.

Moving into academic year 2017 -2018, the Regional and School-Based Coordinator structure and goals remain. Four Regional Coordinators are in place across two campuses, BHSU and SDSU, and 13 Partner Schools have hired School-Based Coordinators. With one full year of providing services directly to schools, we have a strong foundation to build on as we move forward this year. One goal that we have for this academic year is to have at least one personal face-to-face meeting with every senior in a GEAR UP Partner School to discuss options for that student and to provide whatever assistance is needed to make that next step.

Planning for summer programs for the summer of 2018 is already underway. The funding for the current GEAR UP project officially ends on September 25, 2018, however there will be enough carry-over funding to support another full year of programming. The suggested path forward is to use a no-cost extension year to continue strengthening the programs and the relationships necessary to apply for a new award.



SD GEAR UP at Black Hills State University Academic School Year Update November 1, 2017



In 2015, the South Dakota Department of Education appointed Black Hills State University as the lead institution for the GEAR UP Grant. The BHSU GEAR UP team emphasized academic achievement and student leadership. In order to provide students with support throughout the academic year, Regional Coordinators were hired to work directly with schools and GEAR UP students beginning with the 2016-17 school year.

Instrumental to the program has been the inclusion of Regional and School-Based Coordinators whose work plans are guided by the SD GEAR UP's Academic Year Plans for middle and high schools. With offices located at South Dakota BOR universities, Regional Coordinators visited Partner Schools on a weekly basis and worked directly with students, families and school staff. In addition to the Regional Coordinators, Partner Schools had the opportunity to hire a School-Based Coordinator (salaries reimbursed, contingent upon match). As with the Regional Coordinators, the Academic Year Plans guided the work of School-Based Coordinators. Seven districts employed School-Based Coordinators during the 2016-17 School Year.

SD GEAR UP works with its Partner Schools throughout the school year to provide support to students in the following areas: tutoring, homework assistance, academic enrichment, rigorous academic curricula, comprehensive mentoring, cultural support, financial aid counseling/advising, career exploration, workshops on college planning/financial aid, and participation in family/cultural events. Regional Coordinators, along with School-Based Coordinators, submitted activity sheets for events that took place throughout the 2016-17 school year. The following numbers reflect only those activities verified with attendance sheets. GEAR UP records from coordinators indicate that 1,304 students participated in activities that occurred during the 2016-2017 school year. In many instances, a student chose to attend multiple events, which included the following:

- Tutoring/Homework/Assistance/Academic Enrichment: 140 events
- Rigorous Academic Curricula: 45 events
- Comprehensive Mentoring/Cultural: 43 events
- Financial Aid Counseling/Advising: 37 events
- Career Exploration: 8 events
- Workshops on College Planning/Financial Aid: 39 events
- Family Events: 4 events
- Other (job shadowing, college visits, etc.): 33 events

Feedback from Student Focus Groups at the Summer Honors Program indicated their desire for stronger support from Regional Coordinators during the academic school year. Students requested more help with exploring summer opportunities, keeping on track with academic expectations/work throughout the school year, career options, applying to post-secondary institutions, post-secondary guidance and the writing of admission and scholarship essays. As a result, Regional Coordinators will increase the amount of time they spend on-site with students throughout the 2017-18 school year.

SD GEAR UP Partner Schools

2016-17 Partner Schools
*American Horse School
*Crazy Horse High School
*Crazy Horse Middle School
*Crow Creek High School
*Crow Creek Middle School
Enemy Swim Day School
Marty High School
Marty Middle School
McIntosh High School
McIntosh Middle School
Pine Ridge High School
Pine Ridge Middle School
*RCAS – Central High School
*RCAS – North Middle School
*RCAS – Rapid City High School
*Red Cloud High School
*Red Cloud Middle School
*Red Cloud Our Lady of Lourdes
Rock Creek Elementary
*St. Francis High School
*St. Francis Middle School
Takini High School
Takini Middle School
Tiospa Zina High School
Tiospa Zina Middle School
Todd County High School
Todd County Middle School
Wakpala High School
Wakpala Middle School
29 schools in 15 districts (16 middle schools, 13 high schools) <u>Student Enrollment</u> <ul style="list-style-type: none"> 1,893 middle school students 4,119 high school students 6,012 total enrollment

2017-18 Partner Schools
*American Horse School
*Crazy Horse High School
*Crazy Horse Middle School
Crow Creek High School
Crow Creek Middle School
Enemy Swim Day School
*Lower Brule Middle School
*Lower Brule High School
Marty High School
Marty Middle School
*McIntosh High School
*McIntosh Middle School
Pine Ridge High School
Pine Ridge Middle School
Rock Creek Elementary
*St. Francis High School
*St. Francis Middle School
Tiospa Zina High School
Tiospa Zina Middle School
*Todd County High School
*Todd County Middle School
*Wakpala High School
*Wakpala Middle School
23 schools in 13 districts (13 middle schools, 10 high schools) <u>Student Enrollment</u> <ul style="list-style-type: none"> 1,230 middle school students 1,689 high school students 2,919 total enrollment

*School District hired School-Based Coordinator to serve schools within the district.



SD GEAR UP at Black Hills State University Summer Honors High School Students Program Update November 1, 2017



2016 Summer Honors Program: Academic Impact Based on Quantitative Data

GEAR UP's 2016 Summer Honors Program for High School Students placed a strong emphasis on academic rigor in three core academic classes: language arts, math and science. Students analyzed short stories, figurative language and poems in language arts. The math classes focused on algebraic reasoning, geometric reasoning, reasoning with rational numbers and proportional reasoning. Science classes revolved around Sanford Underground Research Facility's science curriculum, with the first unit's focus on the ongoing search for dark matter. The second unit focused on magnets, electromagnets and the use of magnets in engineering applications. All students had an opportunity to visit Sanford Lab. Analysis of students' transcripts determined their individual placement in the classes.

Pre-tests and post-tests determined the level of growth in each academic area. A paired t-test comparing pre- to post-test scores indicated statistically significant growth with $p < 0.05$. Analysis of results by class showed:

- Language Arts: 43 of the 56 students (77%) with pre- and post-test scores showed significant growth.
- Math: 33 of the 57 students (58 %) with pre- and post-test scores showed significant growth.
- Science: 57 of the 57 students (100%) with pre- and post-test scores showed significant growth.

2017 Summer Honors Program: Academic Impact Based on Quantitative Data

Following 2016 summer analysis procedures, 2017 summer student transcripts determined individual placement. The 2017 Summer Honors Program continued its focus on academic rigor in the core classes of language arts, math and science. Additional instruction centered on Lakota Language, computer programming, and high school success/post-secondary opportunities.

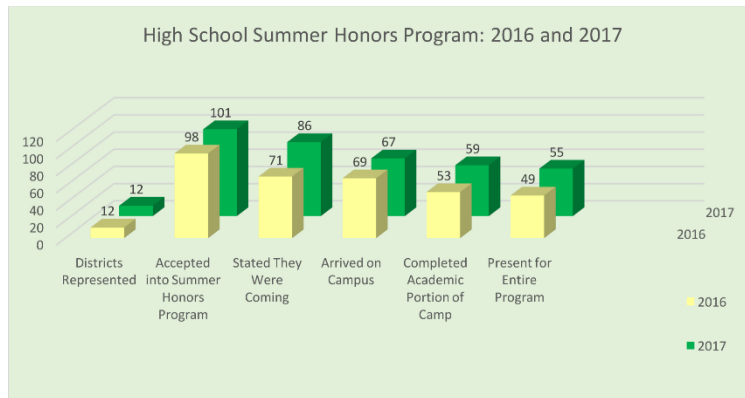
Summer 2017 language arts stepped up the academic rigor of the 2016 summer instruction. Students worked with complex text analyzing detail and drawing evidence-based claims. Stronger writing components centered on increased expectations; students submitted a final writing piece after several revisions based on teacher-feedback. Mathematical concepts studies focused on number and quantity, geometry, algebra and functions, probability and statistics, the Pythagorean Theorem, parallel and perpendicular, conditional probability and systems of equations. Science classes reciprocated Sanford Underground Research Facility's developed curriculum. Physical Science units concentrated on forces and motion, and ongoing water quality and environmental issues.

Applying summer 2016 measures (for consistency) to summer 2017 pre- and post-test data again indicated statistically significant academic growth with $p < 0.01$ in the core academic disciplines. Analysis of results by class showed:

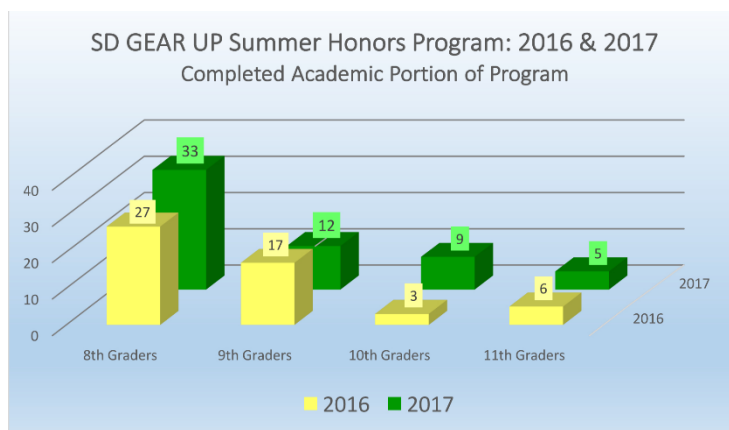
- Language Arts: 49 of the 58 students (84%) with Reading pre- and post-test scores showed significant growth. 51 of the 58 students (87%) with writing pre- and post-test scores showed significant growth.
- Math: 63 of the 67 students (94%) with pre- and post-test scores showed significant growth.
- Science: 61 of the 63 students (96%) with pre- and post-test scores showed significant growth.

Note: The difference in number of students in each category is due to students being moved up in groups based on performance.

Summer Honors Student Participation



Grade-Level of Students Who Successfully Completed the Summer Honors Program



Note: the grade levels indicated in the graph are the grade levels students just completed.

SD GEAR UP at Black Hills State Summer Honors Program for Middle School Students

2016 Middle School Regional Summer Camps

Four 5-Day Regional Middle School Camps were held during the summer of 2016. Camps took place at McIntosh, Mission, Eagle Butte and Tiospa Zina. The middle school curriculum focused on career and post-secondary opportunities and incorporated those into the core subjects of math, science and language arts. Student participants included students entering seventh and eighth grades during the 2016-2017 academic school year.

Forty-two students completed the camp successfully by attending all five days. On the last day of each camp, students showcased their work. In addition, GEAR UP staff facilitated a parent/guardian informational session.

2017 Middle School Regional Summer Camps

Seven school districts signed MOUs to host the 5-Day summer 2017 regional middle school summer camp. Two of the seven camps did not convene. Todd County, American Horse, Marty, Enemy Swim and Crow Creek facilitated summer 2017 regional middle school camps. Curriculum focused on problem solving, research, dark matter, and post-secondary and career opportunities.

Sixty-eight students successfully completed summer 2017 camp, attending all 5 days, showing a camp attendance increase of 26 students over summer of 2016 camp attendance. Four of the five summer 2017 middle school camps held a student exhibit and conducted a parent/guardian informational discussion facilitated by the regional coordinators.

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – D (1)

DATE: December 5-7, 2017

SUBJECT

Black Hills State University – Rapid City Update

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

Black Hills State University (BHSU) received approval to govern the former University Center-Rapid City (UC-RC) in [April of 2015](#) (see [p.22 of minutes](#)). This authority included primary fiscal and administrative responsibility. In addition, rebranding of the facility changed the name from UC-RC to BHSU-Rapid City. The Board added an agenda item to the October 2017 meeting titled “BHSU-Rapid City Update” under the Planning and Resource Development Committee agenda (see [p. 2 of the draft minutes](#)). As a result of that discussion and a recent consultant’s assessment of area education needs, the Board invited BHSU President Tom Jackson to prepare an additional presentation on BHSU-RC.

IMPACT AND RECOMMENDATIONS

BHSU President Jackson will provide an overview of recent developments at BHSU-RC related to enrollment, new program development, the work of consultants Hanover Research, Western Dakota Tech collaboration, finances, student life, and outreach. The presentation covers results of a recent educational needs assessment, including discussion of area technical education needs. BHSU presents the technical education opportunities in order to provide a full picture of area education needs; BHSU does not intend to offer technical education at the BHSU-RC site.

ATTACHMENTS

Attachment I – BHSU-RC PowerPoint Presentation, November 2017

INFORMATIONAL ITEM



BHSU-RAPID CITY

Black Hills State University – Rapid City (BHRC) has provided educational opportunities in the Rapid City area for over 60 years. At its current location since 2011 it continues to provide a convenient and accessible site for higher education classes.

BHRC provides educational opportunities to a region, which boasts an unemployment rate of less than 3%.



BHSU-RAPID CITY

- ◆ Enrollment
- ◆ New Program Development
- ◆ Hanover Research
- ◆ Western Dakota Tech
- ◆ Finances
- ◆ Student Life
- ◆ Outreach



BHSU-RAPID CITY

- ❑ BHRC is BHSU -- Integrated
- ❑ Another location, another building
- ❑ Operates more like a campus building rather than a University Center
- ❑ If you are not an engineer...



BHSU-RAPID CITY

Enrollment

Challenges

- ❖ Online Classes
- ❖ Low Unemployment Rate
- ❖ Regental School Course Offering Decrease

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BHSU-RAPID CITY

Enrollment

For FY 2014 to FY 2017:

- FY 2014 total headcount was 1923 and credit count 21,100
- FY 2017 total headcount was 1525 and credit count 16,901
- BHSU down 119 headcount and 1663 credits
 - 30% of the headcount loss and 40% of the credit loss
- USD down 176 headcount and 1498 credits
 - 44% of the headcount loss and 36% of the credit loss
- SDSU down 58 headcount and 776 credits
 - 15% of the headcount loss and 18% of the credit loss
- SDSMT down 46 headcount and 242 credits
 - 12% of the headcount loss and 6% of the credit loss



BHSU-RAPID CITY

Shifting Demographic of Students: Traditionally Aged vs. Older

	2011	2012	2013	2014	2015	2016	2017
<22	42%	41%	45%	50%	52%	53%	54%
>23	58%	59%	55%	50%	48%	47%	46%
Total	100%	100%	100%	100%	100%	100%	100%



BHSU-RAPID CITY

Headcounts by Course Institution

	FY14	FY15	FY16	FY17
BHSU	1716	1672	1570	1426
NSU	5	15	6	0
SDSU	177	182	140	115
USD	192	203	113	93
Unduplicated Total	1923	1886	1698	1525

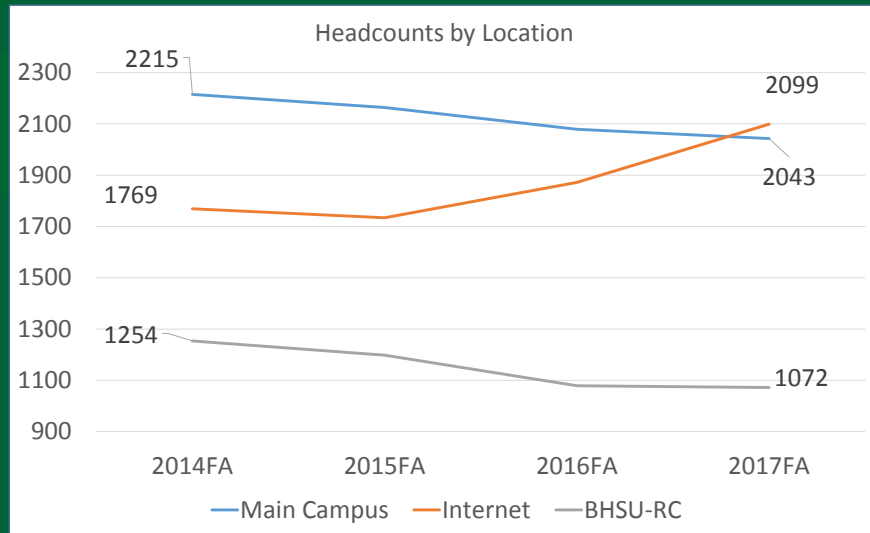


Credits by Course Institution

	2014	2015	2016	2017
BHSU	17,985	17,192	16,145	15,272
NSU	126	33	12	0
SDSU	1240	1127	939	883
USD	1059	926	503	420
Unduplicated Total	20,410	19,278	17,599	16,575



BHSU-RAPID CITY



BHSU-RAPID CITY

	AY 15	AY 2016	Achieved	AY 2017	Achieved	AY 2018	Achieved	AY 2019	AY 2020
Increase 1st to 2nd year retention - BHSU.	67%	67% (66%)	Improve	68% (63%)	Improve	69% (70%)	Achieved	70%	71%
Increase 1st to 2nd year retention - BHRC.	82%	60% (60%)	Achieved	61% (69%)	Achieved	62% (65%)	Achieved	63%	64%
Increase BHRC headcount.	1254	1250 (1198)	Improve	1275 (1079)	Improve	1300 (1072)	Improve	1140*	1200*
Increase number of online students.	1769	1800 (1734)	Improve	1850 (1872)	Achieved	1950 (2099)	Achieved	2000	2100

Scorecard Data Related to BHRC

Goal (Actual)

* Item to be adjusted final years.



BHSU-RAPID CITY

	2014	2015	2016	2017	2018	2019	2020
West River	1921	1986	1927	1945	2044	2213	2608
Rapid City HS	651	664	664	655	702	766	973
East River	5544	5605	5489	5300	5594	5813	6060
Overall	7465	7591	7416	7245	7638	8026	8668

High School Graduation Data

Rapid City provides strong potential for growth. There are three inclusive locations for general learning: National American University (For-Profit), WDTI, and BHRC. Mines is generally exclusive. While Rapid City has great potential to increase the number of college students, approximately 1,500 students have chosen either NAU or WDTI to attend. Approximately 200 students from the region elect to attend SDSU or USD. Online education is rapidly growing. The financial model for BHRC is based on students physically coming to BHRC.

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BHSU-RAPID CITY

New Program Development

- A.S. Paralegal
- B.A.S. Technical Leadership



BHSU-RAPID CITY



BHSU-RAPID CITY

Associate's Degrees: Development Opportunities

- Computer Programming/Programmer, General
- Criminal Justice/Political Science
- Human Services, General
- Diesel Mechanics Technology/Technician
- Machine Tool Technology/Machinist



BHSU-RAPID CITY

Bachelor's Degrees: Development Opportunities

- Agriculture, General
- Animal Sciences
- Computer and Information Sciences, General
- Biochemistry
- Sport and Fitness Administration, Management
- Game and Interactive Media Design
- Entrepreneurship and Entrepreneurial Studies



BHSU-RAPID CITY

Certificates: Development Opportunities

- Computer Systems Networking and Telecommunications
- Aesthetician/Esthetician and Skin Care Specialist
- Nail Technician/Specialist
- Welding Technology
- Business Administration and Management



BHSU-RAPID CITY

Project 1: Environmental Scan of Programmatic Opportunities

- Methodology:

- Hanover Research discovered potential opportunities regarding programmatic offerings through a high-level assessment of student demand trends as measured by degree conferral rates, and labor market trends as measured by economic forecasts.

- ROI:

- TBD



BHSU-RAPID CITY

Projects 2 and 4: Market Assessments

- Methodology:

- Hanover Research will assess the viability of a new program by analyzing three critical elements: student demand as measured by degree conferral trends; labor market demand as measured by economic forecasts for related jobs in the industry; and market saturation as measured by the density and homogeneity of the competitive landscape.

- ROI:

- Increased Student Enrollment
- Strategic allocation of human and financial resources for program optimization



BHSU-RAPID CITY

Project 3: Student Decision and Perception Survey

● Methodology:

- Hanover Research will design and implement a survey, geared towards understanding students' decisions and perceptions.

● ROI:

- Increased yield and retention of students
- Strategic reallocation of resources to maximize value in recruitment and save procedures, marketing materials, and enrollment procedures



BHSU-RAPID CITY

Project 5: Enrollment Funnel and Financial Aid Analysis

● Methodology:

- Hanover Research will perform an assessment of Black Hills State University - Rapid City's enrollment trends from the past several years to understand the demographic characteristics that are typically associated with students who end up matriculating and succeeding. This analysis can be performed at either the school or department/program level (contingent upon data availability).

● ROI:

- Strategic allocation of resources to acquire high-value students
- Increased student yield



BHSU-RAPID CITY

Project 6: Marketing Assessment

- **Methodology:**

- Hanover Research will perform a comparative review of marketing materials related to both Black Hills State University - Rapid City and the competition. Specifically, Hanover will assess messaging, audiences targeted, and channels utilized. This will allow BHSU-Rapid City to understand how they might differentiate themselves and reach audiences of interest effectively.

- **ROI:**

- Strategic allocation of marketing budget
- Increased number of inquiries, applicants, and matriculating students



BHSU-RAPID CITY

Western Dakota Tech

- Articulation Agreement - BS in Human Services
- In progress - Articulation Agreement into BS in Corporate Communication
- Recent Discussion - Development of a BAS in Technical Studies to uniquely serve AAS transfer students



BHSU-RAPID CITY

Program Alignment

- Concern...“Are we serving our RC students with degrees that are useful?”
- Conducting a comprehensive evaluation to determine the best array of degrees for RC
- Plans to better utilize DDN technology to optimize deployment



Black Hills State University - Rapid City
Operating Statement for Fiscal Year Ended June 30

	Actual FY13	Actual FY14	Actual FY15	Actual FY16	Actual FY17	Budget FY18
Revenues						
Tuition Revenue (after HEFF)	\$5,923,619	\$6,297,014	\$5,923,288	\$5,180,387	\$4,922,456	\$5,032,000
Rentals	\$0	\$0	\$9,788	\$13,272	\$24,707	\$25,000
Testing Services	\$8,571	\$7,148	\$10,769	\$9,398	\$8,209	\$9,000
Auxiliary Operations	\$0	\$0	\$965	\$496	\$1,214	\$500
Total Revenues	\$5,932,190	\$6,304,162	\$5,944,810	\$5,203,553	\$4,956,586	\$5,066,500
Expenses						
Instructional Costs	\$2,210,752	\$2,279,735	\$2,032,672	\$1,778,011	\$1,680,275	\$1,709,000
Center Operating Costs	\$1,099,530	\$1,275,337	\$1,415,771	\$1,435,940	\$1,468,257	\$1,490,000
Total Expenses	\$3,310,282	\$3,555,072	\$3,448,443	\$3,213,951	\$3,148,532	\$3,196,500
Contribution to Campus Support Costs	\$2,621,908	\$2,749,090	\$2,496,367	\$1,989,602	\$1,808,054	\$1,870,000
Total Expenses Plus Contribution	\$5,932,190	\$6,304,162	\$5,944,811	\$5,203,553	\$4,956,586	\$5,066,500

Footnotes:

1) Basis of Accounting: Cash basis.

2) Explanation and Uses of Campus Support Costs:

The main campus provides additional support through a variety of instructional, supervisory, and accounting functions. The revenue generated above the noted direct expense is retained on campus to fund the additional support the center requires.

3) Explanation of Why No Statement of Financial Position is Provided:

A statement of financial position isn't provided as the Rapid City Center isn't a standalone operation. The revenues above the direct expenditures flow to the main campus to cover center support in all the areas of operation. BHSU-RC can be viewed as simply another department within Black Hills State University. Black Hills State University maintains a single financial position.

Source: As reported by Black Hills State University.

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BHSU-RAPID CITY

Student Life/Clubs

Current:

- He'Sapa Oyate (Native American Club)
- InterVarsity Christian Fellowship
- Sociology and Human Services Collective
- Speech and Debate Club
- Student Advisory Board
- Veterans Club

Potential:

- LGBTQ Club
- Rotaract
- Students with Kids



BHSU-RAPID CITY

Outreach

1. Onsite monthly staff presence in Rapid City area high schools
2. Advanced Services, Inc. (ASI), Synchrony Financial, Assurant, Regional Hospital, West River Electric, and Black Hills Corporation
3. Veteran's Upward Bound
4. Participated in Black Hills Regional Job Fair
5. Participated in Business to Business Expo

Sponsored Activities

1. Summer Nights and Main Street Square concert series in Rapid City
2. Young Professionals Group, Mixer, and staff involvement
3. Downtown Rapid City Pumpkin Festival
4. National Guard Appreciation BBQ
5. Black Hills Farmer's Market
6. Ellsworth Air Force Base Guide

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BHSU-RAPID CITY

BHRC Advisory Board and Personnel

Gene Bilodeau, BHSU

Benjamin Snow, President, Rapid City Economic Development Partnership

Dawn Hemming-Rich, 28th Force Support Squadron Education Office, Ellsworth

Jafir Karim, Director of Corporate Affairs, Black Hills Corporation

JP Duniphan, former Senator, SD State Legislature

Linda Rabe, President and CEO, Rapid City Chamber of Commerce

Quentin Riggins, Attorney, Gunderson, Palmer, Nelson, and Ashmore

Sheri Zimmer, Director of Health Information Management, Regional Health

Craig Tieszen, SD House, District 34 Representative

Chris Gross, General Manager, KEVN Black Hills Fox News & KOTA Territory News

Larry Larson, Mayor, City of Box Elder

Melissa Miller Kincart, Director, Strategic Partnerships and College & Career Readiness,
Rapid City Area Schools

Sean McPherson, SD House, District 32 Representative

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SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – D (2)

DATE: December 5-7, 2017

SUBJECT

University Center – Sioux Falls Update

CONTROLLING STATUTE, RULE, OR POLICY

[University Center-Sioux Falls Governance, Funding, and Operations MOU](#)

BACKGROUND / DISCUSSION

The Board of Regents approved a new governance, funding, and operations model for the University Center-Sioux Falls (UC-SF) at the [March-April 2016](#) meeting. The Board received updates on the progress of initiatives at UC-SF at the [August 2016](#), [March 2017](#), [June 2017](#), [August 2017](#), and [October 2017](#) Board meetings. The attached report has two components. These include an update on UC-SF plans to move the South Dakota State University (SDSU) Nursing program to the UC-SF space and an update on the UC-SF Community Steering Board.

The CFOs at the University of South Dakota (USD), Dakota State University (DSU) and South Dakota State University (SDSU), the Executive Director of UC-SF, and the System Vice President of Finance & Administration have met several times exploring options to relocate the SDSU Nursing Program from its current location in space at Southeast Technical Institute (STI) to the UC-SF. While SDSU Nursing is moving to UC-SF, the group is also recommending a formal study to inform related space utilization decisions.

The minutes of the [August 2017](#) BOR meeting include a passed motion to “modify the MOU to reflect [recommendation #2 under III.2 of the report](#) put forth by the Executive Director of the UC-SF offered in the related agenda item.” The referenced recommendation stated “Allow the new Community Steering Board to act in an advisory capacity to UC, without requiring representation from each university and the Regents or board office.” The attached report includes the proposed revision to the UC-SF Governing MOU. In addition, the Board requested updates on progress in implementing the Community Steering Board at the [August 2017](#) BOR meeting; the report includes an update on this progress.

IMPACT AND RECOMMENDATION

Board staff recommend approval of attached revision to the UC-SF Governing MOU.

ATTACHMENTS

Attachment I – University Center-Sioux Falls Update

DRAFT MOTION 20171205_7-D(2):

I move to approve the proposed revisions to the University Center-Sioux Falls Governing MOU as presented in Attachment I.

December 2017
University Center-Sioux Falls Update

Contents:

- I. UC Plan for Nursing Space
- II. Status of UC Community Steering Board

I. UC PLAN FOR NURSING SPACE

Craig Johnson and Monte Kramer have worked with the CFOs at USD, DSU and SDSU to explore options to relocate the SDSU nursing program from its current location in University Center space at Southeast Technical Institute (STI) to a new location at University Center-Sioux Falls (UC-SF).

The group has agreed to pursue a contract with an appropriate expert to conduct a study of the UC space and the various entities that are interested in space at the UC-SF site and/or in Sioux Falls. We are initially targeting Joe Bilotta to conduct this study since he has conducted a similar study of UC-SF in the past for SDSU nursing.

The study would include two locations in Sioux Falls, the UC-SF site and STI site, with consideration of the following scenarios and interests:

1. **University Center Space Study** (103,344 ASF) – A study of the programs offered at UC and the amount of space needed for UC program offerings, including consideration for growth of the new 2-year/“community college” programs being developed by university partners at UC-SF, and the potential needs for the Law School.
2. **UC at Southeast Tech Space Study** – Assess how this space might be re-used for other purposes, including but not limited to Law School needs and/or Regents Information Systems (RIS) operation.
3. **Nursing to UC-SF** – The space study will explore options to move SDSU Nursing program from its current site at STI to a new location at UC-SF, with two possible scenarios:
 - a. Option 1: Move SDSU Nursing to UC-SF and move the RIS offices to the current SDSU nursing space at STI. The proposed location for SDSU nursing is the 1st floor of the Science & Technology Building at UC-SF.
 - b. Option 2: Keep RIS at UC-SF and determine how to most effectively and efficiently fit SDSU nursing into the UC-SF site.

Both options above require an assessment of the amount of dedicated space needed for the SDSU nursing program versus the amount of space that can be shared with other needs at the UC-SF site.

We want to have a study completed by March 1 to allow time to present a proposal for space changes related to UC-SF at the March meeting of the Board of Regents.

II. STATUS OF UC COMMUNITY STEERING BOARD

1. Community Steering Board Progress

At the August 2017 Board meeting, the Board approved a motion to modify the operating MOU to account for revisions to the community steering board at UC-SF. In addition, Regents asked for “a report of who is appointed to this committee and a periodic report of its meetings and related developments.”

Specific update on work to set up the new Community Steering Board (CSB):

- The Community Transition Team made up of participants from the UC planning effort has developed a draft of Board bylaws and a suggested roster of potential Board members.
- Their proposal was presented to and reviewed by President Abbott. He approved the bylaws and a target list of individuals was developed from the transition team’s proposed list to begin recruiting individuals to serve on the Board.
- Presidents and provosts at the 3 partner universities had been contacted for suggested Board members, with no suggestions received to date.
- Steve Watson at GOED office in SF was also contacted for feedback on the Board process and membership, and his input was included in the proposal to President Abbott.
- We anticipate the Board to have 10-14 members, depending on how many individuals agree to serve on the Board.
- The initial draft of the bylaws will be presented to the new Board at their first meeting for review and revision as needed.
- We anticipate quarterly meetings of the Board, with the first meeting in December if possible, or January if needed.

2. MOU Revisions

The proposed revisions to the MOU are as follows:

2.2 Community Steering Board ~~Advisory Council~~:

USD will establish a **Community Steering Board** ~~UC-SF Advisory Council~~ consisting of appropriate representation from the Sioux Falls business and civic community, ~~partner universities, and the Executive Director of the Board of Regents (or his/her designee).~~ The **Community Steering Board** ~~Advisory Council~~ will ensure the community has direct and regular communication with the leadership of the UC-SF ~~and partner universities~~. USD, in consultation with partner universities, will determine the business and civic community membership of the **Community Steering Board** ~~Advisory Council~~ and consider recommendations received from the Sioux Falls Chamber of Commerce, Sioux Falls Development Foundation, Forward Sioux Falls, local government, and/or other community constituencies as determined by USD. ~~Partner university presidents may select one representative for their institution. The UC-SF Executive Director~~ President of USD and/or his designee will chair the **Community Steering Board** ~~Advisory Council~~. The **Community Steering Board** ~~Advisory Council~~ will meet regularly with the UC-SF Executive Director to provide community input on strategic planning, higher education services at UC-SF, and other issues as determined by USD.

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – E
DATE: December 5-7, 2017

SUBJECT

Title IX Interim Guidance – Revisions to Board Policies 3:4 and 1:18 (2nd Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[20 USC 1681](#) – Title IX Statute

[34 CFR Part 106](#) – Title IX Regulations

BACKGROUND/DISCUSSION

During the October 2017 Board meeting ([Item 5-O](#)), the Board approved the first reading of revisions to Board Policy 3:4 Student Code of Conduct and Board Policy 1:18 Human Rights Complaint Procedures.

Since then, Board staff has worked with student affairs and Title IX/EEO staff from the university campuses on further revisions to the two policies. Board staff also met with a representative of the Office of the South Dakota Attorney General to discuss feedback and recommendations for ways to improve the policies.

No additional changes were made to Board Policy 1:18 Human Rights Complaint Procedures. A number of additional changes were made to Board Policy 3:4 Student Code of Conduct, all of which are intended to clarify the policy.

Any changes made to the policy as part of the second reading that were not included in the first reading are shown in yellow highlighting.

IMPACT AND RECOMMENDATIONS

With the Board's approval, Board Policies 3:4 and 1:18 will explicitly incorporate language contained in the interim guidance issued by the U.S. Department of Education Office for Civil Rights on September 22, 2017, and will include clarifications provided by representatives of the six university campuses and the Office of the South Dakota Attorney General.

Board staff recommends approval.

DRAFT MOTION 20171205_7-E:

I move to approve the second and final reading of (1) Board Policy 3:4, with the revisions as shown in Attachment I, and (2) Board Policy 1:18, with the revisions as shown in Attachment II.

ATTACHMENTS

Attachment I – Board Policy 3:4 Student Code of Conduct

Attachment II – Board Policy 1:18 Human Rights Complaint Procedures

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Student Code of Conduct

NUMBER: 3:4

1. Introduction

The Board of Regents and its Institutions are committed to creating and maintaining a productive living-and-learning community that fosters the intellectual, personal, cultural, and ethical development of its Students. Self-discipline and respect for the rights and privileges of others are essential to the educational process and to good citizenship.

A. Purpose of the Student Code of Conduct

The purpose of the Student Code is to educate Students about their civic and social responsibilities as members of the Institutional community. The primary focus of the Student conduct process is on educational and corrective outcomes; however, conduct sanctions such as suspension or expulsion from an Institution may be necessary to uphold community standards and to protect the campus community. Extensive, organized, serious, or repeated violations of this Student Code are taken into account when determining conduct sanctions.

B. Standards of Behavior

Attendance at an Institution is optional and voluntary. When Students enroll at an Institution, they voluntarily accept obligations of performance and behavior that are consistent with the Institution's lawful mission, processes, and functions. In general, these obligations are considered much higher than the obligations imposed by civil and criminal law for all citizens.

By enrolling at an Institution, Students voluntarily accept responsibility for compliance with all Board of Regents and Institutional Policies, including but not limited to this Student Code.

C. Authority of an Institution over its Students and Organizations

1. Student conduct proceedings may be initiated in response to conduct prohibited by the Student Code:
 - a. That occurs on Institutional Premises;
 - b. That occurs at events officially sponsored by an Institution;
 - c. That arises out of membership in the Institutional community; or
 - d. That occurs elsewhere and that adversely affects an Institution, any Organizations, members of the Institutional community, or the pursuit of their lawful objectives.

2. Notwithstanding this Student Code, an Institution reserves the right to take necessary and appropriate action to protect the safety and well-being of the campus community. The Institution also reserves the right to extend any deadline contained in this Student Code for good cause with written notice to the parties of the delay and the reason for the delay.
3. For purposes of the Student Code, the default authority over the Student for Student conduct purposes will be determined as follows:
 - a. For alleged misconduct that occurs on Institutional Premises, the Institution where the alleged misconduct occurred;
 - b. For alleged misconduct that occurs at events officially sponsored by an Institution, the Institution that sponsored the event;
 - c. For alleged misconduct that occurs elsewhere and that adversely affects an Institution, the Institution adversely affected;
 - d. For alleged instances of Academic Misconduct, the Institution that offered the course;
4. For instances where multiple Institutions have a reasonable claim to authority over the Student for Student conduct purposes, the Senior Student Affairs Officer at the Institutions with a reasonable claim to authority shall determine the appropriate Institution to proceed with the Student conduct process. The decision should consider the location of the alleged incident, Complainant, Respondent, witnesses, and the practicality of conducting the Student conduct process at the different Institutions having a reasonable claim to authority. If the Senior Student Affairs Officers cannot agree, the System Director of Student Affairs will make a final decision.⁴
5. Where Students are also employees, they may be subject to concurrent authority. Student conduct proceedings under this Student Code may be initiated irrespective of any action taken by an Institutional employer. However, when the Student employee has been subject to conduct proceedings as an employee, the findings that resulted from such proceedings will be considered in the Student conduct process as long as the standard used in such proceedings was preponderance of the evidence or higher.

D. Alcohol Amnesty

This section aims to remove the barriers that may prevent any Student from seeking emergency medical attention by providing an opportunity for the Institution to intervene in a caring and non-punitive manner. The goal is to reduce the potential risk of alcohol-related injuries or deaths, and increase the likelihood that Students will seek medical attention in crisis situations.

1. A Student who seeks emergency medical attention (or who has emergency medical attention sought on his/her behalf) for alcohol-related consumption, will not be sanctioned for violating alcohol consumption prohibitions found in the Student Code related to that incident, as long as the Student completes the following requirements:

- a. Participates in an initial meeting with the Senior Student Affairs Officer; and
 - b. Completes all recommendations from the Senior Student Affairs Officer; and
 - c. Submits proof of completion of all recommendations, within the time frame designated by the Senior Student Affairs Officer at the initial meeting.
2. A bystander Student who has engaged in alcohol consumption and who seeks emergency medical attention for someone else or tries to actively engage in assistance for someone else for that person's alcohol-related consumption, will not be sanctioned for violating alcohol consumption prohibitions found in the Student Code related to his/her own consumption but will be invited to meet with the Senior Student Affairs Officer.
3. The Institution will not pursue any disciplinary action related to any alcohol or drug consumption against any Student who has been sexually assaulted or sexually harassed, for his/her use of alcohol or drugs at the time of the sexual assault or sexual harassment.
4. Subsections D-1 and D-2 of this section will only apply to a Student who seeks emergency medical attention before police or Institutional employees or agents take any official action or intervention related to the alcohol consumption.
5. Alcohol amnesty does not preclude disciplinary action regarding other violations of the Student Code.
6. Alcohol amnesty only applies to the Institution's Student conduct process. It does not apply to any criminal, civil or other legal consequence for violations under **f**Federal, **sS**state or local law.
7. Alcohol amnesty is not designed to protect or shield those students who repeatedly violate the Student Code. The Senior Student Affairs Officer may assess each situation on a case-by-case basis, denying the safeguards of alcohol amnesty if serious or repeated incidents prompt a higher degree of concern or response, which may include disciplinary action under this Student Code.

E. Relationship Between the Student Conduct Process and the Criminal Law Process

1. The Student conduct process is independent of any criminal or civil process. Therefore, a Student alleged to have engaged in conduct that would be a violation of this Student Code (whether such conduct could also be a violation of criminal or civil law) may face Student disciplinary action regardless of any criminal or civil process or their outcomes.
2. When the alleged misconduct includes allegations of Human Rights Violations, the disciplinary process will not be delayed except when law enforcement requests a delay to conduct the fact-finding portion of its investigation.
3. Determinations made or conduct sanctions imposed under this Student Code shall not be subject to change because criminal charges arising out of the same

facts giving rise to violation of this Student Code were dismissed, reduced, or resolved in favor of, or against, the criminal law defendant.

4. When a Student is charged by federal, state, or local authorities with a violation of law, the Institution will not request or agree to special consideration for that Student because of his or her status as a Student.
5. If the alleged violation of law also gives rise to Student disciplinary action under this Student Code, the Institution may advise off-campus authorities of the existence of the Student Code and of how such matters are typically handled under the Student Code.
6. The Institution will attempt to cooperate with law enforcement and other agencies in the enforcement of criminal law and in the conditions imposed by criminal courts for the rehabilitation of Student violators provided that the conditions do not conflict with any conduct sanctions imposed as a result of the Student conduct process, this Student Code, or Institutional Policies.
7. Where the Student has been found guilty in a court of law or has declined to contest such charges, although not actually admitting guilt (*e.g.*, “no contest” or “*nolo contendere*”), the alleged facts that formed the basis of the criminal charges shall be deemed established for purposes of any Student conduct process.
8. Individual Students and other members of the Institutional community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.
9. When an employee of the Institution knows that a felony was committed and that knowledge is not privileged, such employee shall report the known facts and circumstances to law enforcement officials who have jurisdiction over the matter.

F. Interpretation and Revision

1. No provision of this Student Code shall be interpreted to deprive Students of rights guaranteed them under state or federal law.
2. Institutions must ensure that Institutional interests do not interfere with the impartiality of the Student conduct process.
- ~~2.3.~~ Any question of interpretation regarding the Student Code shall be referred to the Senior Student Affairs Officer for final determination.
- ~~3.4.~~ The Student Code should be reviewed periodically under the direction of the Senior Student Affairs Officers.
 - a. If the review leads to a recommendation that Board Policy be modified, that recommendation and its supporting rationale shall be provided to the Institutional presidents and, if approved, forwarded to the Executive Director.

G. Institutions may choose to adopt Institutional Policies that are consistent with this Student Code.

2. Definitions

The following terms have the stated meanings in this Student Code, and are identified throughout the Student Code through the use of capitalization:

- A. The term “Advisor” means a person of the Student’s choosing who has agreed to advise a Student throughout the Student conduct process. The Advisor may be a Faculty Member, staff member, Student, attorney, family member, or anyone else. The Advisor is limited to advising the Student directly, and is not permitted to speak to anyone else, or participate directly, in any hearing. Students should choose an Advisor who is available to attend any scheduled meetings or hearings because Advisor availability is not considered in scheduling meetings or hearings.
- B. The phrase “Appellate Board” means any person or persons authorized by the Institutional president to consider an appeal from the Chair’s determination that a Respondent has or has not violated the Student Code or from the conduct sanctions imposed by the Student Conduct Officer.
- C. The phrase “Board Policy” means the written policies of the South Dakota Board of Regents contained in the policy manual.
- D. The term “Chair” means the Student Conduct Officer or the Senior Student Affairs Officer who:
 - 1. Is a member of the Student Conduct Panel;
 - 2. Is responsible for the proper operation of the hearing; and
 - 3. Has sole discretion to determine whether a Respondent has violated the Student Code, and if so, to impose appropriate sanctions.
- E. The term “Complainant” means an individual who was allegedly injured by an alleged violation of the Student Code by a Respondent.
- F. The term “Day” means Monday through Friday, except for holidays and other times when the Institution’s administrative offices are closed.
- G. The phrase “Faculty Member” means any person hired by the Institution to conduct classroom or other academic activities.
- H. “FERPA” means the Family Educational Rights and Privacy Act of 1974, as amended.
- I. “Human Rights Violations” means Violence, Harassment, Stalking, Sexual Misconduct, Discrimination, and Retaliation under this Student Code.
- J. The term “Institution” means Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, and University of South Dakota.
- K. The phrase “Institutional Official” includes any person employed by the Institution, performing assigned administrative or professional responsibilities.

- L. The phrase “Institutional Premises” includes all land, buildings, facilities, and other property in the possession of, or owned, used, or controlled by, the Institution, including adjacent streets and sidewalks.
- M. The phrase “Member of the Institutional Community” includes any person who is a Student, Faculty Member, Institutional Official, any person employed by the Institution, a volunteer, or guest. A person’s status in a particular situation shall be determined by the Senior Student Affairs Officer.
- N. “Notice” required by this Student Code shall be provided in writing via email to the Student’s official Institutional email account. Notice is deemed received the Day after it is sent by email.
- O. The term “Organization” means any Student group that has been granted Institutional registration or recognition.
- P. The term “Policy” means the written regulations of the Institution as found in, but not limited to, this Student Code, the Residence Life Handbook, the Graduate and Undergraduate Catalogs, and other official publications.
- Q. The term “Reasonable Person” means a reasonable person under similar circumstances and with similar identities as the Complainant.
- R. The term “Respondent” means a Student or Organization that is alleged to have violated the Student Code.
- S. The phrase “Senior Student Affairs Officer” means that Institutional Official exercising primary authority over Institutional student affairs programs and operations, or designee.
- T. The term “Student” includes all persons taking courses from the Institution, both full-time and part-time, enrolled in undergraduate, graduate, professional or special topic courses, whether credit-bearing or not.
- U. The term “Student Code” means the Student Code of Conduct contained in this Board Policy 3:4.
- V. The phrase “Student Conduct Panel” means the panel that hears formal hearings.
 - 1. This panel can take the following forms:
 - a. Option 1 – only the Student Conduct Officer;
 - b. Option 2 – the Student Conduct Officer and any Institutional employee or employees or independent contractor authorized by the Senior Student Affairs Officer to determine whether a Student has violated the Student Code and to recommend imposition of conduct sanctions;
 - 2. For matters involving allegations of Academic Misconduct, the Student Conduct Panel must include at least one Faculty Member or academic administrator appointed by the Provost in the form described in Option 2 above.
- W. The phrase “Student Conduct Officer” means any Institutional Official authorized by the Senior Student Affairs Officer to:

1. Informally resolve an allegation by determining the facts and, if a violation is found, imposing a conduct sanction without the assistance of a Student Conduct Panel;

OR

2. Serve as Chair of the Student Conduct Panel;
3. Receive and consider the findings and recommendations of a Student Conduct Panel; and
4. Determine whether a Respondent has violated the Student Code, and if so, to impose appropriate sanctions.

3. Prohibited Conduct

The following list describes actions that detract from the effectiveness of an Institution's productive living-and-learning community. Any Student found to have engaged, attempted to engage, or allowed or assisted another in engaging, in the following prohibited conduct is subject to the Student conduct process and conduct sanctions outlined in this Student Code. In instances where prohibited conduct contained in this policy is defined differently in another Board Policy or Institutional Policy, the definition contained in this policy shall be used to address prohibited conduct by a Student.

A. Acts of Academic Misconduct or Dishonesty

Honesty and integrity are core values at all Institutions. Faculty Members and Students are jointly responsible for maintaining academic standards and integrity in Institutional courses. In addition to any conduct sanctions imposed under this Student Code, academic consequences for academic misconduct may be imposed by the Faculty Member, including issuing a failing grade in the course. Any grade issued by the Faculty Member, whether as a result of academic misconduct or not, constitutes an academic evaluation and is not a conduct sanction imposed under this Student Code. All Faculty Members should report incidents of Academic Misconduct to the Student Conduct Officer.

1. Engaging in acts of Academic Misconduct, which means Cheating or Plagiarism.
 - a. Cheating includes, but is not limited to, the following:
 - i. Using any unauthorized assistance in, or having unauthorized materials while, taking quizzes, tests, examinations or other assignments, including copying from another's quiz, test, examination, or other assignment or allowing another to copy from one's own quiz, test, examination, or other assignment;
 - ii. Using sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments;

- iii. Acquiring, without permission, tests or other academic material belonging to the instructor or another member of the Institutional faculty or staff;
- iv. Engaging in any behavior prohibited by the instructor in the course syllabus or in class discussion;
- v. Falsifying or misrepresenting data or results from a laboratory or experiment; or
- vi. Engaging in other behavior that a Reasonable Person would consider to be cheating.

b. Plagiarism includes, but is not limited to, the following:

- i. Using, by paraphrase or direct quotation, the published or unpublished work of another person without full and clear acknowledgment;
- ii. Using materials prepared by another person or agency engaged in the selling of term papers or other academic materials without prior authorization by the instructor; or
- iii. Engaging in other behavior that a Reasonable Person would consider plagiarism.

- 2. Engaging in other conduct that a Reasonable Person would consider dishonesty relating to academic achievement, research results or academically related public service.
- 3. Furnishing false information or false representations to any Institutional Official, instructor, or office. Submission of false information or withholding information at the time of admission or readmission may make an individual ineligible for admission to, or continuation at, an Institution.
- 4. Forging, fabricating, altering, misrepresenting, or misusing any document, record, or identification, including misrepresentations of degrees awarded or honors received.
- 5. Tampering with the election of any Organization.
- 6. Claiming to represent, or act on behalf of, the Institution when not authorized to do so.

B. Disruption, Obstruction, or Interference with Institutional Activities

- 1. Disrupting or obstructing Institutional activities.
- 2. Classroom disruption, which is behavior that a Reasonable Person would view as significantly or repeatedly interfering with the instructor's ability to teach the class or the ability of other Students to benefit from the instructional program.
- 3. Failure to comply with directions of Institutional, law enforcement, fire department, public safety contractors, or other government officials acting in

performance of their duties and/or failure to identify oneself to these persons when requested to do so.

4. Obstruction of the free flow of pedestrian or vehicular traffic.
5. Abuse of the Student conduct process, which includes, but is not limited to, any of the following:
 - a. Falsifying, distorting, or misrepresenting information provided;
 - b. Making false allegations;
 - c. Attempting to discourage an individual's proper participation in, or use of, the Student conduct process;
 - d. Harassment (verbal or physical) or intimidation of any person participating in the Student conduct process;
 - e. Failure to comply with any conduct sanctions imposed pursuant to this Student Code.

C. Misuse of Institutional Resources or Property, or Personal Property of Others

1. Tampering with fire and life safety equipment including, without limitation, fire alarms, sprinkler systems, first aid equipment, and laboratory safety apparatus.
2. Unauthorized taking of, damage to, or possession of property belonging to the Institution, another Member of the Institutional Community, or another person.
3. Unauthorized possession, duplication, or use of keys, access cards, or access codes to any Institutional Premises.
4. Unauthorized entry into, or use of, Institutional Premises.
5. Unauthorized possession, entry into, or use of Institutional equipment, software systems, or information.
6. Possession of firearms, stun guns, tasers, BB guns, switchblade knives, fixed-blade knives with a blade length of five (5) inches or greater, or any item that is designed or used to injure or harm another person, fireworks, explosives, or dangerous chemicals on Institutional Premises or at Institutional events, except as explicitly permitted by a Board Policy or an Institutional Policy;
7. Unauthorized use or abuse of technology, including, but not limited to:
 - a. Unauthorized entry into a file or program to use, copy, read, delete, or change the contents, or for any other purpose;
 - b. Unauthorized transfer of a file;
 - c. Unauthorized use of another individual's identification or account;
 - d. Use of technology to interfere with the work of another Student, Faculty Member, or Institutional Official;
 - e. Use of technology to send Harassing or abusive messages;

- f. Use of technology to engage in unlawful activities, including those involving uses that infringe intellectual property rights;
- g. Use of technology to interfere with normal operation of an Institution's technology or other system;
- h. Making, acquiring, or using unauthorized copies of computer files, violating terms of applicable software license agreements, or using the Institution's technology network or system to download files in violation of copyright laws;
- i. Attempting to circumvent data protection schemes or tampering with security;
- j. Violating Institutional or Board computer use or internet policies.

D. Threat of Harm or Actual Harm to a Person's Physical or Mental Health or Safety

- 1. Violence, which includes, but is not limited to, using or threatening to use physical force on or towards another person without that person's permission, except in reasonable self-defense. The use of physical force includes both using one's own body parts as well as using other items.
- 2. Brandishing, pointing, or using a knife, gun, or other weapon towards another person, except in reasonable self-defense.
- 3. Restraining or transporting another person without that person's permission.
- 4. Making bomb threats.
- 5. Harassment, which includes, but is not limited to:
 - a. Conduct towards another person that has the purpose or effect of creating an objectively and subjectively intimidating, hostile, or demeaning environment that substantially interferes with the individual's ability to participate in or to realize the intended benefits of an Institutional activity or resource; and
 - b. Other conduct that is extreme and outrageous exceeding all bounds usually tolerated by polite society and that has the purpose or the substantial likelihood of interfering with another person's ability to participate in or to realize the intended benefits of an Institutional activity or resource.
- 6. Sexual Harassment, which is subjecting another person to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:
 - a. Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's participation in, or use of, an Institutionally-sponsored or approved activity or resource; or
 - b. Submission to or rejection of such conduct by an individual is used as the basis for educational or similar decisions affecting an individual's ability

to participate in or use an Institutionally-sponsored or approved activity or resource.

7. Stalking, which is engaging in a course of conduct directed at a specific person that would cause a Reasonable Person to fear for the person's safety or the safety of others, or suffer substantial emotional distress.
 - a. "Course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - b. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling
8. Hazing, which includes, but is not limited to, an act that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or as a condition for continued membership in a group or an Organization:
 - a. Is likely to, or would be perceived by a Reasonable Person as likely to, endanger the physical health of an individual or cause psychological discomfort or distress through treatment that a Reasonable Person would consider to be humiliating, intimidating, or demeaning;
 - b. Destroys or removes public or private property;
 - c. Involves the consumption of alcohol or other substances to excess; or
 - d. Violates any Board Policy or Institutional Policy.

The express or implied permission of the individual being hazed does not make the behavior acceptable. It is also a violation of this provision to solicit, aid, or attempt to aid another person in planning or committing Hazing.

9. Sexual Misconduct, which is any contact of a sexual nature with another person without that person's consent.

Contact of a sexual nature includes, but is not limited to:

- a. Touching the intimate parts of another person;
- b. Touching another person with one's own intimate parts;
- c. Forcing another person to touch one's own intimate parts; and
- d. Exposing one's own intimate parts to another person;

Intimate parts include, but is not limited to, genitalia, groin, breast, buttocks, mouth, or clothing covering the same.

Consent is defined as informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. If coercion, intimidation, threats and/or physical force are used, there is no consent. If a person is mentally or physically incapacitated or

impaired so that the person cannot understand the fact, nature or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption or being asleep or unconscious. If a person is fifteen (15) years old or younger, there is no consent. Whether one has taken advantage of a position of influence over another may be a factor in determining consent. Consent to any one form of sexual activity does not imply consent to any other form of sexual activity. Consent to one sexual encounter does not imply consent to another sexual encounter. Consent may be revoked at any time.

10. Voyeurism includes, but is not limited to, any use of electronic or other devices to make an audio, video, or photographic record of another person without that person's prior knowledge and without that person's prior authorization when such a recording is likely to cause that person or a Reasonable Person injury or distress, or involves that person's intimate parts or sexual conduct involving that person.

11. Invasion of Privacy occurs when:

- a. An individual views another person, without that person's prior knowledge and permission, under circumstances in which the other person has a reasonable expectation of privacy; or
- b. An individual uses an audio recording device to record another person, without that person's prior knowledge and permission, under circumstances in which the other person has a reasonable expectation of privacy.

E. Discrimination and Retaliation

- 1. Discrimination is excluding from, or treating another person differently than others in, Institutional activities on the basis of sex, race, color, creed, religion, national origin, ancestry, gender, gender identity, transgender, sexual orientation, age, disability, genetic information, or veteran status. However, social fraternities and sororities that are exempt from taxation under federal law may maintain single-sex membership practices without violating antidiscrimination policies, as recognized by 20 U.S.C. 1681(a)(6), and the enforcement of such single-sex membership practices by Students does not violate this provision.
- 2. Retaliation is conduct that would make a Reasonable Person feel intimidated, or that interferes with, threatens, coerces, or otherwise discriminates against any individual because that individual reports or files a complaint alleging a violation of law, Board Policy, or Institutional Policy, or participates in any process in which the individual has a right to participate.

F. Housing and Living Groups

Violations of any rules imposed by Institutional housing or living groups are also violations of this Student Code.

G. Use and Misuse of Substances

- 1. The unauthorized manufacture, sale, possession, use, or consumption of alcohol, marijuana, or controlled substances by Students.

However, possession, use, or distribution of alcohol, marijuana, or controlled substances is permitted on premises controlled by the Board of Regents when:

- a. Needed in conjunction with approved research activities;
- b. Alcohol is possessed, used, or distributed in a lawful manner inside a designated residence hall facility occupied exclusively by upper-division and/or non-traditional Students who are at least twenty-one (21) years of age;
- c. Alcohol is possessed, used, or distributed in a lawful manner on premises controlled by the Board of Regents that have been designated by the Institution's president as places where such possession, use, and distribution may be permitted, subject to such conditions as the 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, 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 (or the legal age of use and possession in the applicable jurisdiction);

- 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;
 - e. Prohibit the possession, use, or distribution of alcohol, marijuana, or controlled substances on premises controlled by the Board of Regents, except as explicitly permitted by Section 3.G.1 of this Student Code;
 - f. Establish conduct policies and sanctions regarding violations by individual members no less stringent than those set forth under Board Policies, except that limited use of alcoholic beverages is permissible as set out above; and
 - g. Require that a report be filed with the Senior Student Affairs Officer each semester identifying all actions taken pursuant to the Student conduct policies required in this Student Code;
- 3. Institutions may impose additional or more restrictive conditions on official recognition.
 - 4. Organizations are also subject to the Board of Regents' antidiscrimination policies set forth in Board Policy 1:18. However, social fraternities and sororities that are exempt from taxation under federal law may maintain single-sex membership practices without violating antidiscrimination policies, as recognized by 20 U.S.C. 1681(a)(6).

4. Student Conduct Process

A. Allegations

- 1. Allegations of misconduct may be reported against any Student by anyone. Allegations shall be directed to the Student Conduct Officer in the Office of the Dean of Students. The reporting party will disclose the facts that form the basis for the allegation, the identities of any other witnesses, and any other relevant information regarding the alleged misconduct.
 - a. Allegations of Academic Misconduct will be reported to the Student Conduct Officer but are initially addressed through Board Policy 2:33.
 - b. Allegations of Human Rights Violations shall follow the process outlined in Board Policy 1:18.
 - i. The investigator assigned must not have any actual or reasonably perceived conflicts of interest and biases for or against any party involved in the initial complaint. If the Institution determines that

an actual or reasonably perceived conflict of interest does exist, another individual must lead the investigation on behalf of the Institution.

- ii. The investigator assigned must be trained to analyze and document the available evidence to support reliable decisions, objectively evaluate the credibility of parties and witnesses, synthesize all available evidence, including both ~~inculpatory and exculpatory~~ evidence that tends to suggest a violation and evidence that tends to suggest no violation, and take into account the unique and complex circumstances of each case.
- iii. The investigator assigned should avoid using any investigative techniques or approaches that apply sex stereotypes or generalizations.
- iv. Each party should ~~receive~~ be provided written ~~an~~ notice in advance of any interview or hearing with sufficient time to prepare for meaningful participation.
- v. The investigation should result in a written report summarizing the relevant ~~exculpatory and inculpatory~~ evidence that tends to suggest a violation and evidence that tends to suggest no violation.
- vi. The investigator assigned must make findings of fact and conclusions as to whether the facts support a ~~finding of responsibility for Human Rights~~ ~~Violation of the school's sexual misconduct policy~~.

2. The Student Conduct Officer shall make an initial determination whether the allegations, if true, would violate the Student Code. If the Student Conduct Officer determines that the allegations, if true, would violate the Student Code, the Student Conduct Officer shall conduct an ~~informal preliminary pre~~-investigation ~~inquiry~~ to determine whether the allegations are credible. This process may include speaking with witnesses and reviewing any documentation.

a. The Student Conduct Officer must not have any actual or reasonably perceived conflicts of interest and biases for or against any party involved in the initial complaint. If ~~the Institution determines that~~ an actual or reasonably perceived conflict of interest does exist, another individual must lead the investigation on behalf of the Institution.

~~a.b.~~ As to off-campus conduct, the Student Conduct Officer shall determine whether the incident adversely affects the Institution, any Organizations, members of the Institutional community, or the pursuit of their lawful objectives.

~~b.c.~~ Allegations of Academic Misconduct that are not informally resolved pursuant to Board Policy 2:33 will enter the Student conduct process here.

~~e.d.~~ Allegations of Human Rights Violations that are not informally resolved pursuant to Board Policy 1:18 will enter the Student conduct process here.

~~2.3.~~ If the Student Conduct Officer determines that either (i) the allegations, if true, would not violate the Student Code or (ii) that the allegations are not credible, then the Student Conduct Officer should inform the Complainant of this determination and inform the Complainant that the allegations may be re-submitted should additional information become available.

~~3.4.~~ If the Student Conduct Officer determines that the allegations, if true, would violate the Student Code and determines that the allegations are credible and will be investigated, the Student Conduct Officer shall provide written Notice to the Respondent within fifteen (15) Days of receiving the report of alleged misconduct or notification from the Faculty Member of the need to address alleged Academic Misconduct through the Student Code.

~~4.5.~~ The written Notice to the Respondent must include the following:

~~a.~~ The alleged behavior that would be a violation of the Student Code;

~~a.b.~~ The date and location of the alleged behavior;

~~b.c.~~ The section(s) of the Student Code alleged to have been violated;

~~e.d.~~ The name of the Complainant;

~~d.e.~~ A time to meet with the Student Conduct Officer to provide the Respondent with the opportunity to give his/her account of the incident leading to the allegation of misconduct;

~~e.f.~~ Information about the right to have an Advisor present throughout the Student conduct process;

~~f.g.~~ Information about both the informal and formal resolution processes;

~~g.h.~~ A time for a hearing to occur no earlier than ten (10), and no later than twenty (20), Days after this written Notice is deemed received to address any alleged violations that are not informally resolved;

i. The minimum time limit may be waived by the Respondent.

~~ii.~~ The maximum time limit may be extended at the discretion of the Student Conduct Officer.

6. At the time that the written Notice to the Respondent is sent, a written notice shall also be sent to the Complainant containing information about the right to have an Advisor present throughout the Student conduct process, information about both the informal and formal resolution processes, and the time for the hearing to address any alleged violations that are not informally resolved.

7. The Student Conduct Officer will conduct an investigation of the allegations, which may include speaking with witnesses and reviewing any documentation. Only in instances where the Student Conduct Officer determines that there is sufficient evidence to establish that the Respondent violated the Student Code by

a preponderance of the evidence will the allegations proceed to informal or formal resolution.

a. For matters involving Human Rights Violations where an investigation was conducted pursuant to Board Policy 1:18, no additional investigation is required.

a.b.If the Student Conduct Officer determines that there is insufficient evidence to establish that the Respondent violated the Student Code by a preponderance of the evidence, the Student Conduct Officer will inform both parties of this fact and will cancel the hearing. This notification should also inform that parties that the investigation may be re-opened should additional information become available.

B. Interim Measures

In certain circumstances, the Senior Student Affairs Officer, or a designee, may impose interim measures that go into effect immediately, prior to a hearing before a Student Conduct Panel, and remain in effect until no longer needed.

1. Interim measures are intended to protect the interests of both the Complainant and the Respondent prior to a hearing. ~~Interim measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (involving action towards a Respondent).~~ Interim Measures may include, but are not limited to, no-contact directives, residence modifications, academic modifications and support, Institutional work schedule modifications, interim residence suspension, or interim suspension. Interim Measures that restrict the ability of either party to discuss the investigation should be avoided, as they may inhibit the ability of either party to obtain and present evidence or otherwise to defend their interests. Written Notice of Interim Measures shall be provided to the party to whom the interim measures are directed.

a. In circumstances involving allegations of dating violence, domestic violence, sexual assault, or stalking, interim measures must be provided upon the request of a Complainant if such measures are reasonably available.

b. In fairly assessing the need for a party to receive interim measures, the Senior Student Affairs Officer, or a designee, may not rely on fixed rules or operating assumptions that favor one party over another, nor make such measures available only to one party.

c. Interim measures should be individualized and appropriate based on the information gathered by the Institution, making every effort to avoid depriving any Student of his/her education.

a.d.The interim measures needed by each student may change over time, and the Senior Student Affairs Officer, or a designee, should communicate with each Student throughout the Student conduct process to ensure that

any interim measures are necessary and effective based on each Student's evolving needs.

2. Interim suspension may be imposed only for one or more of the following purposes:
 - a. To ensure the safety and well-being of members of the Institutional community or preservation of Institutional property or other property located on premises controlled by the Institution;
 - b. To ensure a Student's own physical or emotional safety and well-being; or
 - c. To ensure the normal operations of the Institution where a Student poses an ongoing threat of disruption of, or interference with, the normal operations of the Institution.
3. During the interim suspension, the Student may be denied access to residence facilities, the campus (including classes), and all other Institutional activities or privileges.
4. A Student placed on interim suspension shall be given written Notice of Interim Measures, which shall include:
 - a. The reasons for the interim suspension;
 - b. The parameters of the interim suspension; and
 - c. Information concerning the right to appeal the interim suspension.
5. Interim Suspension Appeal Process
 - a. The Student must submit a written request for a meeting to the Senior Student Affairs Officer.
 - b. The Senior Student Affairs Officer will schedule a meeting with the Student as soon as practical and no later than three (3) Days after receiving the written request. At this meeting, the Student is provided the opportunity to raise any objections to the interim suspension or to request alternative interim measures.
 - c. The Senior Student Affairs Officer has sole discretion regarding interim measures.

C. Informal Resolution

1. The Student Conduct Officer may speak separately and individually with the Complainant and the Respondent to determine whether the alleged misconduct can be resolved through informal resolution.
 - a. In matters involving allegations of Human Rights Violations, informal resolution may not take the form of having the Complainant and the Respondent be in the same room at the same time, unless both parties agree in writing.

- b. In matters involving allegations of Human Rights Violations, the Student Conduct Officer should consider whether the informal resolution is equitable and will end the misconduct, prevent its recurrence, and address its effects.
- 2. Informal resolution may be reached where:
 - a. The parties involved mutually agree to a full resolution of the alleged misconduct that is acceptable to the Student Conduct Officer.
 - i. This must be documented in writing and signed by the Complainant, Respondent, and Student Conduct Officer.
 - b. The Respondent waives a formal hearing by admitting to the misconduct and accepting the proposed conduct sanctions.
 - i. This must be documented in writing and signed by the Respondent and the Student Conduct Officer.
 - ii. This type of informal resolution is not available in matters involving allegations of Human Rights Violations.
- 3. Partial informal resolution may be reached where the Respondent admits to the misconduct but does not accept the proposed conduct sanctions. When this occurs, the process moves to formal resolution with the hearing being limited to the question of appropriate conduct sanctions.
 - a. This must be documented in writing and signed by the Respondent and the Student Conduct Officer.
 - b. In matters involving allegations of Human Rights Violations, the Complainant must also agree in writing to this partial informal resolution.
- 4. Informal resolution shall be final and the parties who agreed in writing to informal resolution waive any right to appeal otherwise available under Board Policy 3:4.
- 5. The Student Conduct Officer's involvement in attempting to informally resolve the allegation of misconduct does not impact the Student Conduct Officer's ability to later serve as the Student Conduct Panel or a member thereof in the formal resolution process.
- 6. Informal resolution may be reached at any time before the Chair issues any findings, conclusions, and, when a violation is found, conduct sanctions it determines to be appropriate through the Formal Resolution process.
 - a. If an informal resolution is reached, the Student Conduct Officer shall prepare written findings and conclusions, and any sanctions resulting from a violation during the informal resolution process. If the complaint included more than one allegation of misconduct, each allegation must have a separate decision.

D. Formal Resolution

1. If the alleged misconduct is not fully resolved through informal resolution, any unresolved matter proceeds to a hearing.
2. The composition of the Student Conduct Panel shall be determined as follows:
 - a. For matters where the Student Conduct Officer serves as Chair of the Student Conduct Panel, the Student Conduct Officer shall have sole discretion regarding whether the Student Conduct Panel includes:
 - i. Option 1 – only the Student Conduct Officer; or
 - ii. Option 2 – the Student Conduct Officer and any Institutional employee or employees or independent contractor authorized by the Senior Student Affairs Officer to determine whether a Student has violated the Student Code and to recommend imposition of conduct sanctions,
 - b. For matters involving allegations of Academic Misconduct, the Student Conduct Panel must include at least one Faculty Member or academic administrator appointed by the Provost in the form described in Option 2 above.
 - c. Both the Complainant and the Respondent will be provided Notice of the identity of the member(s) of the Student Conduct Panel. Both parties may request in writing (and must include supporting information) that (i) the Student Conduct Panel include additional members (Option 2), and/or (ii) a Student Conduct Panel member be replaced due to an actual or reasonably perceived conflict of interest. Such requests must be submitted, in writing to the Senior Student Affairs Officer no later than twenty-four (24) hours after the Notice is provided to the party. The Senior Student Affairs Officer shall make a final decision as to these requests and will provide Notice to both parties of the decision.
3. Hearings shall be conducted by a Student Conduct Panel according to the following guidelines:
 - a. Hearings shall be conducted in private. Witnesses other than the Complainant and the Respondent may only be present during the hearing while presenting their information.
 - b. The Chair shall have sole discretion and final decision-making authority over the following:
 - i. Whether an individual's conduct interferes with the hearing and requires that individual's removal;
 - ii. Whether written information, materials, documents, and statements submitted are relevant and will be accepted for consideration by the Student Conduct Panel;
 - iii. All questions about the interpretation of the Student conduct process; and

- iv. Whether to have separate or joint hearings when a hearing would involve more than one Respondent;
- 4. Neither the Complainant nor the Respondent are required to attend or participate in the hearing, and such decision will have no bearing on the question of whether the Respondent violated the Student Code.
- 5. The Respondent has no obligation to provide any information, materials, documents, or witnesses, or answer any questions and is presumed to not have violated the Student Code. The burden is on the Institution to gather sufficient evidence to reach a fair, impartial determination as to whether the alleged violation of the Student Code occurred.
- 6. If the Complainant or Respondent wants the Student Conduct Panel to review any materials or documents or wants to present any witnesses at the hearing, such materials and documents and/or witness lists must be submitted to the Chair by the following deadlines in order to be considered:
 - a. In matters alleging Human Rights Violations, all materials and documents and/or witness lists must be submitted at least seventy-two (72) hours before the hearing. Additionally, a copy of the final report prepared by the Title IX EEO Coordinator investigator(s) will be provided to the Complainant, Respondent, and the Student Conduct Panel members.
 - b. For all other matters, all materials and documents and/or witness lists must be submitted at least twenty-four (24) hours before the hearing.

The Chair will promptly provide the other party and the Student Conduct Panel members a copy of any materials, documents, and witness lists submitted.

- 7. The Complainant and the Respondent have the right to be assisted by an Advisor of their choice, at their own expense. Ordinarily, no more than two Advisors for each Student shall be permitted. The Advisor is limited to advising the Student directly, and is not permitted to speak to anyone else, or participate directly, in any hearing.
- 8. The Student Conduct Officer shall record the audio of the hearing.
- 9. Generally, the hearing will be conducted in the following order:
 - a. The Chair will ask each individual present at the hearing to identify him/herself by providing his/her name and role at the hearing (e.g., Complainant, Respondent, Member of the Student Conduct Panel, etc.).
 - b. The Chair will remind the Respondent:
 - i. Of the materials that the Student Conduct Panel received prior to the hearing;
 - ii. Of the right to have an Advisor present;
 - iii. Of the right to refuse to speak as a witness against him/herself;

- iv. That the refusal to speak as a witness against him/herself will have no bearing on the question of whether the Respondent violated the Student Code;
 - v. Of the alleged behavior that would be a violation of the Student Code; and
 - vi. Of the section(s) of the Student Code alleged to have been violated.
- c. The Chair will provide the Complainant with the opportunity to engage in the hearing. If the Complainant agrees to engage, then:
- i. The Chair will provide the Complainant the opportunity to provide any additional relevant factual details that were not previously provided. The Complainant may choose to do so or may decline and maintain the right to not provide information, materials, documents, or answer questions. The Complainant may decline but still present witnesses.
 - ii. The Chair will ask the Complainant to present any witnesses, who will be brought to the hearing one at a time, and ask questions of the witness.
 - iii. The Student Conduct Panel will then ask questions of the witness.
 - iv. The Chair will ask the Respondent for any questions for the witness. The Respondent will provide the Chair any questions in writing.
 - v. The Chair will ask the witness any questions provided by the Respondent that the Chair determines to be relevant.
 - vi. The Chair will ask the Complainant to present the next witness. The process described above shall repeat for each witness until the Complainant has presented all of its witnesses.
- d. The Chair will provide the Respondent the opportunity to engage in the hearing. If the Respondent agrees to engage, then:
- i. The Chair will provide the Respondent the opportunity to provide any additional relevant factual details that were not previously provided. The Respondent may choose to do so or may decline and maintain the right to not provide information, materials, documents, or answer questions. The Respondent may decline but still present witnesses.
 - ii. The Chair will ask the Respondent to present any witnesses, who will be brought to the hearing one at a time, and ask questions of the witness.
 - iii. The Student Conduct Panel will then ask questions of the witness.

- iv. The Chair will ask the Complainant for any questions for the witness. The Complainant will provide the Chair any questions in writing.
 - v. The Chair will ask the witness any questions provided by the Complainant that the Chair determines to be relevant.
 - vi. The Chair will ask the Respondent to present the next witness. The process described above shall repeat for each witness until the Respondent has presented all of its witnesses.
 - e. The Student Conduct Panel may ask the Complainant and/or the Respondent whether s/he agrees to answer questions. The Student Conduct Panel may then ask questions of either or both parties who agree to answer questions.
 - f. The Student Conduct Panel will meet in a closed session to discuss and make its recommendation, which closed session shall not be audio recorded.
10. The Student Conduct Panel shall review all information and materials presented to it and shall decide by majority vote whether the Respondent violated the Student Code by a preponderance of the evidence (i.e., more likely than not). Decision-making techniques or approaches that apply sex stereotypes or generalizations should be avoided so that the hearing process proceeds objectively and impartially.
11. The Student Conduct Panel shall prepare written findings to support its determination. If multiple allegations of misconduct exist, a decision should be reached separately for each allegation. These written findings shall include:
- a. Concise statements of each factual finding;
 - b. Brief explanations of whether and why the factual findings support a conclusion that the conduct either violated or did not violate the Student Code; ~~and~~
 - i. These must address each factual element that must be satisfied to establish that conduct has violated the Student Code.
 - c. Any initial, interim, or final decisions by the Institution; and
 - ~~e.d.~~ If a violation is found, recommendations of appropriate conduct sanctions and ~~any~~—supporting rationale for the conduct sanctions;
12. The Student Conduct Panel shall forward its written findings, ~~conclusions, and any recommended conduct sanctions~~ to the Chair. The Chair has sole discretion to adopt or reject any portion of the written findings, ~~conclusions, and any recommended conduct sanctions.~~

- a. If ~~the any portion of the written findings, conclusions, or recommended conduct sanctions~~ are rejected, the Chair shall issue new written any findings, conclusions, and, when a violation is found, any conduct sanctions it determines to be appropriate for such portion(s), and will provide the Student Conduct Panel with an explanation for its decision.
 - b. The Chair shall determine the effective date of any conduct sanctions imposed, which effective date should be on or after the exhaustion of the appeal as a matter of right. However, interim measures may remain in place, or be instituted, until the effective date of any conduct sanctions.
13. The Chair's written findings, ~~conclusions, and any conduct sanctions and information about appeal rights~~, shall be provided to the Respondent. When FERPA allows ~~or the Clery Act requires~~, the Complainant will receive the permitted information simultaneously. See Section E.1 below for more information.
 - a. In matters involving allegations of Academic Misconduct, the Chair's written findings, ~~conclusions, and any conduct sanctions~~ shall also be provided to the Faculty Member.
 - ~~a.b.~~ In matters involving allegations of Human Rights Violations, the Respondent-Complainant must also be provided information about appeal rights.
14. The audio record of the hearing shall be the property of the Institution and shall be maintained by the Student Conduct Officer. No other person may record the hearing.
 - a. The audio record and its contents shall be confidential and may only be used for purposes of any appeals. Any person who discloses the contents of the audio record to parties not involved in the appeal shall be subject to conduct sanction.
 - b. In the event of an appeal, the Respondent shall be given access to the audio record for purposes of preparing an appeal. When the alleged misconduct involves allegations of Human Rights Violations, the Complainant shall be given access to the audio record for purposes of preparing an appeal. Access shall be provided at such places and times as the Senior Student Affairs Officer may direct
 - c. Except as required by law, the Institution shall not be required to change the form in which the record is maintained.

E. Sanctions

1. Individual Conduct Sanctions

- a. In each case in which the Chair determines that a Respondent has violated the Student Code, the Chair shall determine and impose appropriate conduct sanction(s). Where a violation of Board Policy is established, and where a conduct sanction is mandated under Board Policy, that conduct sanction shall be imposed.

- i. Conduct sanction decisions must be made for the purpose of deciding how best to enforce the Student Code and should reflect a proportionate response to the violation.
- ii. In matters involving Human Rights Violations, the Chair should consider whether the sanctions are equitable and will end the misconduct, prevent its recurrence, and address its effects.
- iii. In matters involving Human Rights Violations, the Chair should consider the impact of separating the Respondent from his/her education before imposing a conduct sanction of suspension or expulsion.

a.b. In matters involving allegations of Academic Misconduct that are informally resolved pursuant to Board Policy 2:33, the Student Conduct Officer will receive the information from the Faculty Member and shall determine and impose appropriate conduct sanction(s).

b.c. Complainants shall be informed in writing and at the same time as the Respondent of any outcome and conduct sanctions imposed in the following circumstances:

- i. When the conduct sanction involves remedial action that directly relates to the Complainant (e.g., a directive requiring the Respondent to not have contact with the Complainant);

i.—

- ii. Where the allegations against the Respondent would also constitute a crime of violence or non-forcible sex offense as defined by FERPA; or

- iii. Where the allegations against the Respondent would also constitute Human Rights Violations. In this circumstance, the rationale for the result must also be included.

iii.iv. Where the Institution finds that a hostile environment exists (in matters not covered by the Clery Act), the Institution shall also inform the Complainant of other steps the Institution has taken to eliminate the hostile environment.

e.d. FERPA allows Institutions to disclose the final results of a conduct proceeding when the Chair determines that the Respondent violated the Student Code and that violation falls within the definition of a crime of violence or a non-forcible sex offense as defined by FERPA. For purposes of this subsection, “final results” means the name of the Respondent, the violation committed, and any conduct sanction(s) imposed by the Institution.

~~d.e.~~ FERPA allows Institutions to inform the parents or legal guardians of a Respondent younger than twenty-one (21) years of age that the Respondent has violated Institutional Policies concerning the use or possession of alcohol or controlled substances.

~~e.f.~~ The following conduct sanctions may be imposed upon any Respondent found to have violated the Student Code. More than one of the conduct sanctions listed below may be imposed for any single violation. Imposition of a conduct sanction may be delayed or suspended on such conditions as the Student Conduct Officer may prescribe.

- i. Warning – A statement to the Respondent that the Respondent has violated the Student Code of Conduct.
- ii. Probation – Probation is for a designated period of time and includes the probability of more severe conduct sanctions if the Respondent is later found to have engaged in any additional violation(s) the Student Code during the probationary period.
- iii. Loss of Privileges – Denial of specified privileges for a designated period of time. The privileges of continued participation in Institutional activities, access to Institutional facilities or residences may be conditioned upon participation in or completion of educational programming at the Student's expense.
- iv. Fines – Monetary payments.
- v. Restitution – Compensation for loss, damage, or injury. This may take the form of appropriate service, money, or material replacement.
- vi. Educational Sanction – work assignments, essays, service to the Institution, community service, workshops, or other related educational activities.
- vii. Residence Suspension – Separation of the Respondent from the Institution's residence facilities for a definite period of time, after which the Respondent is eligible to return. Conditions for return to the residence facilities may be specified.
- viii. Residence Expulsion – Permanent separation of the Respondent from the Institution's residence facilities. A sanction of residence expulsion will take the form of residence suspension pending completion of the appeals process.
- ix. Suspension – Separation of the Respondent from the Institution for a definite period of time, after which the Respondent is eligible to return. Conditions for return may be specified. A Respondent who has been suspended from one Institution may not enroll at another Institution until the period of suspension has ended.
- x. Expulsion – Permanent separation of the Respondent from the Institution. A Respondent who has been expelled from one

Institution may not enroll at another Institution. A sanction of expulsion will take the form of suspension pending completion of the appeals process.

- xi. Withholding Degree – the Institution may withhold awarding a degree otherwise earned until the completion of the Student conduct process or the completion of all conduct sanctions imposed.
- xii. Revoking Admission and/or Degree – the Institution may revoke admission to, or a degree awarded from, the Institution for violation of Institutional standards for obtaining admission or the degree, or for other serious violations of the Student Code committed by the Respondent prior to graduation.

f.g. 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.

g.h. Students enrolled in one Institution shall be held accountable for their conduct while visiting all other Institutions. Students may be required, as a condition of continued enrollment, to appear at the Institution where the alleged misconduct took place, at their own expense, for a conduct hearing and to answer allegations based on their conduct while at that Institution.

- i. Any conduct sanction imposed by one Institution shall be effective at all other Institutions. A Respondent suspended at one Institution shall not be able to enroll at another Institution until the period of suspension has ended. A Respondent who has been expelled from one Institution may not enroll at another Institution.
- ii. When a Respondent is brought forward on allegations of misconduct by another Institution, any conduct sanction issued after a finding of a violation shall be determined by the Institution that brought forward the allegations of misconduct. Suspension or expulsion may only be imposed after first consulting with the Senior Student Affairs Officer from the Institution where the Respondent is enrolled.

2. Organizational Conduct Sanctions

- a. The following conduct sanctions may be imposed upon Organizations:

- i. Those conduct sanctions listed above in Section 4.E.1.

F. Appeals

1. Appeal as a Matter of Right

- a. The Respondent may appeal a decision reached by the Chair. In matters involving allegations of Human Rights Violations, the Complainant may also appeal a decision reached by the Chair. The appeal must be in writing and must be submitted to the Senior Student Affairs Officer no later than five (5) Days after Notice of the Chair's decision is deemed received.
- b. The written appeal must cite at least one (1) of the following reasons for review and must include supporting arguments and documentation as to why an appeal should be granted on those grounds.
 - i. The original hearing was conducted unfairly to the point that it substantially and materially affected the outcome;
 - ii. Using the facts found by the Chair, the conclusion regarding whether there was a violation(s) of the Student Code was incorrect;
 - iii. The conduct sanction(s) imposed were not appropriate for the violation of the Student Code that the Respondent was found to have committed; and/or
 - iv. New information that was unavailable at the time of the hearing has been discovered and could substantially and materially affect the outcome.
- c. An appeal shall be limited to a review of:
 - i. The verbatim record of the initial hearing;
 - ii. Supporting documents submitted as part of the initial hearing; and
 - iii. Supporting documents submitted in support of the appeal reason(s)
- d. The Senior Student Affairs Officer will provide the other party a copy of the appeal and a reasonable amount of time to submit any materials to be considered.
- e. The Senior Student Affairs Officer will provide the Appellate Board with the materials submitted. The Appellate Board will review the materials submitted and provide a written recommendation to the Senior Student Affairs Officer as soon as practicable. The Senior Student Affairs Officer has sole discretion to adopt or reject the recommendation.
 - i. In instances where the Respondent appeals a decision reached by the Chair, sanctions or conditions may not be increased, introduced for the first time, or extended.

- ~~h.ii.~~ If the recommendation is rejected, the Senior Student Affairs Officer will provide the Appellate Board with a written explanation for his/her decision.
- ~~h.iii.~~ The Senior Student Affairs Officer shall determine the effective date of any conduct sanctions imposed. The effective date of any conduct sanctions shall not be delayed pending any further appeals.
- f. The Senior Student Affairs Officer's written decision shall be provided to the parties, along with the Appellate Board's recommendation and, if rejected, the Senior Student Affairs Officer's written explanation.
 - i. The Senior Student Affairs Officer may return the matter to the hearing panel for reconsideration or to the Title IX/EEO Coordinator for additional investigation, in light of the written decision.

2. Appeal to the President of the Institution

- a. The Respondent may appeal a decision reached by the Senior Student Affairs Officer. In matters involving allegations of Human Rights Violations, the Complainant may also appeal a decision reached by the Senior Student Affairs Officer.
- b. The appeal must be in writing and must be submitted to the President's Office no later than five (5) Days after Notice of the Senior Student Affairs Officer's decision is deemed received.
- c. The written appeal must cite at least one (1) of the following reasons for review and must include supporting arguments and documentation as to why an appeal should be granted on those grounds.
 - i. The original hearing was conducted unfairly to the point that it substantially and materially affected the outcome;
 - ii. Using the facts found by the Chair, the conclusion regarding whether there was a violation(s) of the Student Code was incorrect;
 - iii. The conduct sanction(s) imposed were not appropriate for the violation of the Student Code that the Respondent was found to have committed; and/or
 - iv. New information that was unavailable at the time of the hearing has been discovered and could substantially and materially affect the outcome.
- d. The President has sole and complete discretion as to whether to agree to review an appeal, including what materials to consider. However, the President will not consider any reasons for review that were not previously raised in the appeal to the Appellate Board.

- e. If the President agrees to review an appeal, the President will provide the other party/parties a copy of the appeal and a reasonable amount of time to submit any materials to be considered.
- f. The President will provide a written decision to the parties, and to the Senior Student Affairs Officer. The decision may be a substantive one, or may merely indicate that the President has declined to review the appeal.
 - i. The President may return the matter to the Senior Student Affairs Officer or hearing panel for reconsideration, or to the Title IX/EEO Coordinator for additional investigation, in light of the written decision.

3. Appeal to the Board of Regents

- a. After exercising and exhausting all appeals available at the Institutional level, the Respondent may appeal a decision reached by the President. In matters involving allegations of Human Rights Violations, the Complainant may also appeal a decision reached by the President after exercising and exhausting all appeals available at the Institutional level.
- b. The appeal must be in writing and must be submitted to the Executive Director of the Board of Regents no later than thirty (30) Days after Notice of the President's decision is deemed received. The appeal must include the following:
 - i. Supporting arguments and documentation;
 - ii. All documentation provided by the Institution, including, at a minimum, the President's decision, the Senior Student Affairs Officer's decision, and the Chair's decision.
- c. Written appeals that fail to include supporting arguments and documents, and the documentation provided by the Institution will be rejected.
- d. An appeal submitted to the Executive Director that is not covered by subsection e) below may be considered by the Executive Director. In these instances, the Executive Director has sole and complete discretion as to whether to agree to review an appeal, including what materials to consider.
 - i. If the Executive Director agrees to review an appeal, the Executive Director will provide the other party a copy of the appeal and a reasonable amount of time to submit any materials to be considered.
 - ii. The Executive Director will provide a written decision to the parties, and to the President.

~~ii.iii.~~ The Executive Director may return the matter to the President, Senior Student Affairs Officer, or hearing panel for reconsideration or to the Title IX/EEO Coordinator for additional investigation, in light of the written decision.

e. An appeal submitted to the Executive Director must be considered by the Board of Regents where a Student has been expelled or suspended based upon alleged violations of Board Policy 3:4; or a disciplinary action allegedly deprived the Student of a right or privilege protected by a specific term or provision of Board Policy or state or federal constitution, law, or regulation.

i. The Executive Director will have fifteen (15) working days within which to attempt, at his or her discretion, a resolution through informal means.

ii. If no informal resolution has been effected within the fifteen (15) working days, the Executive Director will refer the matter to a hearing examiner for reconsideration pursuant to SDCL § 1-26 using the contested case proceedings. At the conclusion of the contested case proceedings, the hearing examiner will provide a recommendation to the Executive Director for the disposition of the matter by the Board.

a. Contested case proceedings may be conducted under protective orders entered pursuant to SDCL §§ 1-26-19 and 15-6-26(c).

~~a.b.~~ The Board may return the matter to the President, Senior Student Affairs Officer, or hearing panel for reconsideration or to the Title IX/EEO Coordinator for additional investigation, in light of the written decision.

SOURCE: BOR, February 1969; RR, 12:06, 1977; BOR, 1980; ~~BOR,~~ April 1987; ~~BOR,~~ June 1990; ~~BOR,~~ December 1994; ~~BOR,~~ October 1996; ~~BOR,~~ December 1999; ~~BOR,~~ March 2006; ~~BOR,~~ December 2006; ~~BOR,~~ August 2009; ~~BOR,~~ August 2011; ~~BOR,~~ December 2013; ~~BOR,~~ June 2014; ~~BOR,~~ August 2015; ~~BOR,~~ May 2016; ~~BOR,~~ August 2016; ~~BOR,~~ December 2017.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Human Rights Complaint Procedures

NUMBER: 1:18

1. Purpose of Regulations

The South Dakota Board of Regents has a legal obligation to implement federal, state, and local laws and regulations prohibiting discrimination in employment, in the delivery of educational services and in the other activities carried on under its authority. Inherent in its function as constitutional governing board for publicly funded higher education is the additional duty to assure all individuals in its employ or attending institutions under its jurisdiction equal access to the employment and educational opportunities it controls. The South Dakota Board of Regents recognizes that discrimination based on archaic and overbroad assumptions about the relative needs and capacities of certain categories of persons forces individuals to labor under stereotypical notions that often bear no relationship to their actual abilities. It thereby both deprives persons of their individual dignity and denies society of the benefits of wide participation in political, economic, educational, and cultural life. These human rights complaint procedures have been adopted to afford individuals a means to protect the rights guaranteed to them under federal, state, and local laws and regulations and to vindicate the deprivation of personal dignity that accompanies denials of equal opportunity.

2. Scope of Regulations

These procedures apply to complaints alleging discrimination on the basis of sex, race, color, creed, religion, national origin, ancestry, citizenship, gender, gender identity, transgender, sexual orientation, age, or disability, genetic information, veteran status, other status that may become protected under law against discrimination, or any other grounds unrelated to reasonable employment, educational or programmatic expectations. These procedures also apply to allegations of sexual harassment or other forms of harassment proscribed under Board Policy 1:17 and to allegations of dating violence, sexual assault, domestic violence or stalking as proscribed by Board Policy 1:17.1. If the accused is a student (as defined in Board Policy 3:4), the application of this Board Policy 1:18 must be done in a way that is consistent with the requirements found in Board Policy 3:4.

3. Discrimination

Discrimination and cognate forms of that term when used in this policy include all violations of rights guaranteed under federal, state, or local antidiscrimination laws and regulations. Also, discrimination includes any allegation that, because of a person's sex, race, color, creed, religion, national origin, ancestry, citizenship, gender, gender identity, transgender, sexual orientation, age, or disability, genetic

information, veteran status or any other status that may become protected under law against discrimination or other grounds unrelated to reasonable employment, educational or programmatic expectations, ~~-a person has been subjected to disparate treatment in terms and conditions of employment, in the delivery of educational services, programs or activities, or with respect to the participation in the activities of officially recognized organizations. - Allegations, reports or complaints -involving -harassment, -or -sexual assault -or -other -animus-based -assault, brought under Board Policy No. 1:17(2)(B) and allegations of sexual assault, domestic violence or stalking as -proscribed by Board Policy No. 1:17.1 will also constitute discrimination complaints within the meaning of these regulations, notwithstanding the fact that they may not otherwise be encompassed hereunder.~~

4. Proof of Discrimination

Except as otherwise provided under federal, state, and local law, proof of discrimination under these regulations will conform to the federal standards employed to prove disparate treatment. These ~~regulations will neither eliminate nor restrict express exceptions to antidiscrimination laws and regulations provided under federal, state or local law, nor will they prohibit conduct, action or policies based upon such legitimate nondiscriminatory reasons as are recognized under federal antidiscrimination law.~~

- A. Reasonable directions and admonitions by duly authorized institutional agents as to time, place and manner in which employees or volunteers perform assigned responsibilities, students carry out educational assignments or program participants engage in sponsored activities do not constitute prima facie evidence of discrimination.

5. Complaints

Complaints include all allegations or reports of discrimination by a person, persons, or organization subject to this policy against a person protected under this policy.

- A. All organizations recognized by an institution are subject to this policy, except insofar as the application of the policy would impermissibly invade the members' freedom of intimate association or freedom of expressive association.
 - 1. Challenges to the applicability of these regulations will be referred to an administrative officer designated by the institutional chief executive officer as ~~provided in section 13(A) below. Questions about the applicability of this chapter to organizations will be resolved pursuant to the provisions of section 13 and following.~~
 - 2. If an organization challenges the application of these policies to it or to its activities, resolution of the challenge must address the following issues:

- a. Will application of the regulations serve a compelling state interest?
 - i. The Board has determined that it has a compelling interest in applying these regulations to individuals and organizations whose activities affect the ability of others to participate in and to enjoy the benefits of institutional employment, educational services or the activities of officially recognized organizations, so this issue may ordinarily be resolved through reference to sections 1 and 2 above.
- b. Application of the regulations is unrelated to the suppression of ideas.
 - i. This issue requires a factual inquiry into the purpose of applying the regulations to particular organizations. An institution may not apply the regulations in order to suppress a particular point of view. The mere dissemination of ideas, however offensive to good taste and common decency such ideas may be, does not afford grounds for regulation.
- c. Can the state's compelling interest be achieved through means significantly less restrictive of associational freedoms?
 - i. This issue requires a two-step analysis. First, it must be determined whether application of the regulations would infringe associational rights of organization members. If so, a determination must be made whether some less intrusive measures might suffice to protect the Board's compelling interests.
 - (a) —The ~~following~~ principles ~~will be used to~~ determine ~~whether application of the Board's~~ policies to an organization might invade the association rights of organization members:
 - (1) —Freedom of intimate association refers to those relationships that presuppose deep attachments and commitments to the necessarily few other individuals with whom one shares not only a special community of thoughts, experiences and beliefs, but also distinctively personal aspects of one's life.

Factors that suggest that freedom of intimate association is implicated include:

- (a)- the relative smallness of the organization;
- (b) ~~_____~~—a high degree ~~—of~~ selectivity in choosing and maintaining members of the organization;
- (c)— the personal nature of ~~_____~~the organization's purpose; and
- (d) ~~_____~~—the exclusion ~~—of~~ nonmembers from the central activities of the organization.

- (2) ~~_____~~—Freedom ~~—of~~ ~~—expressive~~ ~~—association~~ ~~—is~~ implicated where an organization is created for specific expressive purposes and the organization ~~_____~~will ~~_____~~be ~~_____~~significantly inhibited ~~—in~~ ~~—advocating~~ ~~—its~~ ~~—desired~~ viewpoints ~~—if~~ ~~—it~~ ~~—cannot~~ ~~—restrict~~ ~~—its~~ membership based on sex race, color, creed, religion, ~~—national~~ ~~—origin~~, ~~—ancestry~~, citizenship, gender, gender identity, transgender, sexual orientation, age, disability, genetic information or veteran status any other status that may become protected under law against discrimination.

6. Complainants

Complainants ~~includes~~ persons who have allegedly been subjected to discrimination, whether they have initiated a complaint with the Title IX/EEO Coordinator or whether they were identified as victims in a report submitted by a third party to the Title IX/EEO Coordinator.

7. Title IX/EEO Coordinator

Each institution will designate a Title IX/EEO Coordinator who will be responsible for administering a centralized complaint filing system; for analyzing trends revealed by complaints, investigations and enforcement activities; and for monitoring on behalf of the institution overall compliance with this policy and related federal, state or local legislation and regulation.

- A. The institution may designate one or more deputy Coordinators to assist the Title IX/EEO Coordinators. ~~—Such~~ deputies will be authorized to receive complaints and will have full power to conduct reviews and investigations as directed by the institutional Title IX/EEO Coordinator.

- B. Whenever the phrase “Title IX/EEO Coordinator” appears in this policy and other policies in connection with administering an individual complaint, it will be understood to include both the Coordinator and any deputy Coordinators who may have been assigned responsibilities to administer the matter.
- C. The Title IX/EEO Coordinator will assure that persons entrusted with the investigation of complaints have been undergone annual training in the conduct of investigations, including investigations into allegations relating to dating violence, domestic violence, sexual assault and stalking, as defined in Board Policy ~~No.~~ 1:17.1, in a manner that protects the safety of victims and promotes accountability. The Title IX/EEO Coordinator will also assure that persons entrusted with investigations are unbiased and disinterested.
1. In the event that a complainant or accused alleges that an investigator is biased or has a conflict of interest, the Title IX/EEO Coordinator will review the evidence of bias or interest, and will reassign responsibility for the investigation when reasonable, well-informed observer of the administrative process would believe that there may be an appearance of bias or conflict, even though none actually exists.
 - a. When determining whether there are reasonable, objective grounds for concluding that an appearance of bias or conflict of interest exists, the Title IX/EEO Coordinator will consider, without limitation, evidence of
 - i. personal bias or prejudice against the complainant or- accused or personal knowledge of the disputed facts
 - ii. prior involvement in the incident or institutional response to the reports,
 - iii. economic interests, including interests of immediate family members, that may be substantially affected by the outcome of the investigation, or
 - iv. close relationships, either directly or indirectly through immediate family members, with a complainant, an accused or witnesses involved in the proceeding.

D. The Title IX/EEO Coordinator will assure that persons entrusted with the conduct of disciplinary proceedings have been undergone annual training in the conduct of disciplinary proceedings, including proceedings involving allegations relating to dating violence, domestic violence, sexual assault and stalking, as defined in Board Policy ~~No.~~ 1:17.1, in a manner that protects the safety of victims and promotes accountability.

1. In the event that a complainant or accused alleges that a person entrusted with the conduct of disciplinary proceedings is biased or has a conflict of interest, the Title IX/EEO Coordinator will review the evidence of bias or interest, and will submit a recommendation to the institutional chief executive officer whether responsibility for the disciplinary proceeding should be reassigned.
2. In order to discourage abuse of the reassignment process, reassignment will not be routine, but may be proper where reasonable, well-informed observer of the administrative process would believe that there may be an appearance of bias or conflict, even though none actually exists
 - a. When determining whether there are reasonable, objective grounds for concluding that an appearance of bias or conflict of interest exists, the Title IX/EEO Coordinator will consider, without limitation, evidence of
 - i. personal bias or prejudice against the complainant or accused or personal knowledge of the disputed facts
 - ii. prior involvement in the incident or institutional response to the reports,
 - iii. economic interests, including interests immediate family members, that may be substantially affected by the outcome of the investigation, or
 - iv. close relationships, either directly or indirectly through immediate family members, with a complainant, an accused or witnesses involved in the proceeding.

8. Non-retaliation

Persons who bring complaints of discrimination and persons who participate in the investigation and disposition of such complaints will not be subject to harassment, interference, intimidation, or retaliation.

- A. The right to be free from harassment, interference, intimidation or retaliation is ongoing, and the Title IX/EEO Coordinator will inform the complainant, the accused and all persons involved in the investigation or disposition of complaints of the right and provide them with information detailing how they may report violations.

9. Duty to Cooperate

All ~~students and employees whose assistance is needed in the investigation of a~~ complaint or in the course of disciplinary action will be required to cooperate with the Title IX/EEO Coordinator, any designated Title IX Deputy, ~~and other parties who are~~ duly authorized to investigate or to discipline. Persons who are accused of having engaged in discriminatory conduct will be entitled to such cooperation when necessary to obtain witnesses in any formal disciplinary proceedings that may be initiated. Where necessary, adjustments will be made to work schedules, classroom schedules, and other academic or employment obligations.

10. Confidentiality

Reasonable efforts will be made to maintain the confidentiality of the complaints. Complainants and witnesses must understand that it may become necessary to disclose their identities, either directly or indirectly, in the course of investigation. Institutions are required to respond to and investigate allegations of discrimination.

- A. Even if the ~~complainant~~ requests confidentiality or asks the complaint not be pursued, institutions ~~will~~; 1) take all reasonable steps to investigate and respond to the complaint to the extent possible consistent with the alleged victim's wishes; 2) notify the alleged victim that the failure of the alleged victim to pursue a complaint may limit the institutions' ability to fully address the matter; and 3) report the incident to local law enforcement authorities if it appears to involve a crime that is required to be reported or a health or safety emergency as defined by state or federal law requires such reporting.
- B. Where formal disciplinary proceedings are instituted, the party alleged to have engaged in the conduct will be given the names of the complaining party and the witnesses whose testimony will be used to support the complaint, together with the substance of their allegations.
 - 1. Where the complaint involved conduct proscribed under Board Policy ~~No.~~ 1:17.1, both complainant and accused will be provided access to any information that will be used during informal and formal disciplinary meetings and hearings.
- C. Disciplinary hearings at the institutional level ordinarily are not open to the public, but, in some instances, persons accused of misconduct may have appeal rights that could result in a public hearing. The Title IX/EEO Coordinator will inform complainants whether the accused has a right to a public hearing under South Dakota law and at what point that hearing may occur. In the event of a public hearing, the pleadings, motions, documents and recorded testimony assembled at or incidental to the hearing will be public records.
- D. Where the complaint involved conduct proscribed under Board Policy ~~No.~~ 1:17.1, and, upon request, both ~~a complainant or an accused~~ complainants and accuseds may bring advisors of their choosing to any institutional disciplinary proceeding or any related meeting or proceeding that they are required or permitted to attend. Both complainants and accuseds will be given written notice of meetings at which one or the other or both may be present and accompanied by their chosen advisors. The notice will be given with reasonable time to allow complainants and accuseds opportunity to make arrangements for the advisor to attend, but the institution need not cancel or delay a meeting simply because an advisor could not be present, so long as the institution gave timely, written notice of the meeting. Electronic notification may be used if permitted under the relevant disciplinary procedures.

E. Where complaint results in a formal disciplinary action, the complainant will be informed in writing whether the institutional procedures resulted in a finding of discrimination.

1. Where the complaint involved conduct proscribed under Board Policy ~~No. 1:17(2)(B)~~, the complainant will be informed of the finding and sanction.
2. Where the complaint involved conduct proscribed under Board Policy ~~No. 1:17.1~~, both complainant and accused will be informed of any initial, interim, and final decision involving sanctions, the rationale for the decision and, where sanctions are imposed, the sanction imposed.
 - a. Personally identifying information about third party student witnesses will be redacted to the extent feasible.

11. Reports to Law Enforcement

In ~~keeping with the requirements of SDCL § 22-11-12~~, once the Title IX/EEO Coordinator acquires knowledge, that is not privileged, of the commission of a felony, the Coordinator will immediately disclose the felony, including the name of the perpetrator, if known, and all of the other relevant known facts to appropriate law enforcement authorities.

- A. The Title IX/EEO Coordinator, in consultation with appropriate institutional officials, will analyze each report of sexual assault, domestic violence or stalking to determine if the circumstances require a report under SDCL § ~~22-11-12~~ or present health or safety emergency. In such case, information relating to the complaint may be disclosed to appropriate persons including law enforcement personnel.
- B. Reports of crimes may be filed with law enforcement with or without the assistance of the institutions. The Title IX/EEO Coordinator will report complaints of sexual violence to law enforcement agencies when requested to do so by an alleged victim.
- C. A campus Title IX/EEO Coordinator may disclose the fact and nature of sexual assault, domestic violence or stalking to local law enforcement officials in accordance with local law enforcement agreements.
- D. Timely warnings or emergency notifications issued under the Clery Act related to sexual assault will also be sent to local law enforcement agencies.

12. Timing Requirements

Timing requirements contained in this policy fix standards for the investigation and preliminary phases of complaint management. Where an investigation results in the initiation of formal disciplinary procedures, the timelines set forth in those procedures will govern.

Deadlines ~~-stipulated-~~ for ~~-action-~~ may be relaxed ~~-where, -in-~~ the judgment ~~-of-~~ the Title IX/EEO ~~-Coordinator~~ or other administrative officer having responsibility for the complaint, this will help to achieve the purposes of the regulations. Investigation and responses ~~-related -to -allegations -of -sexual -abuse, -domestic -violence, -stalking -or conduct~~ constituting a crime of violence may be delayed to the extent required for law enforcement to investigate the facts of the case.

Deadlines may also be extended upon the mutual agreement of the parties.

Deadlines will be extended if necessary to accommodate holidays and vacation periods that form part of the academic calendar or days on which an institution is closed for weather or other emergency purposes. Working days are those on which the offices of the institution or Board are open for business.

Extensions will not exceed the bounds allowed by applicable law and regulations.

13. Initiation of Complaint

A. —All inquiries, allegations, reports, or complaints relating to discriminatory conduct, including conduct proscribed by Board Policies 1:17 and 1:17.1 will be forwarded to the Title IX/EEO Coordinator for response or investigation.

1. —Persons who believe that they have been subjected to discrimination may bring complaints under these procedures by contacting the Title IX/EEO Coordinator. Collective bargaining agents may also initiate complaints hereunder, but only where they would have standing to do so under state or federal law. Collective bargaining agents will not be entitled to exercise procedural rights granted to complainants.
2. A ~~-person -who -believes -that -he -or -she -has -been -the -victim -of~~ discrimination may also lodge a complaint with any administrator or, in the case of students, also with any faculty member. Complaints lodged with such individuals will be referred to the Title IX/EEO Coordinator for investigation. This provision will not be interpreted to require individuals to refer to the Title IX/EEO Coordinator accusations addressed to them directly by aggrieved persons.
3. Third party reports of discrimination and conduct observed directly that may be discriminatory should be investigated as provided herein.
4. Any campus employee informed of an allegation of sexual abuse, domestic violence or stalking with a clear connection to institutional programs, personnel or students must promptly notify the Title IX/EEO Coordinator.

Employees serving in certain professional roles which enjoy a statutory privilege are required to disclose information only in accordance with applicable statutory authority.

- B. ~~Upon receipt of inquiries, allegations, reports, or complaints relating~~ to discriminatory conduct or sexual violence, the Title IX/EEO Coordinator will respond or investigate. If the accused is a student (as defined in Board Policy 3:4), the investigation must be done consistent with the requirements found in Section 4.A.b. of Board Policy 3:4.
1. The Title IX/EEO Coordinator will have the responsibility to advise the individual or group of the procedures for investigating and taking action upon the complaint.
 - a. The Title IX/EEO Coordinator will advise the complainant of any counseling or support groups that are available for persons who feel that they have been subjected to discriminatory conduct and their options to avoid contact with the alleged perpetrator pending the results of the investigation and any related proceedings.
 - b.- The complainant will also be informed of the right to file other applicable administrative or criminal complaints and will not be dissuaded from doing so.
 - c.- Complainants will be informed that the Title IX/EEO Coordinator will investigate allegations and take appropriate action, even if the complainant does not wish to pursue the disciplinary process, but that any response by the University may be hindered by the complainant's wishes for anonymity or inaction or both.
 2. Having provided this information to the complainant, the Title IX/EEO Coordinator will record the factual basis for the complaint.
- C. If the complaint is referred to the Title IX/EEO Coordinator by another administrator or faculty member, the Title IX/EEO Coordinator will contact the complainant within five working days to provide information about procedures and resources and to record an initial statement of the factual basis for complaint.
- D. Upon obtaining a statement of the factual basis of the complaint, the Title IX/EEO Coordinator will initiate an investigation of the complaint to determine whether there is a reasonable basis to believe that the complainant was subjected to discrimination or sexual violence. The investigation will be completed in a timely manner~~within twenty working days~~.
- E. If the complaint involves an alleged violation of Board Policies 1:17 or 1:17.1,

the Title IX/EEO Coordinator will determine what interim measures may be available to protect the interests of the complainant and the accused during the investigation. If the accused is a student (as defined in Board Policy 3:4), any interim measures must be done consistent with the requirements found in Section 4.B. of Board Policy 3:4.

1. In concert with the senior institutional officer whose administrative responsibilities include supervision of the person accused of misconduct, the Title IX/EEO Coordinator will take action to assure that (a) the complainant is protected from retaliation for having made a complaint or responded to inquiries initiated in response to a complaint, (b) necessary or appropriate interim measures are taken to guard against a recurrence of the conduct that gave rise to the complaint, (c) requests for the complainant's academic, living, transportation, and working situation are reviewed case by case through an interactive process and granted if they are reasonably available and (d) the complainant is informed of the options to request protection or accommodation and how to request such assistance.
2. When selecting interim measures, the Title IX/EEO Coordinator and senior institutional officer will consider nature and circumstances of the misconduct alleged, together with the strength of prima facie evidence and any indications relative to the risk of recurrence, and will prefer measures that minimize the relative inconvenience to the complainant.
3. The Title IX/EEO Coordinator will meet with the complainant or victim within three working days after receipt of the complaint or after meeting with the victim to discuss the proposed interim measures that. ~~No later than two working days thereafter, the~~ Any interim measures will be put into place in a timely manner.

14. Procedure ~~Where Title IX/EEO Coordinator~~ Determines That There is Not a Reasonable Basis to Proceed

- A. If the Title IX/EEO Coordinator determines that there is not a reasonable basis for believing that complainant has been subjected to discrimination or sexual violence, the Title IX/EEO Coordinator will inform the complainant of the conclusion and will proceed as set forth in Board Policy ~~No.~~ 1:17(3)(B)(3).
- B. If the complainant believes that the Title IX/EEO Coordinator erred in concluding that the complaint did not have a reasonable basis, the complainant may petition the institutional chief executive officer for a review of that determination. The petition must be received within fifteen working days after the complainant has been notified that the Title IX/EEO Coordinator has determined that there is no reasonable basis to believe that the complainant was subjected to discrimination. The institutional chief executive officer, either personally or through a delegatee, will review the investigation file to determine whether the conclusions of the Title IX/EEO Coordinator are based upon substantial evidence. The chief executive officer will respond in writing to the complainant and the accused at the conclusion of this

review. If the chief executive officer concludes that the evidence supports the conclusions of the Title IX/EEO Coordinator, the response will summarize the findings that lead to that conclusion to the extent that this may be done without compromising the privacy of third parties, persons accused of misconduct or the complainant.

- C. The decision of the chief executive officer is not subject to an appeal as a matter of right. If the complainant remains dissatisfied with the determination, the complainant may request that the Executive Director review the conclusions reached by the chief executive officer and to advise the Board pursuant Board Policy ~~No.~~ 1:6(4). The request for such a review should identify with specificity the factual findings that the complainant believes to be erroneous or the conclusions that the complainant believes mistake or misapply the requirements of Board Policy or governing law.

15. Procedures –Where –Title IX/EEO Coordinator Determines That There is a Reasonable Basis to Proceed

- A. If the Title IX/EEO Coordinator concludes that there is a reasonable basis for the complaint, the Title IX/EEO Coordinator will notify the vice president or comparable chief administrative officer or their appropriate designee, having supervisory responsibility over the person or persons alleged to have engaged in discriminatory conduct or sexual violence. The Title IX/EEO Coordinator will provide copies of all investigatory materials to that administrative officer. Thereupon, that administrative officer will participate in resolution of the matter. If the complaint is lodged against officially recognized organizations or against members of such entities who are not otherwise affiliated with the institution, the institutional chief executive officer will designate a person to carry out the responsibilities established hereunder.
- B. The Title IX/EEO Coordinator and the administrative officer may attempt an informal resolution of the dispute.
 - 1. If the matter appears to them to lend itself to informal resolution, they will meet with the complainant to determine whether the complainant is willing to pursue an informal resolution and how the necessary discussion with the person accused of misconduct may be structured.
 - 2. In cases involving allegations of conduct violating Board Policy ~~No.~~ 1:17.1 mediation will not be used as an informal dispute mechanism and in such cases, the complainant will be notified of their right to stop the informal process and initiate the formal resolution process at any time.
 - 3. If an informal resolution is effected, the terms of the resolution will be reduced to writing and signed by the complainant. The University will document the administration of any agreed upon discipline or remedial action through

such means as are appropriate and customary under the relevant disciplinary procedures or are in keeping with other relevant administrative practices. Copies of the signed document will be preserved in the complaint file and as otherwise necessary to give effect to the terms of the resolution.

- C. If the Title IX/EEO Coordinator and administrative officer elect not to attempt an informal resolution, an informal resolution is not effected, or the complainant in a matter arising under Board Policy ~~No.~~ 1:17.1 elects to pursue a formal resolution process, the administrative officer will initiate disciplinary proceedings against the person alleged to have engaged in discriminatory conduct.
- D. The administrative officer will institute formal disciplinary proceedings within fifteen working days from the time that the file has been submitted to the officer, unless an informal resolution has been effected or the complainant and the person alleged to have engaged in discriminatory conduct or sexual violence have agreed in writing to extend the time allowed to attempt an informal resolution.
- E. The disciplinary procedures followed will be those designated for persons in the classification to which the person or persons alleged to have engaged in discriminatory conduct belong. Faculty members will be subject to discipline consistent with the COHE contract or the Regents Policy Manual depending upon their unit or non-unit status. CSA employees will be subject to discipline under CSA regulations. Exempt staff will be subject to discipline under exempt regulations. Students will be subject to discipline under the institutional student disciplinary code. If no disciplinary procedures otherwise exist, the institutional chief executive officer will appoint a hearing examiner to conduct a hearing to determine the facts and to recommend to the institutional chief executive officer what disposition should be made of the matter.

16. Procedures for Disciplining Persons Found to Have Committed Acts of Discrimination

- A. Discipline of persons found to have committed acts of discrimination will be determined and carried out in accordance with the relevant disciplinary procedures.

17. Disciplinary Action

- A. If ~~the discriminatory conduct is admitted or, as a result of the disciplinary proceedings, proven, the administrative officer who initiated the disciplinary~~ procedures will determine what disciplinary action, if any, will be taken to remedy the effects of the discriminatory conduct. In selecting a discipline or action, the administrative officer will consider (1) the extent to which the party charged exercised undue influence over the complainant by virtue of the office and authority entrusted to the party charged or otherwise, (2) the gravity of the offense established, and (3) the likelihood that the discipline or action selected will be effective to avoid a recurrence of the conduct. The discipline may include suspension or termination of

an individual's employment, enrollment or right to enter institutional grounds or facilities or to attend or participate in institutional activities.

- B. Once the administrative office has selected a proposed discipline or action, the party charged will be notified of the proposed discipline or action at such time and in such a manner as provided under the applicable grievance procedures. The complainant will be notified of the proposed discipline at the same time. The discipline or action will not become finalized if the complainant timely petitions the ~~the~~ institutional ~~—~~chief ~~—~~executive ~~—~~officer ~~—~~for ~~—~~a ~~—~~review.
- C. If ~~the~~ ~~complainant~~ ~~is~~ ~~dissatisfied~~ ~~with~~ ~~the~~ ~~discipline~~ ~~or~~ ~~action~~ ~~selected~~, ~~the~~ complainant may petition the institutional chief executive officer for a review of that determination. The petition must be received within five working days after the complainant has been notified of the proposed discipline. The institutional chief executive officer, either personally or through a delegate, will review the investigation files, hearing records and findings, and other documents relating to the matter to determine whether a discipline provided is commensurate with the gravity of the offense established, considering the relation to the parties, and whether it may reasonably be thought to assure that the conduct will not recur. The determination of the institutional chief executive officer will not be subject to further review.
 - 1. Disciplinary measures themselves may involve, depending upon the specific facts and circumstances, separating the parties, placing limitations on contact between the parties, making alternative academic, working or housing arrangements, warnings or reprimands, required training or current substance abuse treatment, suspension from classes, suspension from duties with or without pay, reassignment, demotion or discharge from employment or expulsion from the university system.

18. Preservation of Records

All records and writings developed in the course of the formal disciplinary hearings will be preserved in the complaint file and in other records as required under related grievance policies.

SOURCE: BOR Oct. 1991, BOR, October, 1992; BOR, January 1995; BOR, March-April 2011; BOR, December 2013; BOR, June 2015; BOR, August 2015.

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – F
DATE: December 5-7, 2017

SUBJECT

2018 Board Sponsored Legislation

CONTROLLING STATUTE, RULE, OR POLICY

[Board Policy 1:12 State Relations](#) (1)

All institutionally lobbied relationships and negotiations with the State Legislature, including its committees, shall be coordinated through the Board of Regents.

BACKGROUND/DISCUSSION

The following bills have been developed for the Board's review:

1. Demolish Lowry Hall and Construct the Madison Cyber Labs (MadLabs) (DSU)

An Act to authorize the Board of Regents to contract for the construction of the Madison Cyber Labs (MadLabs) and the demolition of Lowry Hall at Dakota State University, to make an appropriation therefor, and to declare an emergency.

This bill authorizes the Board to demolish Lowry Hall and build the MadLabs at DSU. The estimated cost is \$18,000,596. The fund source is from private donations.

2. Construct Two Athletic and Recreation Fields (NSU)

An Act to authorize the Board of Regents to contract for the construction of two athletic and recreation fields and related structures at Northern State University, to make an appropriation therefor, and to declare an emergency.

(Continued)

DRAFT MOTION 20171205_7-F: I move to authorize the Executive Director to (1) submit the proposed bills, prepare additional legislation that may be required, and 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, (2) submit such additional legislation as may be necessary and proper, after consulting with the Board President, and (3) support legislation that would authorize the construction of the Precision Agriculture Classroom and Laboratory Building and the renovation of Berg Agriculture Hall at SDSU.

This bill authorizes the Board to build two athletic and recreation fields, spectator seating, and a building consisting of restrooms, concession stand, locker rooms, offices for coaches, media area, meeting rooms, and storage at NSU. The estimated cost is \$6,303,314. The fund sources are: (1) \$6,000,000 from private donations, and (2) \$303,314 from NSU's allocation of HEFF M&R

3. Purchase Unimproved Real Estate in Brown County (NSU)

An Act to authorize the Board of Regents to purchase unimproved real property in Brown County, to make an appropriation therefor, and to declare an emergency.

This bill authorizes the Board to purchase 0.86 acres of real property adjacent to campus that, combined with some other real estate already owned by NSU, will be used to build a parking lot near the two new residence halls. The estimated cost is \$25,000. The fund source is from private donations.

4. Purchase Unimproved Agricultural Real Estate in Meade County (SDSU)

An Act to authorize the Board of Regents to purchase unimproved agricultural real property in Meade County for SDSU, to construct a support facility on the property, to make an appropriation therefor, and to declare an emergency.

This bill authorizes the Board to purchase 111.658 acres of tillable property to replace research and demonstration land that had been rented near Wall, SD. The estimated cost is \$502,461. The fund source is from proceeds from the Research Park payout received in FY2017.

5. Purchase Unimproved Agricultural Real Estate in Brookings County (SDSU)

An Act to authorize the Board of Regents to purchase unimproved agricultural real property in Brookings County for SDSU, and to make an appropriation therefor.

This bill authorizes the Board to purchase 73.11 acres, which has been rented by the SDSU Experiment Station for many years. When the property came up for sale, it was purchased by the SD Crop Improvement Association to partially replace the Research Park research capacity once the Research Park replacement funds were available. The estimated cost is \$665,000. The fund source is from proceeds from the Research Park payout received in FY2017.

6. Construct American Indian Student Center (SDSU)

An Act to authorize the Board of Regents to contract for the construction of the American Indian Student Center at South Dakota State University and to make an appropriation therefor.

This bill authorizes the Board to build the American Indian Student Center at SDSU, which will be the hub of cultural programming, services and advocacy that supports the recruitment, transition, retention, persistence, and graduation of American Indian students. The estimated cost is \$4,500,000. The fund sources are: (1) \$4,000,000 from private donations, and (2) \$500,000 from the annual allocation to SDSU of the School and Public Lands fund.

7. Construct Outdoor Athletic Support Facility (SDSU)

An Act to authorize the Board of Regents to contract for the construction of an Athletic Support Facility at South Dakota State University and to make an appropriation therefor.

This bill authorizes the Board to build an Athletic Support Facility consisting of team rooms, officials' locker room, restrooms, concession stand, storage, and mechanical space at SDSU, which will support baseball, softball and soccer, the outdoor track and field throwing practice area, and athletic camps. The estimated cost is \$600,000. The fund source is from athletic and business enterprise revenues.

8. Sell Real Estate and Acquire New West River Agriculture Center in Pennington County (SDSU)

An Act to authorize the Board of Regents to sell existing real property in Pennington County, to acquire real property in Pennington County for the use and benefit of South Dakota State University West River Agriculture Center, and to make an appropriation therefor.

This bill authorizes the Board to sell real estate containing the current West River Agricultural Center, and to enter into a lease-purchase agreement to acquire real estate in Rapid City for a new location for the West River Agricultural Center large enough to accommodate all of SDSU's Agricultural Center and SDSU Regional Extension Center teams in a single location. The maximum allowable cost of the principal of the lease-purchase agreement is \$3,500,000. The fund sources for the

annual lease payment are: (1) operating funds for cooperative extension service, (2) operating funds for agricultural experiment station, (3) proceeds from the sale of the current West River Agricultural Center, and (4) earnings generated from the investment of the sale proceeds of the current West River Agricultural Center.

9. Demolish Swine Research Building (SDSU)

An Act to authorize the Board of Regents to demolish a South Dakota State University building and to make an appropriation therefor.

This bill authorizes the Board to demolish SDSU Building 0870, the Swine Research Building. The estimated cost is \$17,000. The fund source is from agricultural experiment station maintenance and repair funds.

10. Renovate the Dakota Dome (USD)

An Act to authorize the South Dakota Building Authority and the Board of Regents to finance, design, and renovate the Dakota Dome at the University of South Dakota, and to make an appropriation therefor.

This bill authorizes the Board to renovate the Dakota Dome at USD. The estimated cost is \$26,320,000. The fund sources are: (1) \$14,500,000 from revenue bonds issued by the SD Building Authority (principal and interest payments to be made by USD Foundation), (2) \$6,419,602 from USD capital funds, and (3) \$5,400,398 from the higher education facilities fund allocable to USD for the purposes of maintenance and repair to address the portion of the project that would otherwise involve maintenance and repair.

11. Construct Addition to and Renovate the National Music Museum (USD)

An Act to authorize the Board of Regents to contract for the design, renovation of, and addition to, the National Music Museum in Vermillion and to make an appropriation therefor.

This bill authorizes the Board to renovate and build and addition to the National Music Museum in Vermillion. The estimated cost is \$9,265,000. The fund sources are: (1) \$7,765,000 from private donations, and (2) \$1,500,000 from the higher education facilities fund allocable to USD for the purposes of maintenance and

repair to address the portion of the project that would otherwise involve maintenance and repair.

12. Construct New SDSBVI Facility (SDSBVI)

An Act to authorize the relocation of the School for the Blind and Visually Impaired and the transfer of its existing real estate and facilities to Northern State University, to authorize actions necessary to accomplish that relocation and transfer, to protect the permanent endowment trust through exchanges of real estate and facilities, to appropriate funds and to declare an emergency.

This bill authorizes the Board to (1) swap Jerde Hall (trust land) with the Wolves Memorial Suites (non-trust land), (2) demolish Jerde Hall, (3) build a new facility for the SDSBVI on the Jerde Hall site, (4) transfer the new facility for the SDSBVI on the Jerde Hall site to the SDSBVI trust, and (5) transfer the current SDSBVI property to NSU. The estimated cost of the new facility for the SDSBVI is \$13,558,993. The fund source is from private donations.

13. Employment of the Superintendent of SDSD and SDSBVI (SDSD)

An Act to amend the provisions concerning the employment of the superintendent of the State School for the Deaf and the State School for the Blind and Visually Impaired.

This bill aligns the statutory language regarding the employment of the superintendent of the School for the Deaf with the statutory language regarding the employment of the superintendent of the School for the Blind and Visually Impaired. This bill also explicitly states that the Board may hire one person to serve as the superintendent of both SDSD and SDSBVI.

14. SDSD Property in Sioux Falls (SDSD)

An Act to expand the options for the beneficial disposition or use of certain real estate located in Minnehaha County, to make appropriations and to declare an emergency.

This bill amends Chapter 51 of the 2017 Sessions Laws to allow the Board the additional options of exchanging or leasing for commercial purposes the SDSD property in Sioux Falls. This bill also clarifies that only part of the property is part of the SDSD trust, and identifies both the portion of the property that is in the trust and the portion of the property that is outside the trust.

15. Amend Uniform Fraudulent Transfer Act Concerning Payments of Higher Education Expenses (BOR)

An Act to amend the Uniform Fraudulent Transfer Act concerning payments of higher education expenses.

This bill provides that a payment made by a parent or guardian to an institution of higher education in furtherance of the child's education is not voidable as a fraudulent transfer.

Additionally, SDSU requests the Board's support for legislation, to be introduced by others, that would authorize the construction of the Precision Agriculture Classroom and Laboratory Building and the renovation of Berg Agriculture Hall at SDSU. The project will include construction of a new classroom and laboratory building and the renovation of the first and second floors of Berg Agriculture Hall. The project's estimated cost is \$55,000,000, which is anticipated to be funded as follows:

\$ 6,000,000	Private funds from Corn Utilization Council
\$10,000,000	Private funds being identified
\$ 7,500,000	Building Authority Financing paid by SDSU's Research Infrastructure Improvement Fund
\$30,900,000	State of South Dakota Funds from 2016 Ag Property Tax Rebates
\$ 600,000	Corn Utilization Council provided to be used for facility design.

IMPACT AND RECOMMENDATIONS

With approval, Board office staff will introduce the Board-sponsored legislation and work with members of the Legislature and the Governor's office to have the legislation become law.

ATTACHMENTS

Attachment I – Demolish Lowry Hall and Construct the MadLabs (DSU)

Attachment II – Construct Two Athletic and Recreation Fields (NSU)

Attachment III – Purchase Unimproved Real Estate in Brown County (NSU)

Attachment IV – Purchase Unimproved Agricultural Real Estate in Meade County (SDSU)

Attachment V – Purchase Unimproved Agricultural Real Estate in Brookings County (SDSU)

Attachment VI – Construct American Indian Student Center (SDSU)

Attachment VII – Construct Outdoor Athletic Support Facility (SDSU)

Attachment VIII – Sell Real Estate and Acquire New West River Agriculture Center in Pennington County (SDSU)

Attachment IX – Demolish Swine Research Building (SDSU)

Attachment X – Renovate the Dakota Dome (USD)

Attachment XI – Construct Addition to and Renovate the National Music Museum (USD)

Attachment XII – Construct New SDSBVI Facility (SDSBVI)

Attachment XIII – Employment of the Superintendent of SDSD and SDSBVI (SDSD)

Attachment XIV – SDSD Property in Sioux Falls (SDSD)

Attachment XV – Amend Uniform Fraudulent Transfer Act Concerning Payments of Higher Education Expenses (BOR)

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of the Madison Cyber Labs (MadLabs) and the demolition of Lowry Hall at 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 planning, site preparation, construction, furnishing, and equipping of the Madison Cyber Labs (MadLabs) at 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 eighteen million five-hundred ninety-six dollars (\$18,000,596), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in section 1 of this Act the sum of eighteen million five-hundred ninety-six dollars (\$18,000,596), or so much thereof as may be necessary, in other fund expenditure authority 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 2017 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. However, any adjustments to construction cost estimates

for the project authorized in section 1 of this Act may not exceed one hundred twenty-five percent (125%) of the estimated project construction cost stated in section 1 of this Act.

Section 4. The Board of Regents may accept, transfer, and expend any funds obtained for the projects authorized in section 1 of 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 section 1 of this Act, subject to the limitations stated in sections 1 to 3, inclusive, of this Act.

Section 5. The Board of Regents may demolish, remove, and dispose of the structure known as Lowry Hall, consisting of approximately eleven thousand seven hundred twenty-three square feet, at Dakota State University. This project includes demolition, abatement of asbestos or other such hazardous materials, lawful disposal of the fixtures or rubble, and any other action reasonably necessary to prepare the lot for the construction of the MadLabs authorized in section 1 of this Act.

Section 6. There is hereby appropriated to the Board of Regents for the purposes authorized in section 5 of this Act the sum of one hundred and fifty thousand dollars (\$150,000), or so much thereof as may be necessary, in other fund expenditure authority from gifts donated for the purposes of this Act.

Section 7. The administration of the design and construction of the project authorized in section 1 of this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 8. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 9. 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of two athletic and recreation fields and related structures at Northern 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 planning, site preparation, construction, furnishing, and equipping of two athletic and recreation fields, spectator seating, and a building consisting of restrooms, concession stand, locker rooms, offices for coaches, media area, meeting rooms, and storage at Northern State University, including heating, air conditioning, plumbing, water, sewer, electricity, sidewalks, parking, landscaping, architectural and engineering services, and such other services or actions as may be required to accomplish the project, for an estimated cost of six million three-hundred and three thousand three-hundred fourteen dollars (\$6,303,314), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in this Act the sum of six million dollars (\$6,000,000), or so much thereof as may be necessary, in other fund expenditure authority from gifts donated for the purposes of this Act; and the sum of three-hundred and three thousand three-hundred fourteen dollars (\$303,314), or so much thereof as may be necessary, in other fund expenditure authority from the higher education facilities fund allocable to Northern State University for the purposes of maintenance and repair to address the portion of the project that would otherwise involve maintenance and repair projects, 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 2017 values. The Board of Regents may adjust such cost estimates to reflect the 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. However, any adjustments to construction cost estimates for the project may not exceed one hundred twenty-five percent (125%) of the estimated project construction cost stated in section 1 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. All moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to 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, or a designee, 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to purchase unimproved real property in Brown County, 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 may purchase on behalf of Northern State University a site comprising 0.86 acres, more or less, of unimproved real property, which site is described as:

Lot 1, Young's Railroad Addition to the City of Aberdeen, Brown County, South Dakota.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in section 1 of this Act the sum of twenty-five thousand dollars (\$25,000), or so much thereof as may be necessary, in other fund expenditure authority from gifts donated for the purposes of this Act.

Section 3. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 4. 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to purchase unimproved agricultural real property in Meade County, to construct a support facility on the property, 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 may purchase on behalf of South Dakota State University a site comprising 111.658 acres, more or less, of unimproved agricultural real property, which site is described as:

The South Half of the Northwest Quarter and the Southwest Quarter of the Northeast Quarter, less right of way, of Section 3, Township 5 North, Range 6 East of the Black Hills Meridian, Meade County South Dakota.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in section 1 of this Act the sum of five hundred two thousand four hundred sixty-one dollars (\$502,461) or so much thereof as may be necessary, in other fund expenditure authority from proceeds from the Research Park payout received in FY2017.

Section 3. The Board of Regents is hereby authorized to contract for site preparation, construction, furnishing, and equipping of a support facility at the location described in Section 1 together with furnishings and equipment, including heating, air conditioning, plumbing, water, sewer, electric facilities, sidewalks, parking, landscaping, architectural and engineering services, and such other services or actions as may be required to accomplish the project, for an estimated cost of four hundred thousand dollars (\$400,000), subject to permitted adjustments pursuant to section 5 of this Act.

Section 4. There is hereby appropriated to the Board of Regents for the purposes authorized in section 3 of this Act the sum of four hundred thousand dollars (\$400,000), or so much thereof as may be necessary, in other fund expenditure authority from fees for services, together with any additional sums received pursuant to section 6 of this Act, and permitted adjustments pursuant to section 5 of this Act.

Section 5. The cost estimates contained in this Act have been stated in terms of 2017 values. The Board of Regents may adjust the cost estimates to reflect inflation as measured by the Building Cost Index reported by the Engineering News Record, additional expenditures required to comply with regulations adopted after the effective date of this Act, or additional sums received pursuant to section 6 of this Act. However, any adjustments to construction cost estimates for the project may not exceed one hundred twenty-five percent of the estimated project construction cost stated in section 3 of this Act.

Section 6. 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. All moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to the limitations stated in sections 3, 4 and 5 inclusive, of this Act.

Section 7. 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 8. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 9. 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

INTRODUCED BY:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to purchase unimproved agricultural real property in Brookings County, 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 on behalf of South Dakota State University a site comprising 73.11 acres, more or less, of unimproved agricultural real property, which site is described as:

The West Half of the Southeast Quarter of Section 4, Township 110 North, Range 50 West, in Brookings County South Dakota, EXCLUDING therefrom the West 484' of the East 2148' of the South 620'.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in this Act the sum of six hundred sixty-five thousand dollars (\$665,000) or so much thereof as may be necessary, in other fund expenditure authority from proceeds from the Research Park payout received in FY2017.

Section 3. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of the American Indian Student Center at 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 planning, site preparation, construction, furnishing, and equipping of the American Indian Student Center 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 four million five hundred thousand dollars (\$4,500,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in this Act the sum of four million five hundred thousand dollars (\$4,000,000), or so much thereof as may be necessary, in other fund expenditure authority from gifts donated for the purposes of this Act; and five-hundred thousand (\$500,000), or so much thereof as may be necessary, in other fund expenditure authority from the annual allocation to SDSU of the School and Public Lands fund, 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 2017 values. The Board of Regents may adjust such cost estimates to reflect the 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. However, any adjustments to construction cost estimates for the project may not exceed one hundred twenty-five percent of the estimated project construction cost stated in section 1 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. 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, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to contract for the construction of an Athletic Support Facility at 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 planning, site preparation, construction, furnishing, and equipping of an Athletic Support Facility consisting of team rooms, officials' locker room, restrooms, concession stand, storage, and mechanical space at South Dakota State University, 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 six hundred thousand dollars (\$600,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in this Act the sum of six hundred thousand dollars (\$600,000), or so much thereof as may be necessary, in other fund expenditure authority from athletic and business enterprise revenues, 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 2017 values. The Board of Regents may adjust such cost estimates to reflect the 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. However, any adjustments to construction cost estimates for the project may not exceed one hundred twenty-five percent of the estimated project construction cost stated in section 1 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. All moneys deposited into that fund are hereby appropriated to the projects authorized by this Act, subject to 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, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

INTRODUCED BY:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to sell existing real property in Pennington County, to acquire real property in Pennington County for the use and benefit of South Dakota State University West River Agriculture Center, 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 sell, after making the trust whole in accordance with § 5-3-7, at a minimum of its appraised value in accordance with §§ 5-2-2.1 and 5-2-2.2, all or any portion of the following real property currently used by South Dakota State University for the West River Agriculture Center, described as: Tract F of Fountain Springs Business Park located in the SE ¼ of Section 27, Township 2 North, Range 7 East of the Black Hills Meridian, Rapid City, Pennington County South Dakota containing 1.1 acres, more or less, and any related personal property and improvements located on the property.

Section 2. The proceeds from the sale authorized by this Act shall be deposited, in accordance with §§ 5-2-2.1 and 5-2-2.3, with the state treasurer, invested by the State Investment Council, and the earnings therefrom shall be credited to the support of South Dakota State University and its authorized real and personal property acquisitions and capital improvements, as provided by law. The proceeds from this sale and earnings therefrom may be applied to the purchase of property in Sections 3 and 4 of this Act.

Section 3. The Board of Regents may enter into a lease-purchase agreement to acquire improved real property in Pennington County for the use and benefit of South Dakota State University. The lease term shall not exceed twenty years. The total principal of the lease-purchase agreement shall not exceed three million five hundred thousand dollars (\$3,500,000) plus accrued

interest, all of which is hereby appropriated. The annual lease payment shall be authorized through the normal budgeting process and shall be made from the operating funds for cooperative extension service, the operating funds for agricultural experiment station, from other funds derived from the proceeds from the sale of real property authorized in Section 1 of this Act, and from the earnings generated from the investment of the sale proceeds authorized by Section 2 of this Act.

Section 4. The improved real property to be acquired pursuant to this Act, comprising 25,066 square feet of building and property is described as follows: Lot A of the Menard Subdivision, located in Section 32, Township 2 North, Range 8 East of the Black Hills Meridian, Rapid City, Pennington County South Dakota.

Section 5. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the Board of Regents to demolish a South Dakota State University building 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 demolish, remove, and dispose of a structure known as SDSU Building 0870, the Swine Research Building, consisting of six thousand nine hundred sixty square feet at South Dakota State University. This project includes demolition, abatement of asbestos or other such hazardous materials, the lawful disposal of the fixtures or rubble, and any other action reasonably necessary to restore the site to grade.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in section 1 of this Act the sum of seventeen thousand dollars (\$17,000), or so much thereof as may be necessary, in other fund expenditure authority from agricultural experiment station maintenance and repair funds.

Section 3. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 4. 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the South Dakota Building Authority and the Board of Regents to finance, design, and renovate the Dakota Dome at the University of South Dakota, and to make an appropriation therefor.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. It is in the public interest that the South Dakota Building Authority contract for the design and renovation of the Dakota Dome at the University of South Dakota, 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, all at an estimated cost of twenty-six million three hundred twenty thousand dollars (\$26,320,000), subject to permitted adjustments pursuant to section 3 of this Act. The South Dakota Building Authority may finance up to fourteen million five-hundred thousand dollars (\$14,500,000) of the design and renovation costs through the issuance of revenue bonds, in accordance with this Act and chapter 5-12.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in this Act the sum of fourteen million five-hundred thousand dollars (\$14,500,000), or so much thereof as may be necessary, in other fund expenditure authority from the issuance of revenue bonds by the South Dakota Building Authority; the sum of six million four-hundred nineteen thousand six-hundred two dollars (\$6,419,602), or so much thereof as may be necessary, in other fund expenditure authority from University of South Dakota capital funds; and the sum of five million four-hundred thousand three-hundred ninety eight dollars (\$5,400,398), or so much thereof as may be necessary, in other fund expenditure authority from the higher education facilities fund allocable to the University of South Dakota for the purposes of maintenance and repair to address the portion of the project that would otherwise involve maintenance and repair

projects, 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 2017 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. However, any adjustments to design and renovation cost estimates for projects authorized in this Act may not exceed one hundred twenty-five percent (125%) of the estimated project cost stated in section 1 of this Act.

Section 4. The Building Authority and 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 or its debt service; and all moneys deposited into that fund are hereby appropriated to the projects authorized by this Act in addition to the amounts otherwise authorized by this Act, subject to the limitations stated in sections 1 to 3, inclusive, of this Act.

Section 5. No indebtedness, bond, or obligation incurred or created under the authority of this Act may be or may become a lien, charge, or liability against the State of South Dakota, nor against the property or funds of the State of South Dakota within the meaning of the Constitution or statutes of the State.

Section 6. The administration of the design and renovation of the projects authorized in this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 7. The executive director of the Board of Regents, or a designee, and the executive secretary of the Building Authority shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 8. The Board of Regents may make and enter into a lease agreement with the Building Authority and make rental payments under the terms thereof, pursuant to chapter 5-12, from the donations received pursuant to this Act or from University of South Dakota capital funds.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

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 National Music Museum in Vermillion 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 National Music Museum in Vermillion, 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 nine million two-hundred sixty-five thousand dollars (\$9,265,000), subject to permitted adjustments pursuant to section 3 of this Act.

Section 2. There is hereby appropriated to the Board of Regents for the purposes authorized in this Act the sum of seven million seven-hundred sixty-five thousand dollars (\$7,765,000), or so much thereof as may be necessary, in other fund expenditure authority from gifts donated for the purposes of this Act; and the sum of one million five-hundred thousand dollars (\$1,500,000), or so much thereof as may be necessary, in other fund expenditure authority from the higher education facilities fund allocable to the University of South Dakota for the purposes of maintenance and repair to address the portion of the project that would otherwise involve maintenance and repair projects, 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 2017 values. The Board of Regents may adjust such cost estimates to reflect the 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. However, any adjustments to construction cost estimates for the project may not exceed one-hundred twenty-five percent (125%) of the estimated project construction cost stated in section 1 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. 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, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to authorize the relocation of the School for the Blind and Visually Impaired and the transfer of its existing real estate and facilities to Northern State University, to authorize actions necessary to accomplish that relocation and transfer, to protect the permanent endowment trust through exchanges of real estate and facilities, to appropriate funds and to declare an emergency.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. The School for the Blind and Visually Impaired shall relocate from its site in Aberdeen, Brown County, to a new facility to be constructed on the Jerde Hall site of the Northern State University campus, and shall assume jurisdiction over the new facility and its grounds; upon completion of the relocation, Northern State University shall assume jurisdiction over the real estate and facilities currently occupied by the School for the Blind and Visually Impaired.

Section 2. The Legislature finds that:

- (1) That the relocation and transfers of jurisdiction authorized by section 1 of this Act affect properties within two separate institutional trusts in the permanent endowment trust, and, to comport with Article VIII, Section 7, of the South Dakota Constitution, the relocation and transfers must be structured to preserve the value of each institutional trust.

- (2) That the real estate and fixtures comprising the campus of the School for the Blind and Visually Impaired form part of the permanent endowment trust for the benefit of the School for the Blind and Visually Impaired, having been donated by the City of Aberdeen pursuant to SL 1957, ch 242, and SL 1959, ch 77; and that the appraised value for the real estate and fixtures is approximately [REDACTED].
- (2) That Jerde Hall on the campus of Northern State University was placed in the permanent endowment trust pursuant to SL 1986, ch 154, for the benefit of the state universities, and that the appraised value for the real estate and fixtures is approximately [REDACTED].
- (3) That the estimated value of a new facility for the School for the Blind and Visually Impaired is thirteen million five hundred fifty-eight thousand, nine hundred ninety-three dollars (\$13,558,993).
- (4) That the most expedient means to implement section 1 of this Act consistent with constitutional requirements is to remove Jerde Hall and its grounds from the permanent endowment trust for the state universities prior to the construction of a new facility for the School for the Blind and Visually Impaired and to replace Jerde Hall and its grounds with a different Northern State University property from outside the permanent endowment trust for the state universities that has equal or greater appraised value than Jerde Hall.
- (5) That Wolves Memorial Suites, a student residence facility constructed in 2017 on the campus of Northern State University pursuant to chapter 13-51A, at the cost of \$7,350,000, does not form part of the permanent endowment trust, being situated

on land acquired by the State of South Dakota for the benefit of Northern State University in three purchases with general funds appropriated by SL 1966, ch 205, and, pursuant to contracts for deed, with parking fees appropriated by SL 1972, ch 112, and with parking fees appropriated by SL 1977, ch 166.

Section 3. The Legislature hereby removes from the permanent endowment trust for the state universities that real estate and fixtures on the campus of Northern State University known as Jerde Hall, with an appraised value of , and described as:

Huffman's Outlot one (1) of Huffman's Outlot One (1) and Two (2) in the Southeast Quarter (SE1/4) of Section 24, Township 123, North, Range 64, West of the 5th Principal Meridian, Brown County, South Dakota,

and replaces those properties in the permanent endowment trust for the state universities with that real estate and fixtures on the campus of Northern State University known as Wolves Memorial Suites, with an appraised value of , and described as:

Lot 1 of Northern State University Suites Addition to Aberdeen in the Norwest 1/14 of Section 24, all of Township 123 North, Range 64 West of the 5th Principal Meridian, Brown County, South Dakota,

thereby, complying fully with the Legislature's constitutional charge never to diminish the permanent endowment trust for the state universities.

Section 4. The Board of Regents may demolish Jerde Hall for an estimated cost of , payable from donations received for the purposes of this Act, and erect on its site a new building, with an estimated value of thirteen million five hundred fifty-eight thousand, nine

hundred ninety-three dollars (\$13,558,993), payable from donations received for the purposes of this Act. The new building shall be designed to meet the educational and operational needs of the School for the Blind and Visually Impaired and to provide additional classroom space for cooperative programming with Northern State University to prepare teachers of the visually impaired.

Section 5. The Board of Regents shall notify the Commissioner of School and Public lands when the construction authorized in section 4 of this Act has been accepted, and the Commissioner of School and Public Lands shall remove from the permanent endowment trust and transfer the site presently comprising the campus and facilities of the School for the Blind and Visually Impaired to Northern State University, and thereafter, the real estate and fixtures, with an appraised value of [REDACTED], known as the campus of the School for the Blind and Visually Impaired and described as:

Blocks One (1), Two (2), Three (3) and Four (4), Melgaard Park Addition to Aberdeen, Brown County, South Dakota, and Hoff's Outlot One (1) Blocks One (1) to Block Two (2), and Hoff's Outlot (1) to Block Three (3), Melgaard Park Addition to Aberdeen, Brown County, South Dakota, being part of the Southeast Quarter (SE1/4) of Section 24, Township 123, North, Range 64, West of the 5th Principal Meridian, comprising nine and one half acres, more or less,

shall comprise part of the campus of Northern State University but shall not be part of the permanent endowment trust for the state universities.

At the same time, the Commissioner of School and Public Lands shall transfer into the permanent endowment trust for the School for the Blind and Visually Impaired the real estate

comprising the former site of Jerde Hall as improved by the new construction authorized by this Act, with an appraised value of [REDACTED], and described as:

Huffman's Outlot one (1) of Huffman's Outlot One (1) and Two (2) in the Southeast Quarter (SE1/4) of Section 24, Township 123, North, Range 64, West of the 5th Principal Meridian, as full replacement for the real estate and fixtures transferred to Northern State University pursuant to this Act, thereby, complying fully with the Legislature's constitutional charge never to diminish the permanent endowment trust for the School for the Blind and Visually Impaired.

Section 6. When the transfers authorized in section 5 has been completed, the Board of Regents may demolish the facilities formerly occupied by the School for the Blind and Visually Impaired for an estimated cost of [REDACTED], payable from donations received for the purposes of this Act.

Section 7. All cost estimates contained in this Act have been stated in terms of 2017 values and may be adjusted to reflect inflation as measured by the Building Cost Index reported by the Engineering News Record, additional expenditures required to comply with regulations adopted after the effective date of this Act, or donations received pursuant to section 7 of this Act, provided that such adjustments to project cost estimates for any given project may not exceed one hundred twenty-five percent (125%) of the estimated project cost stated in sections 4 or 6 of this Act.

Section 8. The Board of Regents may accept, transfer, and expend donations given to finance the projects authorized in sections 4 and 6 of this Act, and sums so received shall comprise a special fund for the benefitted project, and all monies deposited into that fund are hereby appropriated to the projects authorized by this Act, provided that the aggregate increases to the estimated project funds from such sources may not exceed one hundred twenty-five percent of the estimated project construction cost stated in sections 4 or 6 of this Act.

Section 9. The administration of the design and construction of the projects authorized in this Act shall be under the general charge and supervision of the Bureau of Administration as provided in chapter 5-14.

Section 10. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 11. Whereas, this Act is necessary for the support of the state government and its existing 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to amend the provisions concerning the employment of the superintendent of the State School for the Deaf and the State School for the Blind and Visually Impaired.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. That § 13-62-2 be amended to read as follows:

13-62-2. It shall be the duty of the Board of Regents to employ a superintendent ~~who shall be trained in the education of the deaf and skilled in the use of the sign language and capable and efficient in the instruction, management, and care of the deaf and hard of hearing and such~~ instructors and staff as may be necessary. The Board of Regents may hire one person to serve as the superintendent of both the South Dakota School for the Blind and Visually Impaired and the South Dakota School for the Deaf, and such person will receive a single salary.

Section 2. That § 13-61-3 be amended to read as follows:

13-61-3. The Board of Regents shall make rules for the government of the South Dakota School for the Blind and the Visually Impaired, consistent with the laws of this state, and in compliance with chapter 1-26, and to employ a superintendent and such instructors and staff as may be necessary. The Board of Regents may hire one person to serve as the superintendent of both the South Dakota School for the Blind and Visually Impaired and the South Dakota School for the Deaf, and such person will receive a single salary.

**STATE OF SOUTH DAKOTA
NINETY-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to expand the options for the beneficial disposition or use of certain real estate located in Minnehaha County, to make appropriations and to declare an emergency.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. That section 1 of chapter 51 of the 2017 Session Laws be amended to read as follows:

Section 1. Notwithstanding any other provision of law, upon the request of the Board of Regents and the Governor, the commissioner of school and public lands shall sell, exchange or lease for commercial purposes all or any portion of the following real estate and any related personal property and improvements located on the property:

(1) All unplatted land located in the South Half of Section 15, Township 101 North, Range 49 West of the 5th Principal Meridian, Minnehaha County, South Dakota under the control of the Board of Regents, consisting of 14.35 acres, more or less.

Section 2. That section 2 of chapter 51 of the 2017 Session Laws be amended to read as follows:

Section 2. Any real estate and related personal property and improvements on the property which are generally considered a part of the tracts described in section 1 of this Act but not specifically included in the legal descriptions set out in section 1 of this Act may be sold, exchanged or leased for commercial purposes as provided in this Act as though the property and improvements were specifically described in section 1 of this Act.

Section 3. That section 3 of chapter 51 of the 2017 Session Laws be amended to read as follows:

Section 3. The real estate and other property described in section 1 of this Act shall be appraised by the board of appraisal established by § 5-9-3. Any unplatted land, fixtures and appurtenances located in the Southwest ¼ of Section 15, Township 101 North, Range 49 West of the 5th Principal Meridian, Minnehaha County, South Dakota under the control of the Board of Regents may be sold pursuant to this Act in any manner described in chapter 5-9. Any unplatted land, fixtures and appurtenances located in the Southeast ¼ of Section 15 may be sold pursuant to this Act for cash or on terms allowed under § 5-9-10. Property located in the Southeast ¼ of Section 15 may be offered for sale either at public auction or through sealed bids. Any exchange of property described in section 1 of this Act shall be made pursuant to § 5-3-7; provided that, notwithstanding the requirements of § 5-3-7, the value of the exchanged property may be less than seventy-five percent of the value of the property described in section 1 if the Board of Regents certifies that the meets all operating requirements of the School for the Deaf and subject to the requirement that the exchanged property be supplemented with cash to provide the state the full appraised value of the property described in section 1. Any of the property described in section 1 of this Act not leased by the Board of Regents pursuant to section 10 of this Act may be offered for commercial lease at public auction or through sealed bids. and may be sold in any manner authorized by law Any sale, exchange or lease for commercial purposes may be made, on the terms and conditions as the Governor, at the request of the Board of Regents, may require, subject to all applicable constitutional reservations. Any lease for commercial purposes may be made, on the terms and conditions as the Board of Regents may require, subject to all applicable constitutional reservations.

Section 4. That section 4 of chapter 51 of the 2017 Session Laws be amended to read as follows:

Section 4. The proceeds from the sale of ~~the real estate and other property described in section 1 of this Act~~ any unplatted land, fixtures and appurtenances located in the Southwest ¼ of Section 15, Township 101 North, Range 49 West of the 5th Principal Meridian, Minnehaha County, South Dakota under the control of the Board of Regents shall be deposited into the permanent fund created for the South Dakota School for the Deaf pursuant to S.D. Const., Art.

VIII, § 7. The proceeds from any unplatted land, fixtures and appurtenances located in the Southeast ¼ of Section 15, Township 101 North, Range 49 West of the 5th Principal Meridian, Minnehaha County, South Dakota under the control of the Board of Regents, net of any costs associated with the preparation for sale and subsequent sale of the real estate and other property described in section 1 of this Act, shall be deposited into the real property acquisition and capital improvement fund for the South Dakota School for the Deaf, as provided in §§ 5-2-2.1 through 5-2-2.3.

Section 5. That chapter 51 of the 2017 Session Laws be amended by adding a new section to read as follows:

The Board of Regents may undertake such renovations to the facilities used or occupied by the School for the Deaf as may be required to enhance the operations of the School for the Deaf, including construction of new garage facilities for specialty vehicles used to provide mobile audiology laboratory services. The Board of Regents may also acquire and equip an additional mobile audiology laboratory unit. Any monies deposited into the real property acquisition and capital improvement fund for the School for the Deaf pursuant to this Act are hereby appropriated to the Board of Regents for such purposes.

Section 6. That chapter 51 of the 2017 Session Laws be amended by adding a new section to read as follows:

The Board of Regents may undertake such renovations as may be required to adapt for commercial leasing portions of the facilities not used by the School for the Deaf for its operations. Any monies remaining in the real property acquisition and capital improvement fund for the School for the Deaf pursuant to this Act are hereby appropriated to the Board of Regents for such purposes.

Section 7. That chapter 51 of the 2017 Session Laws be amended by adding a new section to read as follows:

That § 5-2-2.1 be amended to read as follows:

The Board of Regents may sell extraneous real property subject to the provisions of the Constitution and approval of the Legislature. The proceeds from a sale of institutional endowment

lands shall be deposited as provided in chapter 5-3 and the proceeds of other extraneous real property, net of any costs associated with the sale of such land, including in the case of a sale comprising both endowment lands and other extraneous real property, costs allocable to the sale of endowment lands, under the Board of Regents shall be deposited with the state treasurer and credited to a fund specifically designated as the real property acquisition and capital improvement fund for each institution under the Board of Regents involved in such transaction. The net proceeds shall be invested by the State Investment Council in accordance with chapter 4-5. Expenditures from the fund shall be approved by the Legislature. This section does not apply to property acquired by revenue bonds which may be acquired and disposed of by the board of regents pursuant to SDCL 13-51A with such terms and conditions as the board may require.

Section 8. That chapter 51 of the 2017 Session Laws be amended by adding a new section to read as follows:

That § 5-2-2.3 be amended to read as follows:

~~The~~ Except for the proceeds from the sale of endowment lands, the net proceeds and accumulated interest from sale of land under the Board of Regents pursuant to § 5-2-2.1 shall be used by the Board of Regents for acquisition of real and personal property or capital improvements subject to the approval of the Legislature. For purposes of this section, the definition of capital improvement contained in § 5-14-1 applies.

Section 9. That chapter 51 of the 2017 Session Laws be amended by adding a new section to read as follows:

That § 5-10-1 be amended to read as follows:

The income from the leased lands of each class of school and public lands and the interest on the permanent fund of that class shall be assigned by the state treasurer to a fund to be known as the interest and income fund of such class; provided that the income from any commercial lease made by the commissioner of school and public lands shall be permanently appropriated to the endowed institution for use in maintaining the property and supporting the operations of the endowed institution. The principal of money derived from the sale of each class of lands granted to the state for educational and charitable purposes shall be assigned by the state treasurer to a fund to be known as the permanent fund of such class.

Section 10. That chapter 51 of the 2017 Session Laws be amended by adding a new section to read as follows:

That a new section be added to chapter 13-62 to read as follows:

The Board of Regents may lease for commercial purposes portions of School for the Deaf buildings that are no longer regularly and actively used by the School for the Deaf in the conduct of its operations. The purposes, terms, and conditions of such leases shall be both economical and consistent with the stewardship of public property. The Board of Regents may permit its lessee to undertake such renovations on the following conditions: (1) the construction is of comparable kind and quality as the original structure; (2) the Board of Regents has the right to prior review and approval of renovation designs and specifications that may affect shared building structural systems and related equipment and infrastructure; (3) the lessee provides such as-built documentation as the Board of Regents may require and (4) the lessee agrees title to the renovations shall vest with the Board of Regents on behalf of the state. The Board of Regents shall establish lease rental rates consistent with the rates for commercial leases for comparable properties in Sioux Falls and Minnehaha County. The Board of Regents may offer the leases to the public in any commercially reasonable manner. Lease income received through such leases by the Board of Regents pursuant to this Act shall be permanently appropriated to the School for the Deaf for use in maintaining the property and supporting the operations of the School for the Deaf.

Section 11. The executive director of the Board of Regents, or a designee, shall approve vouchers and the state auditor shall draw warrants to pay expenditures authorized by this Act.

Section 12. Whereas, this Act is necessary for the support of the state government and its existing 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-THIRD SESSION
LEGISLATIVE ASSEMBLY, 2018**

BILL NO.

Introduced by:

FOR AN ACT ENTITLED, An Act to amend the Uniform Fraudulent Transfer Act concerning payments of higher education expenses.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF SOUTH DAKOTA:

Section 1. That section 54-8A-8 be amended by adding a new subsection to read as follows:

A transfer or obligation is not voidable under sections 54-8A-4 or 54-8A-5 against an institution of higher education, as defined in 20 USC 1001, if the transfer was made or obligation incurred by a parent or guardian on behalf of a minor or adult child in furtherance of the child's education.

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – G
DATE: December 5-7, 2017

SUBJECT

Center for the Prevention of Child Maltreatment Update

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

In 2014, the Legislature created the Jolene’s Law Task Force through [SDCL 2-6-31](#). The Task Force’s charge included studying the prevalence and impact of child sexual abuse in South Dakota and presenting policy recommendations to the Legislature. In 2015, the work of the Task Force continued under the authority of [Executive Order 2016-06](#). The [Jolene’s Law Task Force Final Report in January 2016](#) included a recommendation to establish a Center for the Prevention of Child Maltreatment at the University of South Dakota. The functions of the Center include but are not limited to coordinating awareness and prevention of child maltreatment and sexual abuse in the state, engaging education partners in developing training and curriculum initiatives, and conducting research on prevention and treatment.

The Board approved a budget request for the Center for the Prevention of Child Maltreatment at the [August 2014](#) meeting. In addition, the Board received a brief update on the request at the [October 2015](#) meeting. The Legislature approved the budget request for \$210,725 and 1 FTE.

The Director for the [Center for the Prevention of Child Maltreatment](#), Carrie Sanderson, will provide an update to the Board.

IMPACT AND RECOMMENDATION

None

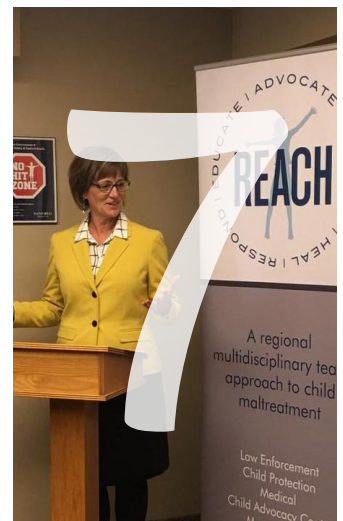
ATTACHMENTS

Attachment I – Center for the Prevention of Child Maltreatment Annual Report

INFORMATIONAL ITEM

ANNUAL REPORT

Center for the Prevention of Child Maltreatment



The Center for the Prevention of Child Maltreatment at USD was established in 2017 to develop a sustainable solution to reduce child sexual abuse and maltreatment in South Dakota.

CPCM Director Carrie Sanderson's experience in law and association management, together with newly-hired staff, a project management team and the Advisory Board are continuing the vision of Jolene's Law Task Force.

The collaboration of the wide array of stakeholders is unprecedented in South Dakota, making strides against child maltreatment that we have not seen before.

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- GOAL B: PUBLIC, PRIVATE & TRIBAL HEALTH
- GOAL C: MANDATORY REPORTERS
- GOAL D: CRIMINAL JUSTICE & CHILD PROTECTION RESPONSE
- GOAL E: PUBLIC AWARENESS
- GOAL F: INFRASTRUCTURE

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OUR MISSION



The Center for the Prevention of Child Maltreatment's mission is to stop all maltreatment against South Dakota children in order to foster resilient families.

WELCOME

Over 4,000 South Dakota children face sexual abuse each year and the number of children facing other forms of abuse are even higher. Childhood trauma transcends all race and socioeconomic classes, and is impacting the health and wellbeing of our citizens well into adulthood. In an unprecedented show of collaboration and support, South Dakota community leaders are coming together to fight the epidemic of child sexual abuse and maltreatment. South Dakota is at the forefront of how we address child maltreatment and the Center for the Prevention of Child Maltreatment at USD is leading the charge.

The Center for the Prevention of Child Maltreatment (CPCM), as a continuation of Jolene's Law Task Force, is developing a statewide infrastructure to eradicate the public health issue of child sexual abuse and maltreatment. A comprehensive 10-year plan detailing 6 goals and 48 objectives and encompassing the work of over 20 stakeholders guides our efforts. State agencies, public services organizations, and advocates are working side by side to provide funding and support for the plan. The result is fast-moving action. Stakeholders statewide are participating and moving the dial in our knowledge of and response to child maltreatment.

Much work has been done to implement the Goals and Objectives. Focusing on the three tenants of "Know, Respond, and Prevent," stakeholders have forged ahead by identifying timely and attainable tasks. We are proud to report the accomplishments of CPCM to date, and the continued plan for the work moving forward.

Respectfully,

Carrie G. Sanderson, Director
Center for the Prevention of Child Maltreatment

OUR TEAM



USD Health Science Center Room 364
1400 West 22nd St.
Sioux Falls, SD 57105

WHERE TO FIND US

CPCM was created as a department within the School of Health Sciences at USD. The School of Health Sciences is an ideal setting for the new organization, with integrated experts in relevant fields such as social work, nursing, physician assistants, public health, occupational therapy, physical therapy, and counseling. Partnership with USD also allows ready access to experts in medicine, law, business, education and psychology.



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES

DIRECTOR HIRED APRIL 2017

Carrie Gonsor Sanderson joined CPCM as Director in April 2017. CPCM is tasked with carrying on the work of Jolene’s Law Task Force, which was created to study the impacts of child sexual abuse in South Dakota. Jolene’s Law Task Force published a 10-year plan to tackle the issue and Sanderson is responsible for guiding the work of stakeholders through the plan.

South Dakota State Senator Deb Soholt served as chair of Jolene’s Law Task Force. The Sioux Falls legislator and her colleagues on the task force spent three years collecting information and developing the work plan. “Jolene’s Law Task Force created a 10-year plan to change the trajectory of child sexual abuse in South Dakota through the development of the Center for the

Prevention of Child Maltreatment at USD,” explained Soholt. “We are simply delighted that someone with the caliber of Ms. Sanderson has accepted the Director position. Her education and experience are exactly the right fit to move this important work forward, and she will be an incredible statewide leader in this effort to save children.”

Sanderson most recently served as an Assistant United States Attorney for the District of South Dakota, United States Attorney’s Office. Sanderson earned three degrees from the University of South Dakota: Bachelor of Arts, Master of Public Administration, and Juris Doctorate.

JOLENE’S LAW TASK FORCE TRANSITIONS TO CPCM’S ADVISORY BOARD

The first essential task for CPCM is to develop a foundation of sustainability and credibility. Jolene’s Law Task Force became the inaugural Advisory Board for CPCM, ensuring continuity between leaders and the work product. Senator Deb Soholt was selected to serve as the first Chair for the Advisory Board. The Advisory Board is in the process of approving organizational documents, including Board bylaws and a mission and vision statement for CPCM. Members of the Advisory Board will meet quarterly to ensure movement through the work plan. Together with newly-hired staff and a project management team, the Advisory Board and Director will continue the development of CPCM’s infrastructure.

- Alan Solano, Senator
South Dakota State Legislature
- Nick Bratvold, Chapter Coordinator
Child Advocacy Centers of South Dakota
- Carole Cochran, Director
South Dakota KIDS COUNT
- Cameron Corey, Special Agent
Division of Criminal Investigation
- Daniele Dosch, Victim Specialist
Federal Bureau of Investigation
- Dr. Nancy Free, Medical Director
Child’s Voice
- Tanya Fritz
Advocacy & Prevention Program Director
Children’s Home Child Advocacy Center
- Peggy Gibson, Advocate
- Krista Heeren-Graber, Executive Director
South Dakota Network Against
Family Violence & Sexual Assault
- Sheriff Barry Hillstad, Day County
- Mary Beth Holzwarth, Advocate
- Colleen Winter, Director
Division of Family & Community Health
SD Department of Health
- Dr. Jay Perry
South Dakota Board of Regents

- Wendy Kloeppner
Hughes County State’s Attorney
- Kathy LaPlante, Instructor, Social Work Program
University of South Dakota
- Ann Larsen, Director
Division of Educational Services & Support
SD Department of Education
- Dr. Michael Lawler, Dean of Health Sciences
University of South Dakota
- Angela Lisburg, Director
Avera St. Mary’s Central SD
Child Assessment Center
- Jolene Loetscher, Advocate
- Tatewin Means
Oglala Sioux Tribe Representative
- Suzanne Starr, Director
Policy & Legal Services
SD Unified Judicial System
- Hollie Strand, Computer Forensic Examiner
Pennington County Sherriff’s Office
- Dr. Jill Thorngren
Dean of Education & Human Sciences
South Dakota State University
- Virgena Wieseler, Director
Division of Child Protection Services
SD Department of Social Services

ADVISORY BOARD



“This work is a beginning to understand how profound childhood stress affects the family pathway and the outcome of a lived life. This is perhaps some of the most important work that South Dakota will ever tackle to truly heal our communities.”

- Senator Deb Soholt, Advisory Board Chair



2017
IN REVIEW



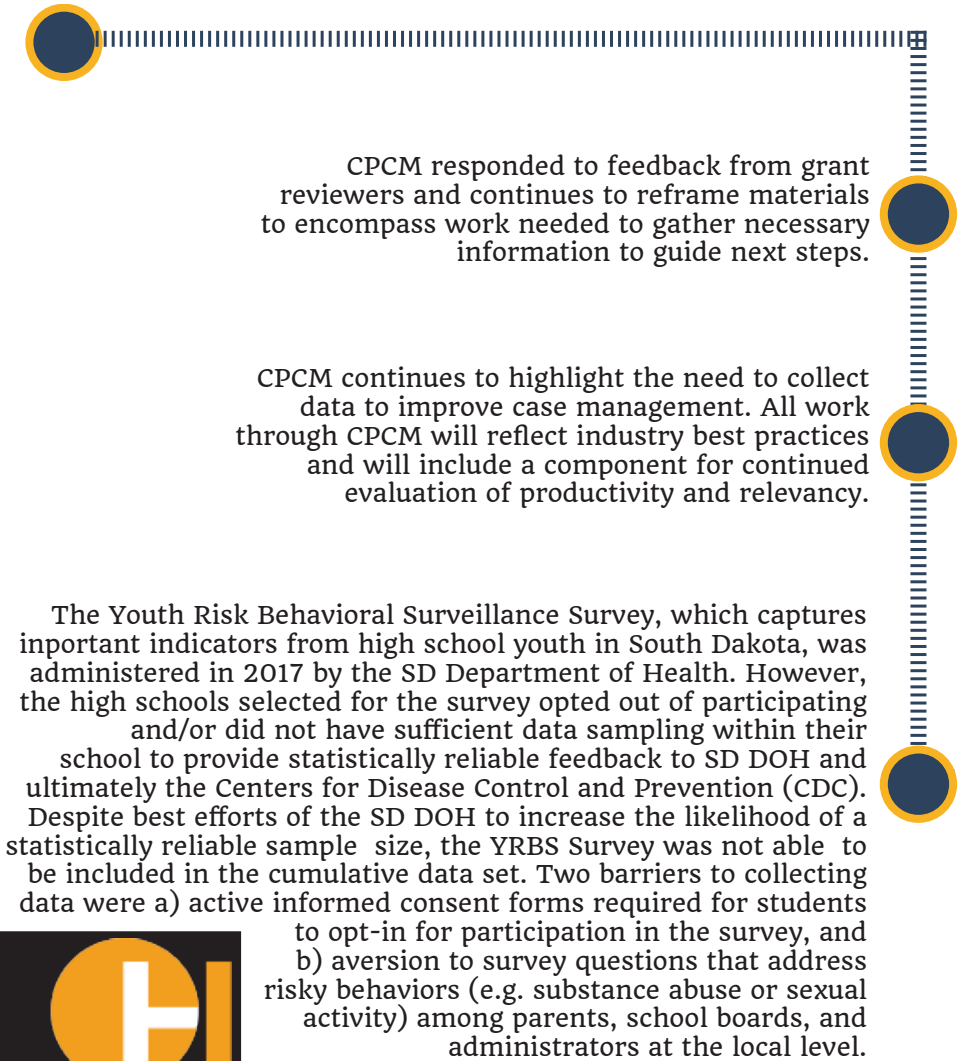
GOAL A: STATISTICS & BENCHMARKING



VISION

Create a single-point data agency with management of an integrated database system to effectively monitor and ultimately predict indicators associated with child sexual abuse in South Dakota.

Efforts in April and May focused on preparing materials for grant applications that align with the vision of Goal A. CPCM worked hand-in-hand with South Dakota Kids Count and the Department of Social Services to create language supporting the efforts of data collection and protection of sensitive information.



KEY ACCOMPLISHMENTS

- Secured funding from the South Dakota Court Improvement Program to support the best practices research and national-in-scope environmental scan for creating a single-point database system.
- Developed materials, including a detailed narrative, budget and supporting justification, to articulate a statement of need and plan of action to create a system that can accurately quantify the number of children victimized by sexual abuse each year in South Dakota.

Project Abstract

South Dakota Child Protection Services (CPS), a Division of the South Dakota Department of Social Services (DSS) receives 16,000 calls each year regarding child maltreatment. Based on the number of reported cases, 1 in 12 South Dakota children experience maltreatment in a given year. There are arguably an additional undetermined number of cases that are not reported.

Child sexual abuse reports make up a portion of all maltreatment cases. Leaders are addressing child sexual abuse first in an effort to tackle a reasonable subset of the broader issue, and in doing so will better the entire identification, response, and prevention system as it pertains to child maltreatment across the state.

We firmly believe that enhancing capacity to respond to, prevent, and know about child sexual abuse victims and their families through linked systems of care will undoubtedly translate to better system

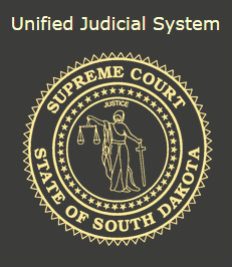
engagement, coordinated care, and improved response for all types of child maltreatment within and across governmental and non-governmental agencies and organizations in the state.

Building off a three-year momentum championed by the Governor through an appointed Task Force to study this issue, and their resulting 10-year strategic plan to end childhood sexual abuse, we propose to conduct a comprehensive planning effort around the feasibility of an integrated database system managed by a single agency that can effectively monitor and ultimately predict indicators associated with child maltreatment in South Dakota.

This work will be accomplished in partnership with the Center for the Prevention of Child Maltreatment at the University of South Dakota (USD) and South Dakota KIDS COUNT, also housed at USD. Existing advisory board infrastructure for the Center will be used to support this work, and a working group

will be established to guide a statewide needs assessment and gap analysis in the area of data collection, record retention, and information sharing capabilities among all user groups that aid children and their families in the continuum of care for maltreatment.

Commitment is already in place from numerous stakeholders to support this effort, including governmental agencies, nonprofit community organizations, and victims and their families. The planning phase strategically aligns with the vision of CPCM to vet the feasibility of a single-point integrated data system in a manner that is structured, comprehensive, and evidence-based. Major deliverables will include a gap analysis, a state strategic plan that outlines system requirements and barriers, and an implementation strategy.



In the fall of 2017, the South Dakota Court Improvement Program committee awarded CPCM with grant funds to perform an environmental scan in South Dakota and determine national programs available for data collection regarding case management of a child who has experienced childhood maltreatment.

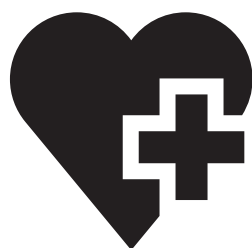
CPCM and stakeholders researched best practices throughout the fall of 2017, with the goal of having a deliverable work product in spring of 2018.

Funding will allow the continuing development of a service map which overlays service areas for all responding agencies in South Dakota. The map will identify areas of need in our state and will help determine focus areas for work to come.

2017 IN REVIEW



GOAL B: PUBLIC, PRIVATE & TRIBAL HEALTH



VISION

Build capacity within the public, private, and Tribal health systems to respond to all children and families impacted by child sexual abuse in South Dakota.



Following several months of planning, Children's Home Society (CHS) in partnership with CPCM launched an initiative to support trauma-informed care through resilient communities. An inaugural event bringing Dr. Robert Anda, co-founder of the Adverse Childhood Experience (ACE) study, and Laura Porter, former director of the Washington Family Policy Council, is slated for early 2018 to kick-off this statewide effort.

CPCM and Children's Home Society will issue a Request for Proposal (RFP) to select 25 candidates to attend the ACE Interface Train-the-Master-Trainer Program. The program is designed to support rapid dissemination of ACE and resilience science, and promote understanding and application of the science to improve health and well-being across the lifespan. The program is structured with licensed materials, a two-day training provided by Dr. Robert Anda and Laura Porter, and a process for effectively implementing a massive ACE education campaign that is based on person-to-person interaction and community engagement. The trained presenters will use a flexible script, PowerPoint presentation, and background information that has been reviewed by national content experts, improved over time using field experience, and proven to be effective with diverse audiences.

The ACE Interface license and Master Trainer program is funded by the Rapid Prevention Education grant through the South Dakota Department of Health, Victims of Crime Acts grant through the South Dakota Department of Social Services, and Children's Home Society donors.

KEY ACCOMPLISHMENTS

- Launched initiative to support trauma-informed care through resilient communities, with plans underway for an inaugural event with nationally renowned experts in the field of Adverse Childhood Experiences (ACEs).
- Secured funding for the purchase of the ACE Interface license and supporting master trainer curriculum. Funders include the Rapid Prevention Education Grant (South Dakota Department of Health), the Victims of Crime Acts Grant (South Dakota Department of Social Services), and Children's Home Society donors.



Implementation of No Hit Zone policies is underway across the state. Avera St. Mary's Hospital, Pierre, will have a No Hit Zone policy and education by early 2018, with intentions to roll-out a system-wide policy across the Avera Health enterprise. Per the original strategic plan, Sanford Health, Regional Health and other facilities will be approached in 2018 to consider and hopefully implement similar policies.



CPCM Advisory Board member Dr. Nancy Free presented on ACEs during the 17th Annual Community Response to Child Abuse Conference.



CPCM Advisory Board member Angela Lisburg presented on No Hit Zones for the Avera Ethics Conference in Sioux Falls held October 2017.

Proper evidence collection is key to the investigation of child sexual abuse. Sexual Assault Nurse Examiners (SANEs) are professionals trained to collect forensic evidence from a person who has been sexually assaulted. There are currently eight (8) certified SANE-A (adult) nurses in South Dakota. Five (5) are located in Sioux Falls, and one each in Brookings, Aberdeen, and Pine Ridge. Currently, there are no certified SANE-P (pediatric) nurses in the state.



Following collaboration with the Child Advocacy Centers, CPCM will shift its focus from advocating for Certified SANE-P nurses in South Dakota to providing SANE-P training to SANE-A nurses. SANE-A nurses will receive additional education on conducting pediatric exams.

In 2017, CPCM partner SDNAFVSA (The Network) coordinated 40 hours of online training and clinical training. Eighteen South Dakota nurses participated in this training.

As part of CPCM's initiative to address South Dakota public health, stakeholders from the Department of Health and CPCM Advisory Board members Dr. Nancy Free and Angela Lisburg worked together to define the content for pediatric exam kits for use across the state. Labels and educational inserts were created with the help of CPCM staff, and CPCM provided a telephone helpline for those administering the kit. The helpline will be staffed by professionals at Child Advocacy Centers.

Two hundred kits have been ordered, which will be distributed to law enforcement and medical providers to assist in the collection of evidence from a child victim. Importantly, the kits will come with training on how to administer it.

2017 IN REVIEW



KEY ACCOMPLISHMENTS

- Published free online training for mandatory reporters. Training can be found on the Department of Social Services website.
- Surveyed teachers, administrators, and medical professionals across South Dakota, yielding insightful information about their understanding of mandatory reporting requirements and responsive actions for the reporting party.
- Created an action plan to engage regental universities in curriculum development for mandatory reporters.

GOAL C: MANDATORY REPORTERS



VISION

Every post-secondary institution of higher education in South Dakota will teach students entering professions where they will be mandatory reporters the skills necessary to perform this task. Every mandatory reporter will receive annual training on detecting abuse and their obligation to report.

4958

Appropriately trained mandatory reporters are South Dakota's first line of defense for responding to and preventing child maltreatment and sexual abuse.

Under the direction of researchers from University of South Dakota, teachers and administrators across the state were surveyed between April and May regarding their knowledge of reporting requirements and appropriate action to take when child abuse is suspected. The results were enlightening. The survey will guide continued efforts on education of mandatory reporters in our school systems. CPCM is partnering with the Department of Education to address continued programing and training for school district personnel.

64% of teachers and administrators that responded to the survey **felt minimally or inadequately trained** to deal with cases of child abuse, and 60% did not feel they received adequate continued training for dealing with cases of child abuse.

CPCM, in consultation with the SD Board of Regents, has created an action plan to engage regental universities to create curriculum for undergraduate and graduate students who, once their education is complete, will be mandatory reporters. CPCM intends to grow the action plan in 2018 to include private universities and technical schools.

DSS Strong Families - South Dakota's Foundation and Our Future

Free training for mandatory reporters was published on the South Dakota Department of Social Services website in September 2016. Law enforcement agencies, school district personnel, and members of child response services have utilized the training. Over 7,942 South Dakotans have taken the training as of November 2017. DSS will continue to create training videos for citizens and professionals alike.

Over 7,943 South Dakotans have taken the training.

A School of Health Sciences graduate student surveyed medical professionals across the state regarding mandatory reporting requirements. The survey yielded a low number of respondents. However, those who participated indicated the need for enhanced mandatory reporting continuing education in the medical field.



Avera Health e-Helm has established virtual school nursing support in six schools in South Dakota. They are also pairing this service with behavioral health counseling. At the November 2017 CPCM Advisory Board meeting, Senator Soholt proposed a model where those communities also receive prevention and trauma-informed education.



Program Spotlight

The Bachelor of Science in Social Work Program on the Vermillion campus at USD prepares students for entry into professional level practice. In 2016, they added Mandatory Reporting training to their curriculum. The training was initially added to the Families and Groups class. This academic year it was expanded to the Child Welfare class and will be added to the Aging Populations and People with Disabilities class in 2018.

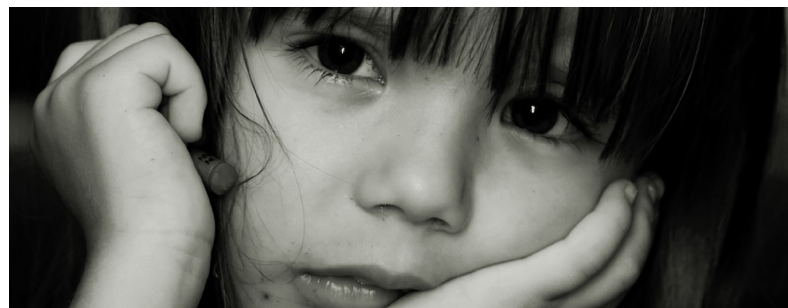
To date 64 BSSW students and a handful of non majors have been trained.

CPCM, Child Advocacy Centers of South Dakota (CAC-SD) and other partners are hosting the 2018 Children's Day at the Capitol during Legislative Session in Pierre, SD on January 31, 2018, from 10 AM to 3 PM. Organizations will gather in the Capitol Rotunda to inform legislators, lobbyists, government employees and community members about their organization and work being performed across South Dakota. Organizations dealing with child welfare or the fight against sexual abuse are also invited to participate.

2018 Children's Day at the Capitol

ATTACHMENT I

2017 IN REVIEW



GOAL D: CRIMINAL JUSTICE & CHILD PROTECTION RESPONSE



VISION

Child protection workers and law enforcement officers will conduct a competent and comprehensive investigation of every child sexual abuse case that comes to their attention, and when abuse is substantiated, pursue appropriate civil and criminal actions.

The REACH Team is South Dakota's first regional multidisciplinary team (MDT), designed to help victims and their families navigate the criminal justice system. The REACH Team is headquartered in Watertown and serves 13 surrounding counties. REACH began seeing patients in August 2017 and hosted an open house on October 3, 2017.

The REACH Team is made up of law enforcement, medical providers, Child Protection Services team members, mental health providers, victim advocates and prosecutors to help a victim and their family. Once the child abuse is discovered, the victim comes to the child advocacy center where they will meet the REACH team and evidence is collected while the victim and their family receive information on the next steps and support services that are available.

The team approach allows the child and family to get all information from ONE place and the team can create a plan of action together.

CPCM was honored to be a part of the planning and implementation conversations that led up to this accomplishment. CPCM is actively engaged in conversation with potential funders for expansion of the REACH/MDT approach in other areas within South Dakota.

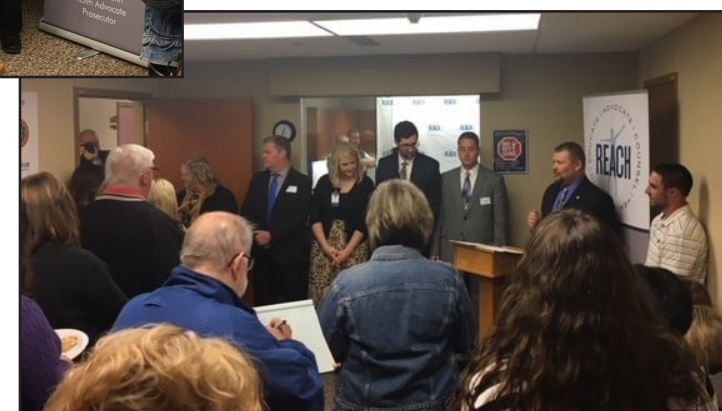


KEY ACCOMPLISHMENTS

- Developed and launched the REACH Team in Watertown, SD, the state's first regional multidisciplinary team who are nationally trained in unified response to child sexual abuse and maltreatment.
- Created and launched a statewide, searchable resource database to provide the public and stakeholders with a means to locate services within South Dakota communities to assist victims and families as they recover from an act of child abuse.



Division of Criminal Investigation Special Agent Cameron Corey (pictured left) speaking at the REACH Open House on October 3, 2017, in Watertown.



Nick Bratvold, CAC-SD Chapter Coordinator, was hired as the MDT Coordinator. The REACH Team and CPCM are working with the MDT Coordinator to determine options for expansion and collaboration across the state. Currently, the team is assembling a manual outlining:

- Glossary/Definitions
- Job descriptions
- Memorandums of understanding
- Flowcharts
- Training requirement outline
- Data collection tools
- Frequently asked questions

Training in the area of child sexual abuse response was held 2Q2017 in Watertown with the launch of the REACH MDT. More than 100 individuals took part in the training.



Director Sanderson was appointed by SD Supreme Court Chief Justice Gilbertson to serve on the SD Court Improvement Program (CIP) Committee. The goal of the CIP Committee is to help reduce the amount of time children are in the justice system due to abuse and neglect cases. The CIP Committee oversees training for professionals working with children in abuse and neglect proceedings. Director Sanderson will continue to work with CIP Committee members to develop and implement appropriate training.

CPCM partnered with The Helpline to create an electronic database of counseling and mental health resources across the state that deal with child sexual abuse and maltreatment. The database can be accessed on the CPCM website as well as The Helpline's website. As a result, victims, family members, and service industry professionals have a starting point to know how to get help in their communities.

2017 IN REVIEW



GOAL E: PUBLIC AWARENESS



VISION

Develop self-healing communities through contracted campaign materials to build a movement that ends child sexual abuse in South Dakota. Launch public campaign by the end of 2018.

4960

PREVENTION STARTS WITH YOU

CPCM publishes a monthly, electronic newsletter available to the public. The newsletter highlights stakeholder updates, a calendar of upcoming training, and important state and national announcements.

Through social media and website infrastructure created as part of Goal F, CPCM is poised to be a one-stop shop for information and resources in support of public awareness and prevention measures in South Dakota.



Public awareness and education are essential to building trauma-informed and self-healing communities. CPCM is working with Children's Home Society and other statewide stakeholders to implement the ENOUGH Abuse public awareness campaign in South Dakota. The ENOUGH Abuse Campaign uses evidence-based techniques to educate the public about ACEs, develop bystander awareness, and educate community members on how to safely intervene and help a child in distress. The public awareness campaign will kick off in Spring 2018 with the ACE Interface program and, with appropriate funding, will continue with the Enough Abuse campaign in 2018. The program involves an extensive website and social media presence.



enough secrets. enough shame. enough hurt. enough confusion. enough denial. enough child sexual abuse

THE Enough Abuse Campaign

KEY ACCOMPLISHMENTS

- Created a web presence for CPCM, launched social media, and initiated branding and logo development.
- Secured funding and began project management for the ACE Interface and ENOUGH Abuse Campaigns in South Dakota.
- Networked statewide through attendance and presentation at conferences hosted by partner agencies.

CPCM IN THE REGION

CPCM staff attended stakeholder conferences in 2017. Topics ranged from public health to trauma-informed communities, and provided essential networking opportunities. Education and collaboration are essential components to creating partnerships in all disciplines in our state. CPCM will continue to sponsor booths and participate in learning opportunities at conferences statewide.

In June, Director Sanderson attended the 28th Annual International Trauma Conference in Boston, MA.



CPCM staff participated in the following conferences in South Dakota:

- SD Statewide Prevention Meeting, hosted by the SD Department of Health;
- SD Bar Convention, hosted by the SD Bar;
- 3rd Annual Good Health and Community Wellness Symposium hosted by the Great Plains Tribal Chairmen's Health Board;
- Standing Up for the Children Conference, hosted by Sisseton-Wahpeton Sioux Tribe Child Protection & Early Childhood Intervention;
- Children's Justice Conference, hosted by the SD Unified Judicial System;
- Juvenile Justice Summit, hosted by the SD Unified Judicial System;
- 17th Annual Community Response to Child Abuse Conference, hosted by Child's Voice;
- The Opioid Epidemic: A Wicked Problem of the Worst Kind, hosted by Avera Health and the U.S. Attorney's Office;
- Law Enforcement Coordinating Committee Conference, hosted by the U.S. Attorney's Office.

CPCM Advisory Board members Virgena Wieseler, Child Protective Services Division Director, and Tanya Fritz, Child's Home Society Advocacy and Prevention Program Director, accompanied First Lady Linda Dugaard and Department of Health Secretary Kim Malsam-Rysdon to the First Spouses Convening in Wisconsin in late September.

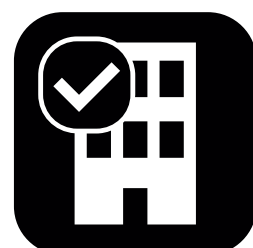


CPCM hosted a booth at the 3rd Annual Good Health and Community Wellness Symposium sponsored by the Great Plains Tribal Chairmen's Health Board. CPCM advocate John Williams is pictured left at the booth.

2017 IN REVIEW



GOAL F: INFRASTRUCTURE



VISION

Create and sustain a network of statewide support and effort to move the goals of Jolene's Law Task Force forward.

With the support of Dean Lawler and the School of Health Sciences, CPCM has become a part of the University of South Dakota community. CPCM functions as a department under the School of Health Sciences (SHS) and the Director serves on the Leadership Committee and the Administrative Council for SHS. CPCM has identified research projects to be completed in collaboration with students, and is working with professors from various departments to incorporate CPCM research and learning opportunities into the classroom. The university provides integral support for CPCM to complete grant requests and research, while providing a gateway to educated professionals in the service arena.



CPCM is creating an atmosphere for continued education and growth. The office for CPCM is housed at the Health Science Center in Sioux Falls, SD, which allows the Director and staff to continue active participation with USD's Vermillion campus while easily and efficiently networking with other statewide service organizations.

The CPCM website went live in August 2017, and is a tool for professionals, community members, and victims alike. The website provides access to statewide resources and learning opportunities. It is designed to be a hub of information and will continue to expand as statewide projects progress.

Visit www.sdcpcm.com.

KEY ACCOMPLISHMENTS

- Hired Director Carrie G. Sanderson to lead CPCM and guide stakeholders through the 10-year plan. Cassie Nagel joined CPCM as the program assistant in July 2017.
- Identified potential funding opportunities for CPCM and its stakeholders, in order to pursue their collective efforts to end child sexual abuse and maltreatment in South Dakota.
- Adopted a mission and vision statement, and began work on bylaws and guiding principles.

ESTABLISHING THE CENTER FOR THE PREVENTION OF CHILD MALTREATMENT

A comprehensive federal, corporate, and private grant opportunity search was completed April 2017. Pending grant applications include South Dakota Community Foundation, Bush Foundation, and Sioux Empire United Way. VOCA funds were distributed to grantees in June 2017. Many projects received funding and are able to progress in their work plan, including the ENOUGH Abuse Campaign and the REACH Team. Any gaps in funding after the VOCA dollars were distributed are being addressed through solicitation of alternate funding sources or revamping of the initial scope of work.



Cassie Nagel joined CPCM in July 2017. Ms. Nagel has an Associate of Arts Degree in Business and is currently completing a Bachelor of Arts degree in Criminal Justice Studies at the University of South Dakota. Her passion for helping vulnerable populations is driving her education and inspired her to begin work at CPCM.

MISSION VISION

The Advisory Board is comprised of over 20 advocates and leaders representing state agencies, medical and behavioral health, and non-profits. The Advisory Board meets quarterly, with the winter meeting held in conjunction with South Dakota legislative session. The Advisory Board has adopted mission and vision statements, and is actively working on bylaws and guiding principles. CPCM's mission and vision statements, bylaws, and guiding principles can be found at www.sdcpcm.com.

CPCM connects with members of the public and provides information to stakeholders through social media and an electronic newsletter. Viewers can find updates for training events and state and national news by visiting the CPCM Facebook page, following CPCM on Twitter or signing up to receive an email with the monthly newsletter. CPCM identified funding to begin work on a logo and branding materials. The logo and branding should be updated in 2018.

CPCM is working with South Dakota-based Sage Project Consultants, LLC, for project management services.

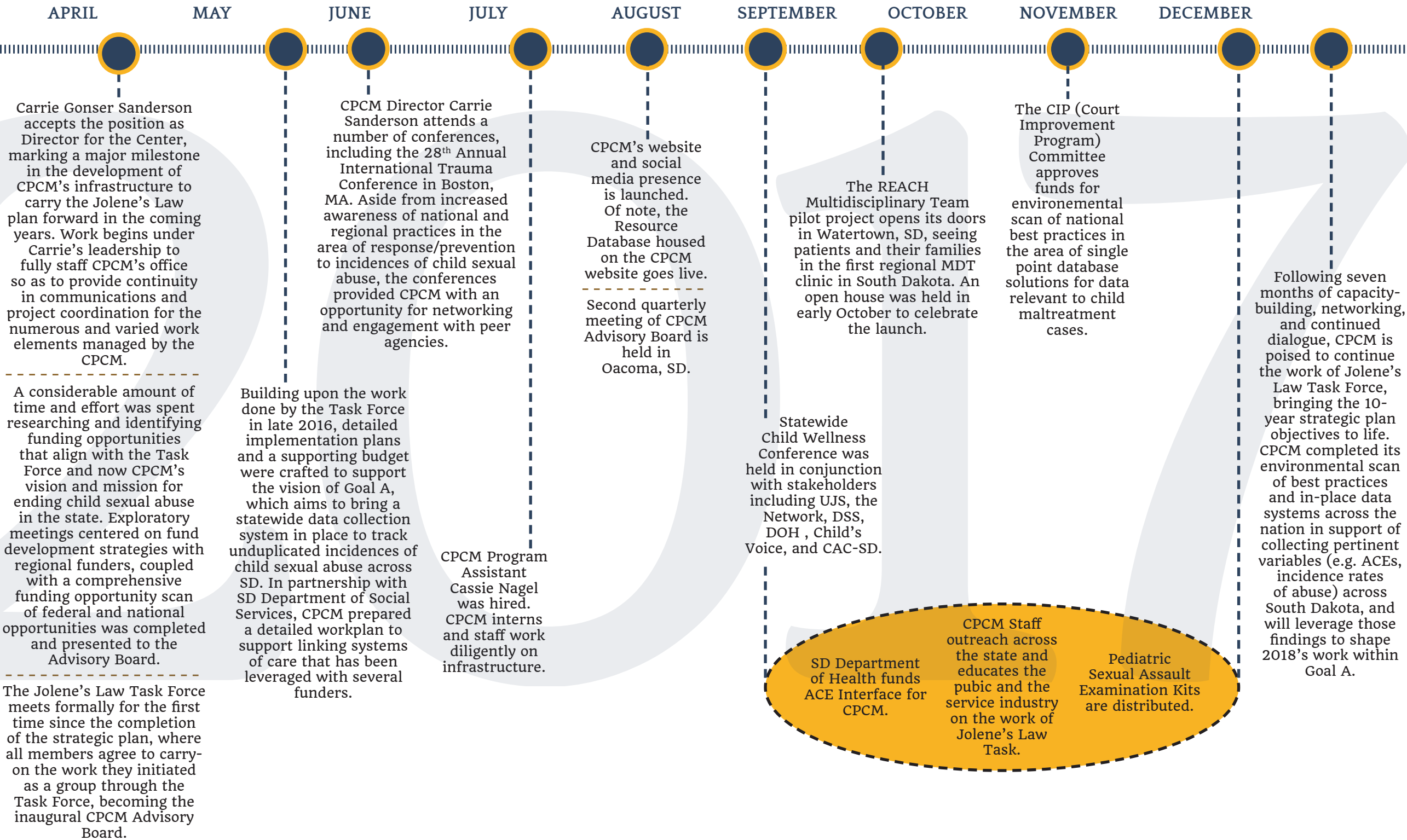
2017
IN REVIEW



4962

JANUARY

After three years of convenings, research, and dialogue, the Jolene's Law Task Force finalized and delivered its 10-year strategic plan to end child sexual abuse in South Dakota to Governor Dennis Daugaard.



A bit of
history...

MARCH 2014 – Jolene's Law Task Force is established by the South Dakota Legislature through SDCL 2-6-31 to study child sexual abuse. The Task Force is initially funded for two years.

FEBRUARY 2015 – Governor Dennis Daugaard funds continued work of Jolene's Law Task Force.

FALL 2016 – Jolene's Law Task Force develops a comprehensive 10-year plan for fighting child maltreatment in South Dakota. Mandatory Reporter Training is launched through DSS.

KNOW

Evidence Based
Best Practices

RESPOND

Early
Intervention
Healing

PREVENT

Create Trauma
Informed
Communities



UNIVERSITY OF
SOUTH DAKOTA
SCHOOL OF HEALTH SCIENCES

**CENTER FOR THE PREVENTION
OF CHILD MALTREATMENT**

USD Health Science Center, Room 364
1400 West 22nd St.
Sioux Falls, SD 57105

Phone: (605) 357-1392 • CPCM@USD.EDU • www.sdccpm.com



SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – H
DATE: December 5-7, 2017

SUBJECT:

Regental Civil Service Advisory Council Update

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:7:5](#) – Regental Civil Service Advisory Council
Section 5:

The Regental Civil Service Advisory Council shall meet twice annually and may act to provide exchanges of an advisory nature on selected items. The meetings will be held in April and October. Additional meetings of the Council may be called by the Executive Director of the Board of Regents. The meeting will be conducted according to the published agenda. A report will be provided to the Board of Regents following each semi-annual meeting.

BACKGROUND / DISCUSSION

Each year, the Regental Civil Service Advisory Council (RCSAC) meets in Pierre in October. 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 members of the Board of Regents staff members on current issues in the Regental system. The next meeting was scheduled for April 2018 at Dakota State University.

IMPACT AND RECOMMENDATION

Informational item only.

ATTACHMENTS

None

INFORMATIONAL ITEM

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – I
DATE: December 5 - 7, 2017

SUBJECT:

BOR Policy 1:7:5 – Regental Civil Service Advisory Council Revisions (First Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:7:5](#) – Regental Civil Service Advisory Council

BACKGROUND / DISCUSSION

BOR Policy 1:7:5 establishes the Regental Civil Service Advisory Council (RCSAC), which is comprised of representatives from each institution within the Regental system. This policy requires that the Executive Director's delegate provide a report to the board following each semi-annual meeting. However, RCSAC does not recommend policy changes, or take other actions that require BOR approval. Thus, it is proposed to remove the semi-annual report requirement from BOR Policy 1:7:5. The RCSAC members are supportive of the policy changes.

IMPACT AND RECOMMENDATIONS

The recommended changes to the policy can be found in Attachment I. The substantive changes include:

1. Addition of a definitions section.
2. Removal of the requirement for semi-annual reports to the BOR.
3. Removal of specific months that the agenda will be published.

ATTACHMENTS

Attachment I – BOR Policy 1:7:5 Proposed Revisions

DRAFT MOTION 20171205_7-I:

I move to approve the first reading of BOR Policy 1:7:5 – Regental Civil Service Advisory Council.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Regental Civil Service Advisory Council

NUMBER: 1:7:5

A. PURPOSE

~~It is the purpose of the Regental Civil Service Advisory Council to~~ promote communications between the Board of Regents, Office of the Executive Director, Council of Presidents and Superintendents, and Civil Service employees through discussion of matters of concern to all parties. The Council will discuss issues and exchange ideas to improve the conditions of employment and to present other concerns of the South Dakota Board of Regents Civil Service employees ~~within the Higher Education system.~~

B. DEFINITIONS

1. Civil Service Act Employee: All employees covered under SDCL Chapter 3-6D.
2. Institution: Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines and Technology, South Dakota State University, University of South Dakota, South Dakota School for the Deaf, South Dakota School for the Blind and Visually Impaired.

C. POLICY

1. Membership

A Civil Service Act employee will be elected to represent each ~~of the following institutions:~~Institution. ~~Black Hills State University, Dakota State University, Northern State University, South Dakota School for the Deaf, South Dakota School of Mines and Technology, South Dakota State University, South Dakota School for the Blind and Visually Impaired, and University of South Dakota.~~

2. Eligibility

2.1. Conditions for membership are:

- Must hold a Civil Service classification.
- ~~Those campuses~~Institutions that have formal councils ~~elected~~ will select, through the council, a member to be the institutional representative for the Regental ~~to the~~ Civil Service Advisory Council. Those campuses without formal councils may periodically hold campus elections to select a representative.

3. Term

The term of office for a Regental Civil Service Advisory Council member is two years. The term of office for new members will begin in January following their selection by a council. In the case of a special election to fill a vacancy, membership commences immediately after the election.

4. Meetings

The ~~Regental Civil Service Advisory~~ Council shall meet twice annually and may act to provide exchanges of an advisory nature on selected items. The meetings will be held in April and October. Additional meetings of the Council may be called by the Executive Director, or his or her delegate, of the Board of Regents. ~~The meeting will be conducted according to the published agenda. A report will be provided to the Board of Regents following each semi-annual meeting.~~

5. Agenda

The agenda will be established ~~in March and September~~ by the Executive Director, or his or her delegate. Items proposed for discussion must be submitted to the Executive Director, or the delegate, prior to the meeting.

6. Costs

All time and expenses required to perform functions associated with the Regents Civil Service Advisory Council will be an institutional responsibility.

FORMS / APPENDICES:

None

SOURCE:

~~SDCL 3-6A-D, 1974~~; BOR, January 1987, ~~(Policy 7.2)~~; BOR, December 1998;

SOUTH DAKOTA BOARD OF REGENTS

Planning, Governance, and Resource Development

AGENDA ITEM: 7 – J
DATE: December 5-7, 2017

SUBJECT:

BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents Revisions (First Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:6](#) – Appointment, Authority, and Responsibilities of Presidents and Superintendents

[BOR Policy 4:49](#) – Multi-year Employment Contracts

[BOR Policy 4:10](#) – Tenure and Continuing Appointments

BACKGROUND / DISCUSSION

BOR Policy 1:6 governs the appointment, authority and responsibilities of the university presidents and the special school superintendent(s). The policy language currently prohibits presidents from receiving, or retaining, a tenured faculty appointments. In order to remain competitive in the labor market for university presidents, it is important for the Board to have the ability to negotiate tenure in the appointment contract with presidential candidates. According to the 2017 American College President Study by the American Council on Education, 81.4% of presidents at doctoral institutions, and 77% at master's institutions hold tenure.

In addition, BOR Policy 1:6 currently refers to annual contract renewals for presidents, however, with the implementation of BOR Policy 4:49 at the [March 2016](#) BOR meeting, presidents are now eligible for multi-year contracts. The removal of the “annual” reference will align this policy with BOR Policy 4:49, in the event the Board negotiates a multi-year contract with a current or future president, it will be in compliance with all BOR policies.

Lastly, Section 7 of the policy is an obsolete reference that should have been deleted when [BOR Policy 5:3](#) was amended at the [December 2013 BOR meeting](#). Policy 5:3 previously required research and development grants and contracts to be approved by the executive director; however, that requirement was removed when the policy was amended in

December of 2013, leaving the discretion to accept research and development grants at the

(Continued)

DRAFT MOTION 20171205_7-J:

I move to approve the first reading of BOR Policy 1:6 – Appointment, Authority, and Responsibilities of Presidents and Superintendents.

presidential level. As such, the provision in section 7 that grants the presidents and superintendents authorization to accept supplements of up to \$10,000 on current grants to continue previously approved grant activities is unnecessary because they already have the authority to accept research and development grants and contracts in general.

IMPACT AND RECOMMENDATIONS

The recommended changes to the policy can be found in Attachment I, and are the substantive changes are summarized below:

1. Removal of the prohibition on tenure for university presidents, allowing the Board the flexibility to negotiate tenure terms in presidential appointment contracts without being required to waive this provision of BOR Policy 1.6;
2. Removal of the reference to annual renewals to ensure alignment with BOR Policy 4:49;
3. Removal of Section 7. Due to the changes made in BOR Policy 5:3 in 2013, this is no longer needed;
4. Addition of a definitions section to the policy.

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

ATTACHMENTS

Attachment I – BOR Policy 1.6 Proposed Revisions

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Appointment, Authority, and Responsibilities of Presidents and Superintendents

NUMBER: 1.6

A. PURPOSE

To determine how a president or superintendent is appointed, and to define the primary responsibilities and the authority granted to a President or Superintendent by the Board of Regents.

B. DEFINITIONS

1. **Institution:** Black Hills State University, Dakota State University, Northern State University, South Dakota School of Mines & Technology, South Dakota State University, South Dakota School for the Blind & Visually Impaired, South Dakota School for the Deaf, and the University of South Dakota.

2. **President:** The chief executive officer of a SD Board of Regents university.

3. **Superintendent:** The chief executive officer of a SD Board of Regents Special School.

C. POLICY

1. **Appointment**

The presidents and superintendents shall be appointed by the Board of Regents. The Board may conduct a nationwide search by utilizing a search and screen committee consistent with Board bylaws. The president or superintendent ~~is the chief executive officer of the institution and~~ shall serve on the basis of contracts subject to ~~annual~~ renewal based on the terms of the employment contract and BOR Policy. ~~No president or superintendent who assumes those responsibilities after July 1, 1990, shall receive or retain a tenured faculty appointment. Those individuals who were appointed to presidencies prior to July 1, 1990, and who were granted or allowed to retain tenured faculty rank, shall continue to enjoy such tenure rights, subject to the terms and conditions provided in their annual appointment notices.~~

2. **Responsibilities**

The president or superintendent of each institution shall be responsible for the administration of the ~~university or special school~~institution and the respective component entities. He or she shall have the following specific responsibilities:

2.1. Maintain an effective communications link between the ~~campus-~~institution and the Board, the Executive Director, other System ~~campuses~~institutions, and all constituencies

at the ~~campus~~-institutional level^s including faculty, students, administrators, ~~CSA~~ employees, alumni, and community.

- 2.2. Provide academic leadership and promote academic excellence at the ~~campus~~institution and formulate educational policies and academic standards consistent with Board policy.
- 2.3. Maintain institutional expenditures within the budgetary authorizations and limitations of the Board of Regents and the Legislature.
- 2.4. Recommend budget allocation and apportion funds within allocations.
- 2.5. Assign specific responsibility for coordinating institutional oversight of compliance with pertinent federal, state and Board constitutional rights and limitations, statutes, regulations and policies, including development of implementing institutional policy statements and practices, and including routine training and periodic compliance audits, and generally assure enforcement of policies of the Board of Regents, and the constitutions, statutes and regulations of the State of South Dakota and the United States of America.
- 2.6. Present all official business of the institution to the Board of Regents.
- 2.7. Recommend for appointment, tenure, and dismissal all members of academic and non-academic staff in accordance with Board policy and procedures.
- 2.8. Determine the overall administrative organization of the institution and annually present to the Board an outline of the structure noting any recommended changes.
- 2.9. Attend all regular meetings of the Board unless excused by the ~~President of the Board~~Executive Director of the SD Board of Regents
- 2.10. Perform such other duties as the Board may from time to time specify.

3. Executive Powers

The executive powers delegated through this section remain subject to such substantive or procedural limitations as may otherwise be established by law or policy. The presidents and superintendents shall have all powers necessary to carry out their executive responsibilities, including, but not limited to, the following:

- 3.1. Organize a structure of academic governance and provide for the establishment, review and assessment of curricula and instruction, of research and scholarly programs and of public service activities.
- 3.2. Provide for the governance of students and for the establishment of programs to address their educational, social, cultural and ethical development within available resources.
- 3.3. Establish regular or special consultative bodies as deemed useful or necessary.
- 3.4. Determine and manage institutional budgets.
- 3.5. Expend monies and enter into contracts.

- 3.6. Acquire, preserve, register, manage, lease, license or assign institutional properties, including intellectual properties, within the limits of state law and Board policy; and provide assurance of right or of title or make such similar undertakings as may be customarily incidental to the diligent management of such properties.
- 3.7. Recommend the hiring, promotion and termination of employees.
- 3.8. Assign, transfer, evaluate and discipline employees and investigate and adjust ~~their~~ grievances.
- 3.9. Participate on behalf of the institution in the activities of affiliated organizations.
- 3.10. Determine and present official institutional positions, policies and practices.
- 3.11. Preside at all general faculty meetings or delegate that function to another member of the administration or faculty.

4. Provisional Delegation of Authority in Matters Relating to Governance, Discipline and Grievances

The South Dakota Supreme Court, in *Worzella v. Board of Regents of Education*, 77 S.D. 447, 93 N.W.2d 411 (S.D. 1958), held that the South Dakota Constitution limits the Board's power of delegation. The Board may only delegate provisional authority to its subordinates. The court has decided that the Board can neither authorize nor adopt policies that create procedural bars to Board consideration of a matter. Nor can the Board vest a delegatee with the power to prevent the Board from taking up a matter that it deems of public interest.

The court has also held that the legislature may limit the Board's power over certain aspects of certain employment relations. It upheld the Civil Service Act and the Public Employees' Unions Act as legitimate exercises of legislative power, notwithstanding the fact that the acts remove certain employment decisions from final Board action. *South Dakota Board of Regents v. Meister*, 309 N.W.2d 121 (S.D. 1981); *South Dakota Board of Regents v. Meierhenry*, 351 N.W.2d 450 (S.D. 1984).

- 4.1. In order to give effect to the constitutional limitations described in *Worzella*, the delegation of authority provided in this policy shall be understood to be provisional in the following sense.
 - 4.1.1. The authority vested in chief executive officers must, at all times, be exercised in a manner that is consistent with Board policy.
 - 4.1.2. Except as provided in section ~~4.1.34(A)(3)~~, below, the authority to take binding action without specific prior Board approval is subject to the condition that the Board may require that a matter be forwarded to it for review.
 - 4.1.2.1. Such a review shall not ordinarily result in a modification of an action that has created third party rights, but the Board may direct that such responsive measures be taken as it deems necessary.

- 4.1.3. Where the action in question relates to the implementation of Board policy involving governance, discipline or grievances, the Board may reconsider the matter.
 - 4.1.3.1. In the context of a disciplinary action or a grievance, the Board may:
 - 4.1.3.1.1. Accept the factual findings that were reached below, but modify the conclusions drawn from those facts or the action taken on their basis; or
 - 4.1.3.1.2. Reject the factual findings that were reached below and hold new hearings, upon due notice, to reconsider the matter in its entirety.
 - 4.1.4. Nothing herein shall be interpreted to modify the procedural requirements of regulations or agreements duly adopted pursuant to the Civil Service Act or the Public Employees' Unions Act.
- 4.2. ~~Chief executive officers~~ Presidents or superintendents may delegate provisionally to their subordinates or to such administrative or consultative bodies as they may establish from time to time the authority that the Board has delegated to them.
 - 4.2.1. A provisional delegation of authority by a ~~chief executive officer~~ president or superintendent shall be understood to authorize only actions that are consistent with Board policy and with institutional policies previously approved by the chief executive officer.
 - 4.2.2. The authority to take binding action without specific prior approval by the ~~chief executive officer~~ president or superintendent approval is subject to the condition that the ~~chief executive officer~~ president or superintendent may require that a matter be forwarded for review.
 - 4.2.3. Where the action undertaken with delegated authority involves the implementation of Board or institutional policy involving governance, discipline or grievances, the ~~chief executive officer~~ president or superintendent may reconsider the matter anew.
 - 4.2.3.1. In the context of a disciplinary action or a grievance, the ~~chief executive officer~~ president or superintendent may:
 - 4.2.3.1.1. Accept the factual findings that were reached below, but modify the conclusions drawn from those facts or the action taken on their basis; or
 - 4.2.3.1.2. Reject the factual findings that were reached below, and hold new hearings, upon due notice, to re-examine the matter in its entirety.
 - 4.2.4. Nothing herein shall be interpreted to modify the procedural requirements of regulations or agreements duly adopted pursuant to the Civil Service Act or the Public Employees' Unions Act.

5. Acting ~~Chief Executive Officer~~ President or Superintendent

Each ~~president~~ president and ~~superintendent~~ superintendent shall designate a staff member to act in his or her place when he or she is outside the state, otherwise not reasonably accessible or subject to temporary illness or disability. Each president and superintendent shall provide the Executive Director an updated succession plan on an annual basis. ~~provide the Executive Director a current list of persons so designated.~~

6. Evaluation

Presidents and superintendents shall be evaluated annually by the Board in a format and setting determined by the Board.

~~7. Acceptance of Grant Supplements~~

~~Presidents and superintendents are authorized to receive supplements of existing approved grants that continue previously approved grant activities when the value of the supplement does not exceed \$10,000. The president or superintendent shall notify the Executive Director when this approval authority is exercised.~~

SOURCE:

~~SDCL 12-49-10; BOR~~ April 1981; ~~BOR~~ January 1996

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – B
DATE: December 5-7, 2017

SUBJECT

SDSBVI Comprehensive Plan for Special Education

CONTROLLING STATUTE, RULE, OR POLICY

[ARSD 24:05:21:01](#) – Local Education Comprehensive Plans--Contents

BACKGROUND / DISCUSSION

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.

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

(Continued)

DRAFT MOTION 20171205_8-B:

I move to approve the SDSBVI Comprehensive Plan for Special Education as presented.

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.

IMPACT AND RECOMMENDATION

Each year the Board of Regents are asked to approve the Comprehensive Plan developed by SDSBVI staff. Local school boards across the state are required to approve similar plans, and since the SDBOR serves this capacity for SDSBVI formal approval is required prior to submission.

Board staff recommend approval.

ATTACHMENTS

Attachment I – SDSBVI Comprehensive Plan & Signature Page

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 6, 2017. As indicated by the signature below, the authorizing official acknowledges SDSBVI 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.

12/6/2017

Signature of Authorized Official

Date

Bob Sutton, President, South Dakota Board of Regents

Typed Name and Title

3544 S Spencer Blvd Sioux Falls, SD 57103

605-222-2223

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

If your coop is turning in one comprehensive plan narrative for all member districts, every district must still submit this page.

South Dakota LEA Comprehensive Plan: Program Narrative

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.
- (4) All educational programs and services are in conformity with the IEP.

- **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. The SDSBVI 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 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.

- 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.

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 it appears necessary to discontinue services on the SDSBVI campus, the local school district will be notified 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.

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 wellbeing of the student or others is jeopardized, the SDSBVI may elect to contact civil authorities, medical or mental health professionals for immediate intervention.

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: 8 – C
DATE: December 5-7, 2017

SUBJECT

Banner Student Update

CONTROLLING STATUTE, RULE OR POLICY

[BOR Policy 1:1](#) – General Authority, Powers, and Purpose of the Board ¹

[BOR Policy 1:7:6](#) – Technology and Telecommunications Council ²

BACKGROUND / DISCUSSION

The Board of Regents has received initial updates on the Banner Student project during their August 2017 and October 2017 meeting, and similar updates will continue until the project is completed. Most recently an extensive overview of the projected timeline for the functional groups and the needs analysis activities were provided to the Academic Affairs Council and the Council of Presidents and Superintendent at their regularly scheduled meeting in November. A copy of that update can be found on the [Academic Affairs Website](#).

The project continues to move forward on schedule and within budget. Ellucian and the SDBOR staff have worked to secure resources (consultants, onsite locations, and remote locations) for all upcoming Ellucian events for calendar years 2018 and 2019. These events will include training on the student system, consulting for the design and configuration of the system, testing of the system, consulting for conversion of data (and data migration), and various technical sessions.

Campuses and the various functional teams are working together on numerous aspects of this project. Due to the complex organizational structure necessary to manage the project, a comprehensive communication strategy is required. This communication strategy includes face-to-face meetings, conference calls, email/written updates, collaboration through a system portal, monthly newsletter, status updates, reports from consultants and an intranet website. The goal for using these various mediums is to ensure that ongoing communication for the multiple stakeholders is possible throughout the duration of the

¹ Policy 1:1 outlines the constitutional authority the Board of Regents has to govern the University system. This governance includes full power, responsibility, and authority to supervise, coordinate, manage and regulate.

² Policy 1:7:6 outlines the goal to incorporate technology systems as outlined by the Board of Regents.

(Continued)

INFORMATIONAL ITEM

project. This communication strategy has been deployed to keep stakeholders updated on work being completed which has included the following over the past few weeks:

- Completing the needs analysis;
- Working with the Ellucian on scheduling training, consulting sessions and testing sessions for 2018 and 2019;
- Reviewing initial planning for data migration;
- Reviewing initial go live plans;
- Working on initial reporting strategies;
- Upgrading various required information system versions; and
- Creating the testing environment for the Banner system.

IMPACT AND RECOMMENDATIONS

This is an informational update only and no formal action is required by the Board of Regents at this time.

ATTACHMENTS

None

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – D
DATE: December 5-7, 2017

SUBJECT

Intent to Plan: NSU BA in Criminal Justice

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:23](#) – Program and Curriculum Approval

[BOR Policy 1:10:6](#) – Northern State University Mission Statement

BACKGROUND / DISCUSSION

Northern State University (NSU) seeks approval of their intent to plan for a Bachelor of Arts (BA) in Criminal Justice. NSU currently offers an associate degree in Criminal Justice and a specialization in Criminal Justice within their Sociology major (the specialization would terminate upon approval of the new major). The program would prepare students for careers in criminal justice through preparation relating to specialized terminology, the criminal justice system, and law and society. Graduates would become more competitive for employment and promotion in local and federal law enforcement agencies, correctional agencies, court services, and related social service agencies. The proposed program is within the Board Policy mission of NSU to offer programs in the arts and sciences.

Approval of an intent to plan is required prior to submitting a program proposal.

IMPACT AND RECOMMENDATION

Multiple Regental universities offer programming in Criminal Justice. The University of South Dakota currently offers a major in Criminal Justice, South Dakota State University currently offers a minor, and Black Hills State University offers a certificate.

NSU expects to graduate ten students per year with the degree after full implementation.

Board staff recommend approval of the intent to plan.

ATTACHMENTS

Attachment I – NSU Intent to Plan Request: BA in Criminal Justice

DRAFT MOTION 20171205_8-D:

I move to authorize NSU to develop a proposal for a Bachelor of Arts (BA) in Criminal Justice as presented in Attachment I.



SOUTH DAKOTA BOARD OF REGENTS ACADEMIC AFFAIRS FORMS

Intent to Plan for a New Program

Use this form to request authorization to plan a new baccalaureate major, associate degree program, or graduate program; formal approval or waiver of an Intent to Plan is required before a university may submit a related request for a new program. The Board of Regents, Executive Director, and/or their designees may request additional information. After the university President approves the Intent to Plan, submit a signed copy to the Executive Director through the system Chief Academic Officer. Only post the Intent to Plan to the university website for review by other universities after approval by the Executive Director and Chief Academic Officer.

UNIVERSITY:	NSU
DEGREE(S) AND TITLE OF PROGRAM:	Bachelor of Arts (BA), Criminal Justice
INTENDED DATE OF IMPLEMENTATION:	Fall 2018

University Approval

To the Board of Regents and the Executive Director: I certify that I have read this intent to plan, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.

/s/ Timothy Downs

President of the University

10/19/2017

Date

1. What is the general nature/purpose of the proposed program?

The general purpose/goal of the proposed program is to provide a bachelor's degree (120 credit hours) with a major in criminal justice. A bachelor's degree in criminal justice will prepare students for careers in criminal justice and related professions by providing them with a background in the specialized terminology of the criminal justice system, the criminological enterprise, and law and society. All majors will be exposed to courses in introductory criminal justice, criminology, the research process and data analyses, and law and society. This core will provide students with the necessary foundation to pursue one of three tracks of their choice: (1) Law & Policy, (2) Law Enforcement and Homeland Security, and (3) Corrections and Juvenile Justice. In each track, students will appreciate how the criminal justice system addresses the needs all its actors, including offenders, victims, the families of victims and perpetrators, society and criminal justice personnel. Equipped with this knowledge, students will be better prepared to deal with the complex issues facing the 21st century criminal justice professional. The criminal justice specialization within the sociology major will terminate once the criminal justice major is approved.

This degree will make applicants more competitive for employment in local, county, state, and federal law enforcement agencies, correctional agencies, court services, and related social service agencies in South Dakota, the region, and throughout the United States.

Candidates for employment in this field are more competitive in the application process with the bachelor's degree in hand. Furthermore, a bachelor's degree facilitates promotion through the ranks within the field's subareas. Currently, only 16% of South Dakota's full time sworn police personnel (excluding Sioux Falls) and 41% of full time Sheriff's Office sworn personnel have only a high school diploma or GED (South Dakota Attorney General's Office 2014 Police Management Study and 2013 Sheriff Management Study).

Demand for this program would come primarily from traditional students currently enrolled in the criminal justice specialization within the sociology major, as well as non-traditional students actively employed in the field of criminal justice and residing in the area who do not have a four-year degree. NSU spoke with representatives from both the South Dakota Highway Patrol and the Aberdeen Police Department who stated that applicants with four-year degrees in criminal justice typically receive preference over applicants without a degree. This includes preference during the promotion process.

2. What is the need for the proposed program (e.g., Regental system need, institutional need, workforce need, etc.)? What is the expected demand for graduates nationally and in South Dakota (provide data and examples; data sources may include but are not limited to the South Dakota Department of Labor, the US Bureau of Labor Statistics, Regental system dashboards, etc.)?

The state of South Dakota has a multitude of criminal justice positions for which it routinely hires: Highway Patrol Trooper, Highway Patrol Motor Carrier Services, Division of Criminal Investigation (DCI) Special Agent, Correctional Officer, Parole Agent, Probation Agent, Juvenile Corrections Agent, Conservation Officer, and Game, Fish & Parks Law Enforcement Officer. Similarly, South Dakota counties and cities are in the market for deputy sheriff and local law enforcement officers. At the same time, the U.S. government has a number of organizations with a criminal justice mission for which it routinely hires: Federal Bureau of Investigation, Marshals Service, Drug Enforcement Agency, Immigration & Customs Enforcement, Secret Service, Border Patrol, and Air Force/Army/Navy Criminal Investigation Services. Most criminal justice career fields will experience growth over the next seven years according to Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Police and Detectives:

Occupational Title	SOC Code	Employment, 2014	Projected Employment, 2024	Change, 2014-24	
				Percent	Numeric
Police and detectives	—	806,400	839,500	4	33,100
Detectives and criminal investigators	33-3021	116,700	115,300	-1	-1,400
Fish and game wardens	33-3031	6,200	6,300	2	100
Police and sheriff's patrol officers	33-3051	680,000	714,200	5	34,200
Transit and railroad police	33-3052	3,600	3,700	4	100

Currently, in South Dakota, 24% of sworn police officers (excluding Sioux Falls Police Department) have a bachelor's degree, and 27% of sworn sheriff's office personnel have four years of college or a bachelor's degree (South Dakota Attorney General's Office 2014 Police Management Study and 2013 Sheriff Management Study). Obtainment of the bachelor's degree in criminal justice would clearly make the NSU graduate an attractive entry-level candidate to local police and sheriff's agencies in South Dakota, as well as state agencies and a select few federal law enforcement positions in South Dakota that do not require law enforcement experience. Furthermore, as noted above, the law enforcement officer holding this degree will be positioned for promotion through the ranks when such opportunities arise.

3. How would the proposed program benefit students?

In the past 20 years, criminal justice has established autonomy as a discipline from sociology programs and departments in the United States. As the workforce in criminal justice has grown during this time, high school seniors interested in a career in criminal justice have come to NSU and majored in sociology with an emphasis in criminal justice. While this major has served students well, the lack of an autonomous major in criminal justice is misleading to potential students interested in pursuing their education at NSU. Thus, the lack of an autonomous major at NSU could be a potential deterrent to prospective students looking to specifically to pursue criminal justice as a major. This would provide a specific option to prospective students who reside in northeast South Dakota and the surrounding areas. Currently, as noted, students at NSU interested in the criminal justice field major in sociology, and choose the specialization in criminal justice. A separate degree program is necessary for three key reasons: (1) it will be attractive for prospective NSU students interested in the field, (2) it will provide students with a more robust exposure to the criminal justice system and the criminological enterprise as more elective credits can be devoted to courses in the field, and (3) employers in the state and region will increasingly desire applicants from NSU to have a degree in criminal justice as applicants from other institutions in the region such as USD, University of North Dakota, North Dakota State University, Minot State University, University of Nebraska Omaha, and both the University of Minnesota System and the Minnesota State Colleges and Universities System institutions will have degrees in criminal justice. As noted above, law enforcement officials from local and state agencies note that applicants with four-year degrees in criminal justice are given preference in hiring and promotion.

4. How does the proposed program relate to the university's mission as provided in South Dakota Statute and Board of Regents Policy, and to the current Board of Regents Strategic Plan 2014-2020?¹

The mission of NSU is to provide programs which promote excellence in learning, support research and provide service to the state of South Dakota. South Dakota's population continues to grow in number, and as it does, the issues facing the state's criminal justice community are becoming more complex, requiring criminal justice professionals who are educated about and are able to respond to the challenging and rapidly evolving issues facing the state's law enforcement, courts and corrections.

¹ South Dakota statutes regarding university mission are located in SDCL 13-57 through 13-60; Board of Regents policies regarding university mission are located in Board Policies 1:10:1 through 1:10:6. The Strategic Plan 2014-2020 is available from https://www.sdbor.edu/the-board/agendaitems/Documents/2014/October/16_BOR1014.pdf.

SDCL 13-59-1 establishes:

*The primary purpose of Northern State University, at Aberdeen in Brown County, and Black Hills State University, at Spearfish in Lawrence County, is the preparation of elementary and secondary teachers, and a secondary purpose is to offer preprofessional, one-year and two-year terminal and junior college programs. Four-year degrees other than in education and graduate work may be authorized by the Board of Regents.*²

Board of Regents Policy 1:10:6 states:

*The Board implemented SDCL 13-59-1 by authorizing graduate and undergraduate programs in education to promote excellence in teaching and learning, to support research, scholarly and creative activities, and to provide service to the State of South Dakota, the region, and the nation. The Board approved a special emphasis on E-learning in the university curriculum and service. Approved curriculum for the university includes associate and bachelor's degrees in arts and sciences, business, education, and fine arts.*³

- 5. Do any related programs exist at other public universities in South Dakota? If a related program already exists, explain the key differences between the existing programs and the proposed program, as well as the perceived need for adding the proposed new program. Would approval of the proposed new program create opportunities to collaborate with other South Dakota public universities?**⁴ *If there are no related programs within the Regental system, enter "None."*

The only SDBOR institution that currently offers a bachelor's in criminal justice is the University of South Dakota; this program curriculum can be accessed at:

http://catalog.usd.edu/preview_program.php?catoid=21&poid=3162

The proposed program at NSU differs from the existing program at USD. The NSU program will emphasize the sociological underpinnings of the criminological/criminal justice enterprise and will require a methods course as part of its core sequence. The proposed NSU program will seek to maximize the expertise of the current faculty who specialize in law, law enforcement-related sub disciplines, as well as the corrections, victimology, and juvenile justice fields. Students in the proposed NSU program will select tracks (referred to as emphases) within the major that correspond with these sub areas within criminal justice. In addition, NSU criminal justice students will have options to take courses in homeland security, counterterrorism, and cybersecurity. The courses offered in the major are common courses offered throughout the BOR system; however, NSU has the ability to offer unique courses in the above areas.

In terms of course offerings for students, NSU faculty could collaborate with other SDBOR institutions to offer attractive online courses for students, specifically, offering the most robust array of topics that students may want to pursue in the major. In terms of research and service, tighter relationships could be formed with faculty at other SDBOR schools for collaborative work on grants, evaluations, and advisory groups throughout the state.

² SDCL 13-59-1, http://legis.sd.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&Statute=13-59-1

³ Board of Regents Policy 1:10:6, <https://www.sdbor.edu/policy/1-Governance/documents/1-10-6.pdf>

⁴ Lists of existing system programs are available through university websites and the RIS Reporting: Academic Reports database available from <http://apps.sdbor.edu/ris-reporting/AcademicProgramReports.htm>.

6. **Do related programs exist at public colleges and universities in Minnesota, North Dakota, Montana, and/or Wyoming?** *If a related program exists, enter the name of the institution and the title of the program; if no related program exists, enter “None” for that state. Add additional lines if there are more than two such programs in a state listed.*⁵

	Institution	Program Title
Minnesota	All Minnesota State Colleges and Universities (MnSCU), including: Bemidji State University; Minnesota State University, Mankato; Minnesota State University, Marshall; Minnesota State University, Moorhead; and Winona State University	Criminal Justice
North Dakota	North Dakota State University	Criminal Justice
	Minot State University	Criminal Justice
	University of North Dakota	Criminal Justice
Montana	Montana State University-Northern	Criminal Justice
Wyoming	University of Wyoming	Criminal Justice

7. **Are students enrolling in this program expected to be new to the university or redirected from other existing programs at the university?**

As stated above, demand for this program would come primarily from traditional students currently majoring in sociology and specializing in criminal justice that desire a bachelor's degree in criminal justice, as well as non-traditional students in the region actively employed in the field of criminal justice who do not have a four-year degree. As noted above, a four-year degree in criminal justice is necessary to be competitive when a graduate applies for positions in criminal justice as well as when recommendations for promotion are considered. In the past 20 years, criminal justice degree programs have become increasingly autonomous from sociology programs in the United States. Offering a bachelor's degree in criminal justice will make the graduate competitive with graduates from similar institutions in North Dakota and Minnesota; in turn, the hope is that students located in the region will choose NSU for their criminal justice education. These students could be new freshman, transfers, and non-traditional students returning to complete their degrees. The latter group may derive from individuals who complete the AA at NSU.

⁵ This question addresses opportunities available through Minnesota Reciprocity and WICHE programs such as the Western Undergraduate Exchange and Western Regional Graduate Program in adjacent states. List only programs at the same degree level as the proposed program. For example, if the proposed program is a baccalaureate major, then list only related baccalaureate majors in the other states and do not include associate or graduate programs.

8. What are the university's expectations/estimates for enrollment in the program through the first five years? What are the university's expectations/estimates for the annual number of graduates from the program after the first five years? Provide an explanation of the methodology the university used in developing these estimates.

	Fiscal Years*			
	1 st	2 nd	3 rd	4 th
<i>Estimates</i>	FY XX	FY XX	FY XX	FY XX
Students new to the university	5	10	10	15
Students from other university programs		5	5	5
Continuing students	35	40	45	50
=Total students in the program (fall)	40	55	60	70
Program credit hours (major courses)**	400	550	600	700
Graduates	5	5	5	10

*Do not include current fiscal year.

**This is the total number of credit hours generated by students in the program in the required or elective program courses. Use the same numbers in Appendix B – Budget.

The projected student numbers in the table above are generated with the conservative estimate that the program will add five new students a year. This projection is based on the number of current students in the sociology program specializing in criminal justice, adding additional students each year. The AA program, as noted above, has the potential to add additional students if they choose to continue on and seek the BA degree. Aggressive advertising of the program, as well as increased awareness with NSU admissions and athletic representatives will be required for recruiting. Additionally, the faculty at NSU will maximize their positive relationships with criminal justice professionals to advertise the program to non-traditional students already working in the field as well.

9. Complete the following charts to indicate if the university intends to seek authorization to deliver the entire program at any off-campus location (e.g., UC Sioux Falls, Capital University Center, Black Hills State University-Rapid City, etc.) or intends to seek authorization to deliver the entire program through distance technology (e.g., as an on-line program)?⁶

	Yes/No	If Yes, list location(s)	Intended Start Date
Off-campus	No		

	Yes/No	If Yes, identify delivery methods	Intended Start Date
Distance Delivery	No		

⁶ The accreditation requirements of the Higher Learning Commission (HLC) require Board approval for a university to offer programs off-campus and through distance delivery.

10. What are the university's plans for obtaining the resources needed to implement the program? *Indicate "yes" or "no" in the columns below.*

No additional costs for development/start-up and long-term operation are anticipated, as the two faculty members currently teaching criminal justice courses in the sociology program can adequately staff this proposed program.

The table below provides a summary.

	Development/ Start-up	Long-term Operation
Reallocate existing resources	Yes	Yes
Apply for external resources	No	No
Ask Board to seek new State resources ⁷	No	No
Ask Board to approve a new or increased student fee	No	No

11. Curriculum Example: Provide (as Appendix A) the curriculum of a similar program at another college or university. *The Appendix should include required and elective courses in the program. Catalog pages or web materials are acceptable for inclusion. Identify the college or university and explain why the selected program is a model for the program under development.*

We propose to adopt a program similar to the bachelor's degree program offered at Bemidji State University. This program contains a core, as well as emphases that are similar in structure with some topical overlap, but not identical in terms of topical areas, to our proposed degree program.

This is the link to the program:

<http://www.bemidjistate.edu/academics/departments/criminal-justice/academic-programs/>

The program at Bemidji State University is detailed in Appendix A.

12. Additional Information: *Additional information is optional. Use this space to provide information not specifically requested above. Delete this item if it is not used.*

Appendix B contains the proposed criminal justice degree program.

⁷ Note that requesting the Board to seek new State resources may require additional planning and is dependent upon the Board taking action to make the funding request part of their budget priorities. Universities intending to ask the Board for new State resources for a program should contact the Board office prior to submitting the intent to plan.

Appendix A: Criminal Justice Degree Program, Law Enforcement Emphasis at Bemidji State University

Required Credits: 48

Required GPA: 2.25

I REQUIRED CORE COURSES

COMPLETE THE FOLLOWING COURSES:

- CRJS 1120 Criminal Justice and Society (3 credits)
- CRJS 3201 Research Methods and Statistics for Criminal Justice (3 credits)
- CRJS 3305 Judicial Process (3 credits)
- CRJS 3315 Criminology and Delinquency (3 credits)
- CRJS 3358 Criminal Law (3 credits)

COMPLETE 3 SEMESTER CREDITS FROM THE FOLLOWING COURSE:

- CRJS 4920 Directed Group Study (3 credits)

II EMPHASIS SPECIFIC COURSES

COMPLETE THE FOLLOWING COURSES:

- CRJS 3304 Police Process (3 credits)
- CRJS 3310 Introduction to Emergency Management (3 credits)
- CRJS 3359 Criminal Investigation (3 credits)
- CRJS 3360 Criminal Procedure and Evidence (3 credits)
- CRJS 3377 Forensic Victimology (3 credits)
- CRJS 4103 Criminal Justice Diversity and Ethics (3 credits)
- CRJS 4480 Police and Community Relations (3 credits)

REQUIRED ELECTIVES

COMPLETE 9 SEMESTER CREDITS:

- BIOL 3400 Fish & Wildlife Law and Administration (3 credits)
- CHEM 2210 Criminalistics (3 credits)
- CHEM 2270 Criminalistics Laboratory (1 credit)
- CRJS 2221 Comparative Justice (3 credits)
- CRJS 2225 Criminal Justice and Juveniles (3 credits)
- CRJS 3306 Corrections and Penology (3 credits)
- CRJS 3307 Victimological Theory and Practice (3 credits)
- CRJS 3319 Topics In Criminal Justice (1-2 credits)
- CRJS 3344 Criminal Justice and Domestic Violence (3 credits)
- CRJS 3355 Drugs and Criminal Justice (3 credits)
- CRJS 3356 Introduction to Homeland Security (3 credits)
- CRJS 3380 Community Corrections (3 credits)
- CRJS 4407 Global Perspectives in Victimology (3 credits)
- CRJS 4477 Restorative Justice (3 credits)
- CRJS 4487 Principles of Criminal Justice Supervision (3 credits)
- CRJS 4970 Internship (12 credits)

Note: CRJS 4970 Internship (12 credits) must be taken for 9 or 12 credits only

- ENVR 4210 Environmental Law and Policy (3 credits)
- GWS 2600 Women and Diversity: Crossing Boundaries of Race, Class, Gender & Sexuality (3 credits)
- GWS 3850 Sex, Gender and Power: Theories and Practice (3 credits)
- INST 1107 Introduction to Turtle Island (3 credits)
- INST 3317 Tribal Government and Leadership (3 credits)
- INST 4418 Federal Indian Law (3 credits)
- INST 4900 Social Justice (3 credits)
- PSY 2217 Abnormal Psychology (4 credits)
- PSY 3332 Counseling and Crisis Interventions (4 credits)
- SOC 2230 Race and Ethnic Relations (3 credits)
- SOC 3010 Social Theory (3 credits)
- SOWK 2110 Intercultural Communication (3 credits)

Appendix B: Proposed Criminal Justice Degree Program

Proposed Criminal Justice Major
(39 total credits; each course is 3 credits)

Core (18 credits):

SOC 100 Introduction to Sociology
 CJUS 201 Introduction to Criminal Justice
 SOC/CJUS 351 Criminology
**CJUS 3xx Research and Data Analysis in Criminal Justice*
 CJUS 431 Criminal Law
**CJUS 489 Capstone*

Track Options (12 credits – select 4 courses from single track):Law & Policy

POLS 320 Public Administration
**CJUS 3xx Modern Human Rights*
 POLS 339 Courts and Judicial Politics
 CJUS 401 Law & Society
 POLS 430 Constitutional Law
 CJUS 433 Criminal Procedure

Law Enforcement & Homeland Security

**CJUS 2xx Introduction to Homeland Security*
 CJUS 203 Policing in a Free Society
 CJUS 313 Crime Scene Investigation
 CJUS 314/314L Criminalistics/Criminalistics Lab
 CJUS 433 Criminal Procedure
**CJUS 4xx Cybersecurity & Counterterrorism*

Corrections & Juvenile Justice

SOC 270 Introduction to Social Work
 SOC 354 Victimology
 CJUS 452 Prisons and Penology
 CJUS 456 Community Corrections
 SOC 455 Juvenile Delinquency
 SOC 470 Child Abuse and Neglect

Elective Options (9 credits – select 3 courses):

Any course listed within the track options above

POLS 210 State and Local Government
 SOC 320 Social Work Practice I
 SOC 325 Social Work Practice II
 SOC 330 Self and Society
 SOC 350 Race and Ethnic Minorities
 SS 360 The Traveling Classroom
 SS 396 Field Experience
 SOC 400 Social Policy
 SOC 402 Social Deviance

SOC 423 Social Stratification
SOC 459 Sociology of Death and Dying
GEOG 472 Introduction to GIS
SOC 483 Sociology of Gender Roles
HIST 485 History of Modern Genocide

* denotes previously unoffered course

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – E
DATE: December 5-7, 2017

SUBJECT

Summary of Programs Approved – 2017

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:23](#) – Program and Curriculum Approval

[AAC Guidelines – Section 2: Programs and Curriculum \(2.4, 2.6-2.11\)](#)

BACKGROUND / DISCUSSION

The Academic Affairs Council maintains a list of pending programs available on the [Proposed Program Tracker Dashboard](#). The list includes current Intent to Plan, New Program, New Site, New Certificate, and New Specialization proposals and their status within the approval process. Programs listed as “new” are those appearing on the list for the first time at an AAC meeting (program proposals should appear on this list at least one AAC meeting prior to their appearance on an AAC agenda).

IMPACT AND RECOMMENDATION

The Board has approved 53 program-related proposals within the Regental system in 2017 (assuming all items on the December agenda receive Board approval). This includes 8 specializations, 18 certificates, 5 minors, 5 associate degrees, 4 bachelor’s degrees, 1 master’s degree, 3 site requests, and 9 intents to plan.

The evolution of system curriculum is evident in comparing program approval numbers from recent years:

- The Board approved 51 majors (associate, bachelor’s, master’s, doctoral) from 2014-2017; the Board approved 17 such majors from 2011-2013. The Board has approved 10 new associate degree programs in the last two years, more than the total approved in the preceding 15 years.
- The Board approved 49 certificates from 2015-2017; the Board approved 20 certificates from 2012-2014. The increase in certificates corresponds with system efforts to establish academic ladders to degree completion as well as to increase workforce demand for skill-based certificates. The addition of certificate programs typically do not involve the creation of new courses.

(Continued)

INFORMATIONAL ITEM

- The Board approved 61 minors from 2012-2017; the Board approved 35 minors from 2007-2011. The increase in minors is in part attributable to institutions encouraging students to earn minors with their degree program (e.g., SDSU College of Arts & Sciences requires graduates to have a minor). The addition of new minors typically does not include the creation of many new courses.

ATTACHMENTS

None

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – F
DATE: December 5-7, 2017

SUBJECT

Federal Tax Reform Proposals Update

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

Federal tax reform proposals under consideration by Congress could have considerable impact on Regental system institutions, students, and graduates. Both houses of Congress are considering proposals and differences exist between the House and Senate. The attached document briefly summarizes key components of those proposals and the potential effects on higher education in South Dakota. In addition, the document provides links for further reading and study on particular aspects of the proposed legislation.

IMPACT AND RECOMMENDATION

Multiple provisions under consideration by Congress have consequences for the Regental system. For example, elimination of some deductions and tax credits for education purposes potentially adds financial burden to students and families. Proposals to make tuition and fee waivers for graduate students taxable income greatly reduces the likelihood of students entering graduate education programs in all disciplines. Proposals to change charitable giving deductions may lead to fewer alumni making contributions to their alma mater. Additional Unrelated Business Income Tax (UBIT) provisions reduce income and add tax liability for licensing a university's name or logo, or holding a public event. These consequences could threaten current Regental system goals and priorities. Examples include but are not limited to adding burdens to meeting the statewide education attainment goal, slowing the growth of graduate education, reducing institutional research capabilities, and diminishing efforts to enroll more students from underrepresented populations.

Regents, Board staff, and institutions should monitor developments as they occur. Regents may wish to consider engaging our congressional delegation in discussion on key issues.

ATTACHMENTS

Attachment I – Federal Tax Reform Proposals Update

INFORMATIONAL ITEM

PROPOSED TAX REFORM PROVISIONS IMPACTING HIGHER EDUCATION

As of 11/15/2017

The following chart illustrates provisions in current tax reform bills under consideration by the US Congress as they relate to higher education. A brief explanation of each provisions follows the chart. Hyperlinks to additional reading are located at the conclusion of this report.

TAX REFORM PROPOSAL	HOUSE BILL	SENATE BILL
<i>Elimination of the Lifetime Learning Credit</i>	✓	
<i>UBIT tax on licensing (name, logo) and non-education business income</i>		✓
<i>UBIT tax on income from research not made publicly available</i>	✓	
<i>Elimination of the student loan interest deduction</i>	✓	
<i>Elimination of employer-provided tuition assistance</i>	✓	
<i>Tax on tuition remission waivers for graduate students as income</i>	✓	
<i>Reduction in charitable giving</i>	✓	✓
<i>Elimination of college-age dependent deductions</i>	✓	✓
<i>Repeals Advance Refunding Bonds</i>		✓
Impacts Higher Education but not BOR (below)		
<i>Tax on employees paid in excess of \$1 million</i>	✓	✓
<i>Tax on private university endowments meeting specified standards</i>	✓	✓

- *Elimination of the Lifetime Learning Credit*

The Lifetime Learning Credit provides up to a \$2,000 credit annually for undergraduate, graduate, and professional degree courses, and courses to acquire or improve job skills.

Additional information on the current Lifetime Learning Credit:

<https://www.irs.gov/credits-deductions/individuals/lle>

- *UBIT tax on licensing (name, logo) and non-education business income*

Institutions would pay new or additional Unrelated Business Income Tax (UBIT) on royalties from the sale of athletic apparel, logo licensing agreements, facility rentals, and special events for the general public.

Additional information:

<https://www.insidehighered.com/news/2017/11/13/senate-tax-plan-would-add-new-taxes-college-royalties>

- *UBIT tax on income from research not made publicly available*

Institutions would pay new Unrelated Business Income Tax (UBIT) on income from research not freely available to the general public.

- *Elimination of the student loan interest deduction*

Currently, taxpayers may deduct the lesser of \$2,500 or the amount of student loan interest actually paid during the year.

Additional information on the existing deduction:

<https://www.irs.gov/taxtopics/tc456>

- *Elimination of employer-provided tuition assistance*

Employees who use an employer's tuition reimbursement program may deduct up to \$5,250 annually from their taxes. In addition, employers may deduct these costs as a business expense.

Additional information on the current deduction:

<https://www.aau.edu/sites/default/files/AAU%20Files/Key%20Issues/Taxation%20%26%20Finance/Section-127-FINAL.pdf>

- *Tax on tuition remission waivers for graduate students as income*

Currently, graduate students receiving tuition and fee waivers do not count those waivers as income for tax purposes.

Additional information on the current tax code:

<https://www.aau.edu/sites/default/files/AAU%20Files/Key%20Issues/Taxation%20%26%20Finance/Section-117-d-Qualified-Tuition-Reduction-FINAL.pdf>

- *Reduction in charitable giving*

The proposal doubles the standard deduction for individuals and couples, reducing the number of taxpayers who itemize and reducing the value of a charitable deduction. An expected result is fewer donations to colleges and universities.

Additional information on the current deductions:

<https://www.irs.gov/pub/irs-pdf/p526.pdf>

- *Repeals Advance Refunding Bonds*

Proposal eliminates financing tool allowing institutions to refinance outstanding debt at lower interest rates. [SDCL 13-51A-33](#), [SDCL 13-51A-34](#), [SDCL 13-51A-35](#), and [SDCL 13-51A-36](#) provide authority for the Board of Regents to utilize such bonds.

- *Elimination of college-age dependent deductions*

Taxpayers currently can claim a deduction (\$4,050 in 2017) from income for each dependent, including children ages 19 to 23 who are full-time college students. The House bill eliminates all personal exemptions, replacing them with higher standard deductions.

- *Tax on employees paid in excess of \$1 million*

For tax-exempt organizations (including colleges and universities), adds a 20% excise tax on compensation over \$1 million paid to any of its five highest paid employees.

● *Tax on private university endowments meeting specified standards*

Adds a 1.4% excise tax on investment income for private institutions with endowments valued at least \$100,000 per each student and having at least 500 students.

Further Reading:

HOUSE: Text of HR 1 – Tax Cuts and Jobs Act:

<https://www.congress.gov/bill/115th-congress/house-bill/1/text>

SENATE: Text of Chairman’s Mark of the “Tax Cuts and Jobs Act”

<https://www.finance.senate.gov/imo/media/doc/11.9.17%20Chairman's%20Mark.pdf>

CUPA, Tax Reform, “Side-by-Side Provisions, Higher Ed Provisions”

<https://www.cupahr.org/wp-content/uploads/advocacy/2017-11-14-Side-by-Side-WCEY.pdf>

American Council on Education, “Tax Reform and Higher Education: What Students, Families, and Institutions Need to Know”

<http://www.acenet.edu/news-room/Documents/House-Tax-Reform-Bill-TPs.pdf>

US News & World Report, “GOP Tax Plan Would Eliminate Student Loan Deduction, Educational Assistance Programs”

<https://www.usnews.com/news/education-news/articles/2017-11-02/gop-tax-plan-would-eliminate-student-loan-deduction-educational-assistance-programs>

Forbes, “The GOP Tax Plan Will Destroy Graduate Education”

<https://www.forbes.com/sites/startswithabang/2017/11/07/the-gop-tax-plan-will-destroy-graduate-education/#6c66e10f3d2f>

The Chronicle of Higher Education, “How the GOP Tax Plan Could Hurt Graduate Students — and American Research”

<http://www.chronicle.com/article/How-the-GOP-Tax-Plan-Could/241702>

Inside Higher Education, “Higher Ed in the Senate Tax Bill”

<https://www.insidehighered.com/news/2017/11/10/senate-tax-bill-has-some-not-all-provisions-alarmed-higher-education-leaders-house>

The Chronicle of Higher Education, “Republican Tax Proposal Gets Failing Grade From Higher-Education Groups” <http://www.chronicle.com/article/Republican-Tax-Proposal-Gets/241662>

Insider Higher Education, “Tax Benefits at Risk for Colleges, Student Borrowers”

<https://www.insidehighered.com/news/2017/11/03/gop-tax-overhaul-would-eliminate-tax-breaks-used-colleges-and-students>

The Chronicle of Higher Education, “Senate Bill Would Impose Endowment Tax but Keep Tuition Waivers Tax-Free”

<http://www.chronicle.com/article/Senate-Bill-Would-Impose/241742>

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

ADDENDUM

AGENDA ITEM: 8 – F

DATE: December 5-7, 2017

SUBJECT

Federal Tax Reform Proposals Update

(December 4, 2017) The information contained in Agenda Item 8 – F has changed since originally drafted on 11/15/2017. The US House of Representatives passed their version of tax reform on 11/16/2017 and the US Senate passed a different version on 12/2/2017. The two versions of the bills contain significant differences on key components relating to public higher education. Representatives from the House and Senate will meet in conference to reconcile the different versions, meaning the components of the final tax reform law remain unknown. A summary of components still in one or both versions that impact higher education is below.

TAX REFORM PROPOSAL	HOUSE BILL	SENATE BILL
<i>Tax on tuition remission waivers for graduate students as income</i>	✓	
<i>Elimination of the Lifetime Learning Credit</i>	✓	
<i>Elimination of the student loan interest deduction</i>	✓	
<i>Elimination of employer-provided tuition assistance</i>	✓	
<i>Reduction in charitable giving deductions</i>	✓	✓
<i>Repeals Advance Refunding Bonds</i>		✓
<i>Elimination of college-age dependent deductions</i>	✓	✓

● *Tax on tuition remission waivers for graduate students as income*

Currently, graduate students receiving tuition and fee waivers do not count those waivers as income for tax purposes.

● *Elimination of the Lifetime Learning Credit*

Currently, the Lifetime Learning Credit provides up to a \$2,000 credit annually for undergraduate, graduate, and professional degree courses, and courses to acquire or improve job skills.

● *Elimination of the student loan interest deduction*

Currently, taxpayers may deduct the lesser of \$2,500 or the amount of student loan interest actually paid during the year.

(Continued)

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ADDENDUM

Federal Tax Reform Proposals Update

December 5-7, 2017

Page 2 of 2

- *Elimination of employer-provided tuition assistance*

Currently, employees who use an employer's tuition reimbursement program may deduct up to \$5,250 annually from their taxes. In addition, employers may deduct these costs as a business expense.

- *Reduction in charitable giving deductions*

The proposal doubles the standard deduction for individuals and couples, reducing the number of taxpayers who itemize and the value of a charitable deduction. An expected result is fewer donations to colleges and universities.

- *Repeals Advance Refunding Bonds*

Proposal eliminates financing tool allowing institutions to refinance outstanding debt at lower interest rates. [SDCL 13-51A-33](#), [SDCL 13-51A-34](#), [SDCL 13-51A-35](#), and [SDCL 13-51A-36](#) provide authority for the Board of Regents to utilize such bonds.

- *Elimination of college-age dependent deductions*

Taxpayers currently can claim a deduction (\$4,050 in 2017) from income for each dependent, including children ages 19 to 23 who are full-time college students. The House bill eliminates all personal exemptions, replacing them with higher standard deductions.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – G
DATE: December 5-7, 2017

SUBJECT

BOR Policy 1:16 – Interstate Tuition Agreements, and BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition Revisions (First Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:16](#) – Interstate Tuition Agreements

[BOR Policy 5:5:2](#) – Tuition and Fees: On Campus Tuition

[SDCL 13-49-20](#) – Interstate Contracts for Education of South Dakota Residents

BACKGROUND / DISCUSSION

During the [August 2017](#) Board of Regents meeting, the Board received an update on the addition of eight USD graduate programs approved by the Western Interstate Commission for Higher Education (WICHE) for inclusion in the Western Regional Graduate Program (WRGP). When presenting the informational item to the Board, staff noted the need for clarity in BOR policy regarding the appropriate approval process for WRGP programs.

BOR Policy 1:16 – Interstate Tuition Agreements and BOR Policy 5:5:1 – Tuition and Fees: On-Campus Tuition both contain sections referencing South Dakota's participation in the WRGP through WICHE. The WRGP allows graduate students residing in WICHE states/territories¹ to enroll in participating graduate programs and pay resident tuition rates. Regental system programs currently participating in the WRGP include:

BHSU: MS in Integrative Genomics and M.S. in Sustainability; **DSU:** MS in Health Informatics; **SDSU:** MS in Chemistry (with Chemistry Education Specialization) and MS in Athletic Training; **USD:** MBA in Business Administration (with specializations in Business Analytics, Marketing, Health Services Administration, and Operations & Supply Chain Management, MPA in Professional Accountancy, MA in Addiction Studies, MA/EdS/PhD in Counseling & Psychology, MA/EdS/PhD in Human Development & Educational Psychology, and EdS/PhD in School Psychology; **SDSM&T:** MS in Computational Sciences and Robotics, MS and PhD in Materials Engineering and Science, MS and PhD in Atmospheric and Environmental Sciences, PhD in Nanoscience and Nanoengineering, and MS in Paleontology.

¹ WICHE participants include Alaska, Arizona, California, Colorado, Guam, Hawai'i, Idaho, Montana, Nevada, New Mexico, North Dakota, Northern Mariana Islands, Oregon, South Dakota, Utah, Washington, and Wyoming.

(Continued)

DRAFT MOTION 20171205_8-G:

I move to approve the first reading of the proposed revisions to BOR Policies 1:16 and 5:5:1 as presented.

Graduate programs in the WRGP are required to apply to WICHE for approval to participate. WICHE selects programs based on distinctiveness, workforce need, and quality. However, WICHE announced new WRGP participation rules in October 2017. WICHE's intent is to better serve students by removing barriers to program eligibility, encouraging more programs to participate, and attracting greater student diversity (ethnic, geographic, urban/rural perspectives, etc.). The new rules eliminate the current participation criteria and replace them with more lenient requirements. Under the new rules, a participating graduate program must only comply with the following:

- Be at a regionally accredited institution and in good standing.
- Agree to charge resident tuition to students from WICHE states without compensation from the enrolling student's home state.
- Agree to some level of preferential admission consideration to qualified applicants who are residents of WICHE member states. Programs may limit the number of WRGP discounted seats awarded to new students.
- Provide administrative support (submit data, review student requests, maintain website, etc.)

WICHE is not accepting new programs in the WRGP until the new rules are in place, expected to be late spring or summer of 2018. Graduate programs that are already part of the WRGP network are not affected.

BOR Policy 1:16 briefly outlines South Dakota's participation in the WRGP. The revised rules for WRGP participation require policy revisions to ensure consistency with Board policy and WRGP program requirements. BOR Policy 5:5:1 currently includes vague language about the process for the Board to receive information on programs participating in the WRGP. The proposed revisions clarify the process by requiring institutions to name their list of programs during the annual tuition and fee setting process.

IMPACT AND RECOMMENDATION

The new WRGP participation rules will likely increase competition in WICHE states for graduate students. If offering resident tuition rates in graduate programs to WICHE state residents becomes common, South Dakota institutions will need to adapt in order to remain competitive.

The proposed revisions to BOR Policy 1:16 update the background information on the WRGP in relation to other interstate tuition agreements in which South Dakota participates. The proposed revisions to BOR Policy 5:5:1 clarify the process by which Regental institutions will inform the Board of programs participating in the WRGP.

Board staff recommend approval of the revisions.

ATTACHMENTS

Attachment I – Proposed revisions to BOR Policy 1:16 Interstate Tuition Agreements

Attachment II – Proposed revisions to BOR Policy 5:5:1 Tuition and Fees: On Campus Tuition

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Interstate Tuition Agreements

NUMBER: 1:16

A. PURPOSE

To establish agreements or contracts between the Board of Regents and states either individually or on a regional basis, to provide means by which South Dakota residents may be assisted to carry on or to complete fields of study. (SDCL §13-49-20)

~~The Board of Regents may enter into agreements or contract with states, individually or on a regional basis, to provide means by which South Dakota residents may be assisted to carry on or to complete fields of study. (SDCL ? 13-49-20)~~

B. DEFINITIONS

1. **WICHE:** The Western Interstate Commission on Higher Education (WICHE) is a nonprofit organization established through an interstate compact adopted by 15 states (Washington, Oregon, California, Idaho, Montana, Nevada, Arizona, Utah, Wyoming, South Dakota, North Dakota, Colorado, New Mexico, Alaska, Hawaii). South Dakota joined the WICHE in 1988 as an affiliate state. States work through WICHE to provide high quality, cost effective higher education programs that meet the needs of the states and their citizens.

C. POLICY

1. **WICHE Western Undergraduate Exchange (WUE) Program**

- 1.1. The WICHE Western Undergraduate Exchange (WUE) is a program through which students in participating states may enroll in designated two-year and four-year institutions and programs in other participating states at 150 percent of the resident tuition rate.
- 1.2. Each state determines which of its institutions and programs shall be available to students from other WUE states at the special rate.
- 1.3. Each participating institution determines eligibility for admission and WUE tuition status.

2. **WICHE Western Regional Graduate Program (WRGP) Programs**

- 2.1. Residents of participating WICHE ~~WRGP~~~~estern Regional Graduate Program~~ states are eligible to enroll at resident rates of tuition in ~~distinctive~~ programs determined by individual institutions. There is no requirement that students meet financial aid criteria. An institution may limit the number of WRGP seats awarded to new students.

- 2.2. ~~Programs are distinctive in the sense that they are uncommon and, through a regional review process, are found to be of high quality. WRGP Programs are nominated by their institutions and approved by WICHE, reviewed by other graduate institutions in the participating states, and selected by the WRGP Advisory Council, a policy body that represents all participating states. Institutional programs participating in the WRGP agree to provide some level of preferential admission consideration to qualified applicants who are residents of WICHE member states. Programs may limit the number of WRGP discounted seats awarded to new students.~~

3. **Reciprocal Attendance Agreements Between South Dakota and Minnesota Boards**

SDCL §13-53-6.2 permits the Board of Regents to execute a tuition reciprocity agreement between the South Dakota Board of Regents and Minnesota Higher Education Coordinating Board. Copies of the current agreement are on file in the Board Office.

4. **South Dakota Dental Students**

SDCL §13-49-20.1 authorizes the Board of Regents to negotiate and enter into contractual agreements with public or private colleges and universities offering the study of dentistry for the purpose of reserving spaces each year for dental students from South Dakota.

5. **South Dakota Optometric Students**

SDCL §13-49-20.2 authorizes the Board of Regents to negotiate and enter into contractual agreements with public or private colleges and universities offering the study of optometry for the purpose of reserving spaces each year for optometric students from South Dakota.

- 5.1. Such contractual agreements may include a provision that the Board of Regents pay a specific reservation fee for each student that is accepted for admittance, and sponsored by the Board of Regents, to the study of optometry.
- 5.2. The Board of Regents may pay a minimum reservation fee each year of the contract as a guarantee sum in the event that fewer than the stipulated number of students from South Dakota are accepted into the study of optometry.

FORMS / APPENDICES:

None

SOURCE:

SDCL §13-49-20; SDCL §13-49-20.1; SDCL §13-49-20.2; SDCL §13-53-6.2; BOR October 1988; BOR May 1988; BOR July 1988; BOR March 1991; BOR August 1992; BOR October 2004.

NOTE: Sections 13-49-20.5 and SB261 refer to veterinary student assistance.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Tuition and Fees: On-Campus Tuition

NUMBER: 5:5:1

A. PURPOSE

To establish the tuition structure used for on-campus students; to document approved tuition reduction programs; and to delineate the distribution of tuition components.

B. DEFINITIONS

1. **Higher Education Facilities Fund (HEFF):** Represents 11.5% of all tuition collected and can be used for maintenance and repair of academic facilities, building new facilities, and paying rent on specific facilities as authorized in §13-53-15 and §13-53-15.3 and §13-51-2.
2. **On-Campus Tuition:** The charge, whether per credit hour, per semester, or annual, that is assessed to students taking courses delivered on campus for the support of instruction and administrative costs.

C. POLICY

1. On-Campus Tuition

All courses taught on campus will be at the Board approved on-campus tuition rate except for remedial courses.

- 1.1 Standard On-Campus Tuition Rates: The Board sets tuition rates each spring that are effective for the following summer, fall and spring terms. The on-campus tuition rates are per credit hour rates for the following classifications of students:
 - Undergraduate resident
 - Undergraduate nonresident
 - Graduate resident
 - Graduate nonresident
- 1.2. The on-campus tuition rates are per semester for the following classifications of students:
 - Law school resident
 - Law school nonresident
 - Pharmacy resident

- Pharmacy nonresident
- 1.3. The on-campus tuition rates are per annual rates for the following classifications of students:
- Medical school resident
 - Medical school nonresident

2. Tuition Allocations

- 2.1. All on-campus tuition collected shall be deposited 88.5% into the BOR system tuition fund and 11.5% into the higher education facilities fund with the exception of the first \$875,000 of Medical School tuition which shall be deposited 100% into the system tuition fund (SDCL 13-53-15).
- 2.2. Salary Competitiveness: Salary competitiveness is a component of tuition. The proceeds shall be used to enhance faculty and non-faculty exempt salaries. The Board will identify the per credit hour rate annually that is committed to the enhancement of salaries as part of the annual tuition and fee setting process.
- 2.3. Institutional Maintenance and Repair: The campuses are required to allocate a portion of each on-campus credit hour to maintenance and repair. The campus M&R dollars are retained locally in a separate fund and the revenue can only be expended on Board approved projects. The Board will identify the per credit hour rate that is to be committed to maintenance and repair as part of the annual tuition and fee setting process.
- 2.4. Critical Maintenance and Repair: The critical deferred maintenance bonds are supported by revenue from each on-campus tuition credit. The critical deferred maintenance funds are deposited centrally. The Board will identify the per credit hour rate that is to be committed to the critical maintenance and repair bonds as part of the annual tuition and fee setting process.
- 2.5. Technology Funds: The Board has identified a portion of each on-campus credit hour that is to be dedicated to technology investments. The technology investments include the amounts needed to support Regents Information Systems and the System Technology Fund. The Board will identify the per credit hour rate that is to be committed to these technology investments.

3. Board Approved Reduced Tuition Programs

A university may request that the Board approve the use of reduced nonresident tuition rates to support enrollment strategies. A university may also request that the Board set differential tuition rates if necessary to maintain or increase the enrollment of selected types of students.

- 3.1. Persons 65 Years of Age or Older: The tuition for resident students sixty-five (65) years of age or older during the calendar year enrolled shall be 55% of the cost of resident tuition.
- 3.2. Graduate Fellows and Assistants: Resident graduate assistants and graduate student fellows shall be assessed 53% of the resident graduate tuition rate for all on-campus courses, nonresidents shall be assessed 63%. (Policy 5:17).

- 3.3. Reserve Officer Training Corps Cadets: South Dakota residents who are junior and senior students and who are contracted senior Reserve Officer Training Corps (ROTC) cadets shall be charged 50% of the undergraduate resident tuition rate established by the Board of Regents for not more than four semesters. (BOR, May 1989, pp. 531 and 533).

A senior cadet is eligible for the special tuition rate as long as he or she:

- remains a resident of South Dakota throughout each semester he or she has applied for benefits;
- has met all the contract eligibility requirements for Senior ROTC and has signed the contract for the programs;
- maintains satisfactory academic progress as defined by the United States Army or Air Force Cadet Command;
- is not receiving a ROTC scholarship and is not a member of the simultaneous membership program.

- 3.4. North Dakota Residents Attending Northern State University: First-time freshmen and new transfer students from North Dakota enrolled beginning with the summer 2004 term at Northern State University shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.

- 3.5. Military Science Courses: Military Science courses offered to military science students shall be offered without payment of tuition. All other required fees shall apply.

- 3.6. Western Regional Graduate Program (WRGP): Students from the WICHE states can participate in designated the Western Regional Graduate Program graduate programs at in-state tuition rates. Institutions shall submit to the Board the designated graduate programs participating in the WRGP as part of the Board's annual tuition and fee setting process. The Board's approval of tuition and fees shall include the list of WRGP programs authorized to offer in-state tuition rates to students from WICHE states. The graduate programs that have been approved by the Board for South Dakota allow students to pay in-state tuition rates.

- 3.7. Wyoming Residents Attending Black Hills State University: First-time freshmen and new transfer students from Wyoming enrolled beginning with the summer 2013 term at Black Hills State University shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.

- 3.8. Iowa Residents Attending Dakota State University, Northern State University, South Dakota State University, and the University of South Dakota: First-time freshmen and new transfer students from Iowa enrolled at DSU, NSU, SDSU or USD beginning with the summer 2016 term shall be assessed the resident tuition rate. This reduced rate is available only at the undergraduate level.

- 3.9. Western Undergraduate Exchange Tuition Rate for Residents of WICHE States: Undergraduate residents of WICHE states are eligible to attend any of the SD universities at 150% of the resident on-campus tuition rate. Students attending SDSM&T who are new freshmen and first-time transfers starting the summer of 2016 shall be charged the Western Undergraduate Exchange (WUE) tuition rate for undergraduate courses. The states included are: Alaska, Arizona, California,

Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, North Dakota, Oregon, Utah, Washington, and Wyoming.

- 3.10. Children of Alumni: Effective Summer 2015, non-resident undergraduate freshmen students or first-time transfers attending the same university from which one of their parents or legal guardian received a degree can attend at the resident on-campus tuition rate. Eligibility criteria approved by the Board differ between institutions and are available from each university.

4. Tuition and Fee Reductions and Waivers Established by the Legislature

The Legislature has established several tuition and fee reductions and waivers for the benefit of specific groups of South Dakota residents. The information in this policy on the legislated reductions and waivers contains only excerpts from the South Dakota Codified Laws and is not intended to provide the necessary detail to administer the programs. Normal fees should be assessed unless specifically waived. SDCL must be referenced for specific guidelines and eligibility criteria. Current information about eligibility requirements is provided in SDCL and shall be available from the Executive Director's office.

- 4.1. Employees of the State of South Dakota (SDCL §3-20): Employees of the state who meet the following requirements and who are admitted to the university may be eligible for a 50% tuition reduction for state support undergraduate and graduate courses up to a maximum of six credit hours per semester. An employee of the state is eligible for tuition reduction as long as he or she:

- is continuously employed by the state for a period of one year in a benefit eligible position;
- is a bona fide resident of the state;
- maintains an academic grade of 2.0 or better;
- maintains an academic rating of competent or better in the most recent merit appraisal or is otherwise certified as competent by the immediate supervisor; and
- is a benefit-eligible employee.

Registration in any course at the reduced tuition rate shall be limited to space available, as determined by the President or designee; after all of the full-time or full tuition paying student have registered. The Board of Regents shall maintain an annual record of the number of participants and the tuition dollar value of such participation.

- 4.2. Members of the South Dakota National Guard (SDCL §33-6-5): Any member of the South Dakota National Guard can qualify for a reduced tuition benefit by meeting the following qualifications in SDCL §33-6-7:

- Be a member of the South Dakota Army National Guard Unit or Air National Guard Unit throughout each semester or vocational program for which the member applies for benefits;
- Have satisfactorily completed required initial basic training;

- Have satisfactorily performed duty upon return from basic training, including a minimum ninety percent attendance on scheduled drill dates and at annual training with the member's parent unit;
 - Maintain satisfactory academic progress; and
 - Provide proper notice to the institution at the time of registration for the term in which the benefits are sought.
- 4.3. Veterans and Others Who Performed War Service (SDCL §13-55-2): Veterans and others who performed active war service may pursue any undergraduate course or courses without payment of charges for tuition for each month of qualified service or major fraction thereof a month in academic time. No eligible person shall be entitled to less than one or more than four academic years of free tuition. Residence at the time of entry into military service or active war service shall not affect eligibility for this entitlement. Eligibility is limited to persons who reside in this state and who:
- are veterans or others as defined in SDCL §33-17-2;
 - are qualified for resident tuition;
 - comply with all the requirements for admission;
 - are not entitled to have such tuition paid by the United States or are entitled to receive in part from the United States for education and training allowance and in part the expenses of his or her subsistence, tuition, fees, supplies, books and equipment per SDCL §13-15-4.
- 4.4. Children and Spouses of National Guardsmen Disabled or Deceased in Line of Duty (SDCL §13-55-10): South Dakota residents under the age of 25 years whose father, mother, or spouse died or sustained a total permanent disability resulting from duty as a member of the South Dakota National Guard, while on state active duty or any authorized training duty, shall be entitled to tuition without cost and be entitled to attend any course or courses of student.
- 4.5. Visually Impaired Persons (SDCL § 13-55-11 through 13-55-13): Residents of South Dakota who are visually impaired and who are eligible for admission may pursue any course of student without payment of tuition and fees that other students are required to pay directly to the university until they have received two hundred twenty-five (225) semester hours of credit or its equivalent.
- A person shall be deemed to be visually impaired if he or she cannot, with use of correcting glasses, see sufficiently to perform ordinary activities for which eyesight is essential. The impairment shall be certified according to SDCL §13-55-11.1.
- 4.6. Children of Residents Who Died During Service in Armed Forces (SDCL §13-55-6 through 13-55-9): Certain children of residents who died while in the service of the armed forces of the United States are entitled to free tuition and to any course or courses of study without the payment of any charges or costs, therefore:
- 4.6.1 Eligibility is limited to South Dakota residents under the age of twenty-five years.

- 4.6.2. The deceased parent, mother or father, must have been a veteran as defined in SDCL § 33-17-1, must have been a bona fide resident of South Dakota for at least six months immediately prior to entry into active services, and must have died from any cause while in the service of the armed forces of the United States.
- 4.7. Dependents of Prisoners or Missing in Action (SDCL §13-55-9): Dependents of prisoners of war or persons missing in action, upon being admitted to a university, shall be entitled to eight semesters or twelve quarters, free of tuition and mandatory fees, other than subsistence expenses, for either full- or part-time student, for so long as he or she is eligible.
- 4.8. Certain Elementary and Secondary Teachers and Vocational Instructors (SDCL §13-55-24): Certain elementary and secondary school teachers and vocational instructors may pursue any undergraduate or graduate course upon payment of 50% of tuition and 100% of required fees.

Eligibility is limited to teachers and vocational instructors who:

- are bona fide residents of South Dakota;
- are employed by an accredited school as a teacher as defined in Title 13;
- are required by state law, administrative rules or an employment contract to attend college as a condition of employment or to maintain a certificate to teach;
- are certified as eligible for this program by the school district or private school by which they are employed; and
- maintain an average academic grade of 3.0 or better.

The right of any teacher or vocational instructor to participate in this tuition reduction is limited to the space available, as determined by the President or designee; in any course after all of the full-time or full tuition paying student have registered.

An eligible teacher or vocational instructor may receive the tuition reduction for a maximum of six credit hours per academic year. For the purposes of this section, the academic year shall begin with the fall semester and include all of the following summer.

- 4.9. Survivors of Certain Fire Fighters, Certified Law Enforcement Officers and Emergency Medical Technicians (SDCL §13-55-22): If a firefighter or certified law enforcement officer or an emergency medical technician dies as a direct result of injuries received in performance of official duties, the survivor, upon being duly accepted for enrollment into any state-supported university of higher education or state-supported technical or vocational school, shall be allowed to obtain a bachelor's degree or vocational degree for so long as the survivor is eligible, free of any tuition. However, the bachelor's degree or vocational degree shall be earned within a thirty-six month or eight semester period or its equivalent.
- 4.10. Reciprocity Tuition Rate for Minnesota Residents (SDCL §13-53B): Minnesota residents shall be charged the rate established in the tuition reciprocity agreement

between the South Dakota Board of Regents and the Minnesota Higher Education Coordinating Board. (See Policy 1:16 – Interstate Tuition Agreements.)

- 4.11. Resident Tuition for Rehabilitation Services Clients: All nonresidents who are receiving tuition support from the South Dakota Division of Rehabilitation Services are entitled to pay tuition at resident rates.

5. Reduced Tuition Program Limitation

A student is only eligible to participate in one reduced tuition program at any point in time. The student will be assigned the appropriate student type that provides the student with the greatest reduced tuition benefit.

FORMS / APPENDICES:

None

SOURCE:

BOR October 2014; BOR August 2006; BOR June 2011; BOR April 2013; BOR March 2016; BOR December 2016; BOR June 2017.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – H
DATE: December 5-7, 2017

SUBJECT

BOR Policy 5:17 – Instructional Funding Revisions (First Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 5:17](#) – Instructional Funding

[AAC Guideline 5.7](#) – Section Size Guidelines

BACKGROUND / DISCUSSION

BOR Policy 5:17.4 stipulates the minimum number of students that must be enrolled in course sections offered at the state’s public universities. As stated in this policy, undergraduate and dual-listed sections must enroll at least ten students, entry-level graduate sections (i.e., 500-600 level) must enroll at least seven students, and upper-level graduate sections (i.e., 700-800 level) must enroll at least four students. This so-called “4-7-10 rule” applies only to only state-supported course sections delivered through “selected” instructional methods (e.g., lectures, seminars). Exceptions to the 4-7-10 rule are allowed for up to four percent of selected sections at BHSU, DSU, and NSU and up to three percent of selected sections at SDSM&T, SDSU, and USD. These exception limits are based on cumulative data from the fall and spring terms.

As the public university system advances its efforts to balance instructional effectiveness with organizational efficiency, course section size has emerged as an important accountability measure. The annual *Section Size Report* evaluates the extent to which the state’s six public universities continue to meet Regental policy with respect to minimum enrollment per course section. It is also important to reinforce that only a fraction of the courses offered in the Regental system must meet the requirements outlined in BOR Policy 5:17. Non-selected course sections (i.e., Studio, Internship/Practicum, Workshop, etc.) are excluded from the pre-established enrollment limits. Of the 11,063 state-supported sections offered this past year, only 6,996 (60%) were classified as selected. An additional 2,485 course offerings were delivered at self-supported tuition rates and also excluded indicating that just over half (51.6%) of all sections offered in the system are held to this policy requirement.

(Continued)

DRAFT MOTION 20171205_8-H:

I move to approve the first reading of the proposed revisions to BOR Policy 5:17 Instructional Funding as presented.

During the August 2017 retreat, the Board of Regents indicated a desire to have additional data to evaluate the impact of section size policy. In response to this query, two alternative approaches were explored.

5/9/12 Policy Alternative

Regents Information System (RIS) staff used the data from the 2016-17 Section Size Report and generated a set of tables that depict the percentage of selected course sections if the current restriction for 4/7/10 were to increase to 5/9/12. Table 1 and 2 in Attachment II provide these data for the alternative threshold structure. Under the current policy framework, a total of 205 small sections existed in the Regental system, and the modification resulted in an increase of an additional 387 sections. Only 15% of these additional courses were at the graduate level. Just under 41% of the courses were from disciplines that fell within four CIP classifications in the area of Engineering (52), Physical Science (40), Biological and Biomedical Sciences (36), and Education (29).

AAC members discussed these data at the [August 2017](#) meeting and agreed that shifting to a 5/9/12 model, or reverting to a campus level student ratio as previously discussed during the May 2017 meeting would make it difficult to manage for a number of high cost programs. As an alternative, the council inquired about whether the inclusion of all selected course sections offered at the self- and state-support rate¹ could be included to capture a larger number of sections that are currently excluded.

Inclusion of Self-Support Sections

Based on the recommendation from the council, RIS staff processed the 2016-17 Section Size report under new parameters to include self-support sections. For this update 2,485 self-support sections which were added to the 6,996 state-support sections already in the dataset. Of these, 14% were small, compared with 2.9% of analogous state-support sections (see Table 3 and 4 for both system and institutional data). Under this approach, SDSM&T was the only institution that would be under the percentage allowed by BOR policy. SDSU and USD were under 6% and the three remaining institutions were just under 7%.

The council reviewed these data during their [October 2017](#) meeting, and agreed that this approach would be more viable than attempting to shift to a 5/9/12 policy framework. However, to be compliant the council members requested that the

¹ Currently, BOR Policy 5:17 specifies that only state-support courses are included in the institutional calculation for selected course sections. When the policy was initially developed a small number of course offerings were at the self-support rate, and because the intent was for them to not use state resources and have students cover the cost of instruction the courses were excluded. As online course enrollments have expanded, institutions have worked to impose their own internal requirements for courses based on formulas for determining self-sustainability. For many self-support courses with fewer than 10 students, faculty are asked accept a salary reduction or alter their workload assignments to compensate.

current percentage thresholds be increased slightly to reflect the broader array of eligible courses being included.

IMPACT AND RECOMMENDATION

Revisions have been proposed to BOR Policy 5:17 to expand the section types that are managed under the small section size policy. Doctoral granting institutions have been increased to 4% and the three regional comprehensive institutions have been set at 5%. Campuses would be given until the 2018-19 academic year to move into compliance with the addition of self-supported courses. Overall, expanding the section size policy to include self-support course sections will ensure that campuses are working to efficiently manage their curriculum.

Board staff support the recommendations.

ATTACHMENTS

Attachment I – Proposed Revisions to BOR Policy 5:17 Instructional Funding

Attachment II – Campus Small Section Rates Under Alternative 5/9/12 Framework and Small Sections for Self- and State-support Courses

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Instructional Funding

NUMBER: 5:17

A. PURPOSE

To regulate the instructional funding models within the Regental System.

B. DEFINITIONS

None.

C. POLICY

1. On-Campus Courses

Except as provided in Section (2) below, courses offered on-campus shall be offered at the current on-campus tuition rate established by Board Policy Number 5:5.

2. Off-Campus Courses

2.1. Off-Campus Courses: Courses offered off-campus shall be offered at the current off-campus tuition rate established by Board Policy Number 5:5 unless state funding has been specifically authorized by the Board. Board authorization for off-campus state-funded courses is addressed in Policy Number 5:18.

2.1.1. Correspondence Courses/Independent Study Through Correspondence

2.1.1.1. All correspondence courses are considered off-campus courses for instructional funding purposes. They are off-campus regardless of the location of the student or the student's enrollment in any other courses.

2.2. Remedial Courses: Remedial courses at all institutions shall be offered at the current off-campus tuition rates established by the Board.

2.3. Study Tours: Academic credit to be earned wholly or partially through participation in a foreign or domestic study tour shall be offered at the current off-campus tuition rates established by the Board.

2.4. Activity, Music, and ~~Drama-Theatre~~ Camps: Academic credit to be awarded as a result of participation in an activity, music, or drama camp shall be offered at the current off-campus tuition rates established by the Board.

2.5. Special Courses, Workshops, and Institutes: ~~From September 1, 1997 through August 31, 1998, a~~ Academic credit to be awarded as a result of participation in special courses, workshops or institutes approved by the Executive Director may be offered

at the current off-campus tuition rates as established by the Board of Regents. These special offerings would include only those courses and activities not identified or offered as part of the regular institutional curriculum.

3. Exceptions

- 3.1. The Board may approve exceptions to the instructional funding policy as it deems appropriate. Requests for exceptions shall be presented to the Board at a regularly scheduled meeting in advance of the term for which the exception is sought.
- 3.2. A list of approved exceptions shall be maintained in the Regents' Office and provided to the Board annually.

4. Small Section Limitation

- 4.1. All state- and off-campus-and self-support sections with a “selected” instructional method type may be offered for each of the degree levels referenced below:
 - 4.1.1. No selected instructional method uUndergraduate (100, 200, 300 or 400 level course) and dual listed undergraduate/graduate section with fewer than ten (10) students;
 - 4.1.2. ,eEntry-level graduate (500 or 600 level courses) section with fewer than seven (7) students; or
 - 4.1.3. and uUpper-level graduate (700 or 800 level courses) sections with fewer than four (4) students may be offered.
- 4.2. Any exceptions to this policy must be authorized by the institutional President and justified to the Board each semester. Collaborative courses with a selected instructional method code that result from a shared program agreement among Regental or partner institutions shall be excluded. Off-campus courses shall be excluded if the institution has negotiated a reduction in faculty workload or salary.
- 4.3. Exception limits are determined annually based on Fall and Spring term offerings, and UUnder no circumstances shall the annual exception limit be exceed the prescribed limits for each institution type. more than three percent of all state support selected instructional method sections for South Dakota School of Mines and Technology, South Dakota State University and the University of South Dakota and more than four percent of all state support selected instructional method sections for Black Hills State University, Dakota State University and Northern State University. The exception limit is determined annually based on Fall and Spring term offerings.
 - 4.3.1. Research Intensive Institutions at four (4) percent.
 - 4.3.1.1. South Dakota School of Mines & Technology
 - 4.3.1.2. South Dakota State University
 - 4.3.1.3. University of South Dakota
 - 4.3.2. Master’s Comprehensive Institutions at five (5) percent.
 - 4.3.2.1. Black Hills State University
 - 4.3.2.2. Dakota State University

4.2.1.1.4.3.2.3. Northern State University

4.4. Selected instructional ~~methods types~~ include: Discussion/Recitation; Seminar; Large Ensemble; Laboratory and Alternate Laboratory; Physical Education Activity; and Lecture Courses. ~~Collaborative courses with a selected instructional method code that result from a shared program agreement among Regental institutions shall be excluded.~~

4.3.4.5. Unselected instructional methods include: Studio; Small Group; Small Group Ensemble; Competency-based, Self-paced Study; Clinical Laboratory; Clinical Experience; Independent Study; Design/Research; Private Instruction; Restricted PE Activity; Tracking; Internship/Practicum; Thesis; Thesis/Research Sustaining and Workshop.

FORMS / APPENDICES:

None

SOURCE:

BOR April 1992; BOR December 1992; BOR December 1993; BOR August 1995; BOR December 1995; BOR March 1996; BOR August 1996; BOR June 1997; BOR October 1997; BOR June 1998; BOR August 2000; BOR December 2010; BOR October 2011; BOR May 2016; BOR, December 2016.

Campus Small Section Rates Under Alternative Policy Framework

Conversion to 5/9/12 Policy Framework

Table 1
Section Size Exception Rate, AY2016-17

Small	Freq.	Percent	Cum.
N	6,405	91.54	91.54
Y	592	8.46	100.00
Total	6,997	100.00	

Table 2
Section Size Exception Rate by University, AY2016-17

Inst	Small		Total
	N	Y	
BHSU	500 87.11	74 12.89	574 100.00
DSU	348 88.55	45 11.45	393 100.00
NSU	486 87.25	71 12.75	557 100.00
SDSMT	787 92.05	68 7.95	855 100.00
SDSU	2,739 93.01	206 6.99	2,945 100.00
USD	1,545 92.35	128 7.65	1,673 100.00
Total	6,405 91.54	592 8.46	6,997 100.00

Inclusion of All Self- and State-Support Course Sections

Table 3
Small Sections, State-Support and Self-Support Sections Combined

Funding	Small N	Y	Total
SS	2,138 86.04	347 13.96	2,485 100.00
ST	6,794 97.11	202 2.89	6,996 100.00
Total	8,932 94.21	549 5.79	9,481 100.00

Table 4
Small Sections, State Support and Self-Support Section Combined Across Institutions

Inst	Small N	Y	Total
BHSU	986 93.28	71 6.72	1,057 100.00
DSU	676 93.24	49 6.76	725 100.00
NSU	760 93.37	54 6.63	814 100.00
SDSMT	845 97.35	23 2.65	868 100.00
SDSU	3,439 94.01	219 5.99	3,658 100.00
USD	2,226 94.36	133 5.64	2,359 100.00
Total	8,932 94.21	549 5.79	9,481 100.00

Table 5
Small Sections, State-Support Sections

Inst	Small N	Y	Total
BHSU	548 95.47	26 4.53	574 100.00
DSU	378 96.18	15 3.82	393 100.00
NSU	534 96.04	22 3.96	556 100.00
SDSMT	833 97.43	22 2.57	855 100.00
SDSU	2,869 97.42	76 2.58	2,945 100.00
USD	1,632 97.55	41 2.45	1,673 100.00
Total	6,794 97.11	202 2.89	6,996 100.00

Table 6
Small Sections, Self-Support Sections

Inst	Small N	Y	Total
BHSU	438 90.68	45 9.32	483 100.00
DSU	298 89.76	34 10.24	332 100.00
NSU	226 87.60	32 12.40	258 100.00
SDSMT	12 92.31	1 7.69	13 100.00
SDSU	570 79.94	143 20.06	713 100.00
USD	594 86.59	92 13.41	686 100.00
Total	2,138 86.04	347 13.96	2,485 100.00

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – I
DATE: December 5-7, 2017

SUBJECT

BOR Policy 2:16 – Teacher Education Programs Revisions (First Reading)

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:16](#) – Teacher Education Programs

[ARSD 24:53:04:02](#) – State Certification Exams for Teachers

[ARSD 24:53:07](#) – Requirements for Basic Teaching Programs

[ARSD 24:28:01:01](#) – Meaning of Terms

BACKGROUND / DISCUSSION

To maintain compliance with U.S. Department of Education accountability measures, the SD Department of Education began establishing testing requirements for teacher education candidates in the state. To establish standards for ensuring “Highly Qualified Teachers” in every school district in the state, the DOE sought approval of ARSD 24:53:04:02 beginning in July 2015. The administrative rule establishes that “. . . each approved teacher education program for the preparation of teachers shall measure candidates’ content and pedagogical knowledge as required by § 24:53:04:07 and the applicable programs of chapter 24:53:07 with the state certification exams.” Additionally, all “. . . applicants must achieve the established passing scores set by the state Board of Education in order to be recommended for certification to the department.”

Once approved in 2005, the Board of Regents established the requirement that all teacher education candidates must pass the content portion of the state certification examinations prior to student teaching in BOR Policy 2:16. Since that time, candidates unable to pass the certification exam (also referred to as the Praxis exam) for their content area have been restricted from student teaching. Because successful completion of the student teaching experience is a graduation requirement for all BOR teacher education programs, failure to pass the Praxis causes students to either select a different major or withdraw from the institution.

Recently, the Board of Education and Standards approved a new set of administrative rules that provide additional avenues for licensure beyond the certification exams that have been in place since 2005. This flexibility exists for a set of secondary education programs (i.e.,

(Continued)

DRAFT MOTION 20171205_8-I:

I move to approve the first reading of the proposed revisions to Policy 2:16 as presented.

music, math, language arts, etc.), but has not been extended to Elementary Education. Having 27 or more hours of completed coursework in a major content area¹ may now be used by students for demonstrating content mastery for SDDOE licensure/certification. This second option now affords the five teacher education programs the capacity to advance a student for licensure in secondary education programs even if the qualifying scores on the certification are not met.

IMPACT AND RECOMMENDATION

As an example, a Math Education major with 27 or more credit hours of math content (and a GPA of 2.7) may now use the approved Math Education program to meet licensure requirements in South Dakota. Since meeting qualifying scores on the Praxis are no longer required to gain licensure from the SDDOE, holding this benchmark for students to student teach in the Regental system is no longer warranted.

Policy revisions to Section C.7.2 are proposed to provide teacher education programs the option of allowing candidates to student teach if they have met the licensure requirements set forth by the SDDOE. Additionally, Section C.7.3 has been added to maintain that teacher education programs have the final authority for determining a candidate's preparation to enter the classroom to student teach.

Board staff recommend approval.

ATTACHMENTS

Attachment I – Proposed revisions to BOR Policy 2:16 – Teacher Education Programs

¹ Section (25) of ARSD 24:28:01:01 defines this as “Major in content,” a minimum of 27 semester hours of coursework, with a grade point average of 2.7 or higher, that count toward completion of the degree, not including remedial coursework, from a regionally-accredited institution of higher education taken in a subject area as identified on an official transcript or verified by the institution of higher education from which the degree was received.”

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Teacher Education Programs

NUMBER: 2:16

A. PURPOSE

To regulate the teacher education programs within the Board of Regents system.

B. DEFINITIONS

None

C. POLICY

1. Uniformity Requirement

Uniform policies for field experiences shall be followed by the institutions of higher education under the control of the Board of Regents.

2. Schools in Campus Community

For schools located in the campus community, the university may enter into such financial arrangements and administrative policy to obtain field experience facilities and supervision in the community in which the institution is located as are agreed to by the Board of Education of the community and the campus administration. Any payment for administration of the program shall be made to the school district according to the agreement executed and approved by the Board of Education and the campus administration.

3. Schools Not Located in Campus Communities

The campus administration may contract with the Board of Education in a community other than the one in which the university is located for the use of its schools for field experience facilities and services.

4. Shared Use School

4.1. Where a school is used by more than one university, the administration of any state-supported university shall have authority to enter into an agreement with the Board of Education of any public school system to provide field experience facilities and services for its student teachers.

4.2. Payments to any cooperating public school system or its staff for providing facilities and services for field experience shall be as follows:

- 4.2.1. Each cooperating school district which provides facilities and services for the field experience program in any state-supported university may be paid an administrative fee; and
- 4.2.2. Each cooperating teacher shall be reimbursed at a rate established by the Board of Regents for each full-time student teacher supervised.

5. Student Teaching Exchange

Institutions may exchange supervision assignments with other institutions which have programs of study leading to the certification endorsement that the student seeks. This is done on a limited basis and only if the student and both institutions are in agreement that it is in the best interest of all concerned.

6. Compensation Rates

The Board shall set standard compensation rates annually for cooperating teachers, school-based teacher educators and others supervising student field experiences.

7. Assessment & Student Teaching

7.1. In compliance with ARSD 24:53:04:02, Regental teacher education programs are required to measure students' content and pedagogical knowledge with the South Dakota state certification exams before graduation or program completion.

7.2. Teacher education students must take the South Dakota state certification content exam for their major(s) level of preparation before the semester in which they student teach. Students must achieve the qualifying score for certification in South Dakota prior to beginning student teaching when required as the sole method for determining licensure under ARSD 24:53:04:02.

7.2.7.3. Regental teacher education programs have the final authority to determine whether a student meets the necessary qualifications for entering the classroom to fulfill the student teaching requirement.

7.3.7.4. Teacher education students must take the South Dakota state certification pedagogy exam in the semester in which they student teach.

7.4.7.5. In compliance with ARSD 24:53:04:04, teacher education students must submit to the home Regental university an official copy of all test scores including any subtest scores provided by the testing company on all South Dakota state certification exams.

FORMS / APPENDICES:

None

SOURCE:

BOR March 1960; BOR January 1981; BOR June 1992; BOR October 2003; BOR June 2004; BOR December 2006.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – J (1)

DATE: December 5-7, 2017

SUBJECT

Dual / Concurrent Credit Administration Guidelines Revisions

CONTROLLING STATUTE, RULE, OR POLICY

[AAC Guidelines 7.1](#) – Dual / Concurrent Credit Administration Guidelines

BACKGROUND / DISCUSSION

At the [June 2017](#) Board meeting, the Board approved piloting the Early College model at Harrisburg High School, which allowed for the delivery of one section of College Algebra at Harrisburg by a Regental faculty member. An agenda item at the [August 2017 Board Retreat](#) also covered the topic to provide further background and specify what the financial impact of such a program would be. At the October 2017 Board meeting, the Board approved expanding the pilot program to further courses at Harrisburg High School during the Spring 2018 semester, and gave institutions permission to seek out partnerships with high schools. At the [August 2017 AAC Retreat](#), AAC discussed how to best move forward with this program. With the addition of “In-District Delivery” of high school dual credit, a new section of the Dual/Concurrent Credit Administration Guidelines is warranted.

IMPACT AND RECOMMENDATIONS

The new section of the guidelines describes the program and differentiates it from other methods of dual credit delivery. Most notably, the guidelines outline the requirements for school districts in order for them to participate in In-District Delivery of dual credit. The requirements are as follows:

- Districts must have a signed MOU with SDDOE to participate in the HSDC program.
- Districts must enter into a partnership with the Regental institution offering the courses. These agreements must be approved by the Board of Regents the term before courses are to be offered at the high school.
- Course sections will have a minimum of 18 students, and the school district shall be assessed the equivalent full HSDC tuition rate per student below the 18 student minimum.
- Partnership agreements shall stipulate that the school districts will cover the tuition costs of participating students.

(Continued)


INFORMATIONAL ITEM

- Additional courses beyond those approved by the Board of Regents to meet General Education Course requirements may be offered for in-district delivery, and shall be approved by the Board a case-by-case bases.

In addition, the three common eligibility requirements for HSDC, Concurrent Credit, and In-District Delivery were put into one newly-created section of the guidelines, and were therefore removed from each section. This will significantly shorten the overall length of the guidelines. The fourth criteria (Accuplacer or ACT Aspire) is now only listed in the section describing the HSDC program, along with requirements for home school students and foreign exchange students. The eligibility requirements for high schools to participate in the program was given its own sub-section, as was the continuing eligibility requirements. These changes required rearranging what was currently in the guidelines. The only substantive change was the addition of language that states that high schools must sign an MOU annually in order to remain eligible to participate in the program. It informs districts that students will be administratively dropped from courses if an MOU is not received by the add/drop date for the semester.

ATTACHMENTS

Attachment I – AAC Guidelines 7.1: Dual Credit AAC Administrative Guidelines Revisions

		ACADEMIC AFFAIRS GUIDELINES	
Section 7:		Dual Credit, Credit by Exam, and Placement	
Title:		Dual/Concurrent Credit Administration Guidelines	
Number (Current Format)	Number (Prior Format)	Date Last Revised	
7.1	XIV	08/2017 11/2017	
Reference:	BOR Policy 2:6 – Academic Calendar BOR Policy 2:10 – Grades and Use of Grade Point Averages BOR Policy 2:13 – Third Party Access for Academic Credit BOR Policy 5:5:3 – Tuition and Fees: Special Course Types		
Related Form(s):			

1. Policy Overview & Background

1.1. Dual or Concurrent Enrollment credit represents an opportunity for high school students who meet the established admissions standards to enroll in public postsecondary institutions and simultaneously earning credits for both their high school diploma and their postsecondary degree or certificate. The program and admission requirements established in these guidelines are in place to ensure that students who enroll are prepared to do college-level work in fields of study used to meet future postsecondary degree requirements. Generally, most Regental institution credits are transferrable among all Regental institutions and other Regionally Accredited institutions.¹

2. Definitions

2.1. **Dual Credit:** College credit earned by a high school student who enrolls in a course offered by a postsecondary institution. The grade earned in the course is transcribed by the postsecondary institution and placed on the student's official high school transcript.

2.2. **Concurrent Enrollment:** College credit earned by a high school student who enrolls in a course that is offered through his/her school district and taught by school district personnel.

2.3. **Junior:** Any student enrolled in his/her third year of high school, or home schooled student whose high school class is within two years of graduating. The start of the junior year begins in the Fall of each academic year.

¹ Each student is responsible for verifying transferability of credits to non-Regental institutions and should consult with the appropriate staff at the home institution to evaluate whether coursework completed can be used to fulfill the degree requirements for his/her intended field of study.

2.4. **Rising Scholar:** Concurrent credit program offered in the Regental system to support high school based dual credit courses taught by qualified high school teachers at a third-party (reduced) tuition rate.

2.5. **Senior:** Any student enrolled in his/her fourth year of high school, or a home schooled student whose high school class is within one year of graduating. The senior year ends at the conclusion of the Spring term following high school graduation.

3. Student Eligibility Requirements

For the three distinct programs referenced in under these guidelines, students must meet the criteria below to participate. For the High School Dual Credit Program, additional eligibility requirements are listed under Section 4.2 of this these guidelines-policy. The additional eligibility requirements do not apply to Concurrent Credit or In-District Delivery.

(1) High school junior eligible to enroll in a high school in South Dakota who meets one of the following requirements:

- a) earn an ACT composite score of 24 reflective of the 70% percentile; or
- b) rank in upper one-third of their graduating class; or
- c) earn a cumulative GPA of at least 3.50 on a 4.0 scale;

(2) High school senior eligible to enroll in a high school in South Dakota who meets one of the following requirements:

- a) earn an ACT composite score of 21 reflective of the 50% percentile; or
- b) rank in the upper one-half of their graduating class; or
- c) earn a cumulative GPA of at least 3.25 on a 4.0 scale;

(3) High School junior or senior eligible to enroll in a high school in South Dakota who meets all of the following Undergraduate admissions requirements:

- a) ACT score of 18 (or 21 for USD & SDSM&T); and
- b) Successful completion of coursework Requirements
 - Four Years of English
 - Three years of advanced mathematics
 - Three years of laboratory science
 - Three years of social studies
 - One year of fine arts

3.4. South Dakota High School Dual Credit

3.4.1. Program Overview: During the 2014 South Dakota legislative session, the legislature appropriated base funding to the South Dakota Department of Education (SDDOE) to support the South Dakota High School Dual Credit (HSDC) program. Through this program, participating institutions provide eligible high school students with

dual credit courses offered by the postsecondary institution's faculty members, are governed by the postsecondary institution's policies and follow the postsecondary institution's established processes for admissions, registration, billing and grade reporting. The student's home school district must agree to record dual credit coursework on the student's transcript and use it to calculate academic standing.

4.2. Student Eligibility Criteria Requirements

To participate in the HSDC program, students must meet one of the requirements in Section 3 of these guidelines, or may qualify by meeting one of the benchmarks on one of the assessments -of the requirements listed below:

3.1.1. Student Eligibility: (Applicants must Meet One of the Four Requirements Below.)

(1) High school junior eligible to enroll in a high school in South Dakota who meets one of the following requirements:

- ~~a) earn an ACT composite score of 24 reflective of the 70% percentile;~~
~~or~~
- ~~b)a) _____ rank in upper one third of their graduating class; or~~
- ~~c)a) _____ earn a cumulative GPA of at least 3.50 on a 4.0 scale;~~

(2)(1) High school senior eligible to enroll in a high school in South Dakota who meets one of the following requirements:

- ~~a) earn an ACT composite score of 21 reflective of the 50% percentile;~~
~~or~~
- ~~b)a) _____ rank in the upper one half of their graduating class; or~~
- ~~c)a) _____ earn a cumulative GPA of at least 3.25 on a 4.0 scale;~~

(3)(1) High School junior or senior eligible to enroll in a high school in South Dakota who meets all of the following Undergraduate admissions requirements:

- ~~a) ACT score of 18 (or 21 for USD & SDSM&T); and~~
- ~~b)a) _____ Successful completion of coursework Requirements~~
 - ~~• Four Years of English~~
 - ~~• Three years of advanced mathematics~~
 - ~~• Three years of laboratory science~~
 - ~~• Three years of social studies~~
 - ~~• One year of fine arts~~

(4) Take one of the assessments below and meet the required score(s):

- ~~a)c) _____ 10th Grade ACT Aspire Summative Assessment – (Score 434 or higher)~~

- d) Accuplacer (Sentence Skills – Score 86 or higher AND Elementary Algebra – Score 76 or higher)²

4.2.1. Home School Students

3.1.1.1.4.2.1.1. Students receiving education opportunities through alternative education are eligible to participate if the sponsoring parent has signed an MOU with SDDOE. These students can only qualify for the program by taking the ACT, ACT Aspire, or Accuplacer exams, and must receive the specified scores listed under either Section 3 or 4.2 of these guidelines.

4.2.2. Foreign Exchange Student Eligibility

4.2.2.1. Students who are classified as J-1 Secondary School Student Program participants or J-1 High School Exchange students, and enrolled at public, private or Bureau of Indian Education (BIE) school districts in South Dakota are eligible to participate if the districts that have a signed MOU with the SDDOE.

4.2.2.2. Enrollment eligibility is restricted to no more than two courses per term, and school district personnel are required to notify the student's program sponsor regarding the postsecondary enrollment.³

3.2.4.3. School District & Home School Eligibility

3.2.1.4.3.1. Students enrolled at public, private or Bureau of Indian Education (BIE) school districts in South Dakota are eligible to participate if the districts have a signed Memorandum of Understanding (MOU) with the South Dakota Department of Education (SDDOE).

3.2.2.4.3.2. Non-resident students enrolled in an eligible South Dakota school district may enroll in HSDC coursework if approved by their local high school administrator.

4.3.3. Students receiving education opportunities through alternative education are eligible to participate if the sponsoring parent has signed an MOU with the SDDOE.

² In order to be admitted to the program through the Accuplacer Exam, students must take both the Sentence Skills and Elementary Algebra exams and meet the required scores. These exams cannot be mixed and matched with other parts of the first three sections of admissions criteria.

³ Per correspondence from Lale Kuyumcu, Program Analyst, Office of Designation – ECA Bureau for the U.S. Department of State on June 30, 2015. “J-1 Secondary School Student Program participants taking college courses, as long as the J-1 high school exchange student is actively participating and doing well in his/her secondary school student program, he/she may take college courses for college credit. The J-1 high school exchange student should contact his/her program sponsor to discuss the student's wish to take college courses.”

~~4.3.4. MOUs must be signed with SDDOE on an annual basis to participate each academic year. New MOUs are available prior to the start of each Fall semester, and must be signed to participate during the new academic year. If a MOU for the current academic year is not received by DOE from the school district prior to the add/drop date for the semester, students from that school district will be administratively dropped from any courses they are enrolled in. These students can only qualify for the program by taking the ACT, ACT Aspire, or Accuplacer exams and receive the specified scores listed under section III.B of these guidelines.~~

~~Foreign Exchange Student Eligibility~~

~~3.2.2.1.1.1.1.1. Students who are classified as J-1 Secondary School Student Program participants or J-1 High School Exchange students, and enrolled at public, private or Bureau of Indian Education (BIE) school districts in South Dakota are eligible to participate if the districts have a signed MOU with the SDDOE.~~

~~Enrollment eligibility is restricted to no more than two courses per term, and school district personnel are required to notify the student's program sponsor regarding the postsecondary enrollment.⁴~~

~~3.3.4.4. Continuing Eligibility:~~

~~3.3.1.4.4.1. Students must meet satisfactory academic progress in all HSDC or concurrent coursework credit per Board of Regents Policy 2:10 Grades and Use of Grade Point Averages to maintain eligibility in the program.⁵~~

~~3.3.1.1.4.4.1.1. Per these guidelines a student with a cumulative grade point average of 2.0 or better is considered to be in good academic standing.~~

~~3.3.1.2.4.4.1.2. If a student's cumulative grade point average for all earned credit in HSDC or concurrent credit coursework falls below 2.0 in any given term, the student will be placed on suspension from HSDC or concurrent credit coursework for the following term (reflecting Fall and Spring semesters only).~~

~~3.3.1.3.4.4.1.3. Students who enroll in the BOR System following high school graduation with less than a 2.0 GPA in BOR course work due to~~

⁴~~Per correspondence from Lale Kuyumcu, Program Analyst, Office of Designation—ECA Bureau for the U.S. Department of State on June 30, 2015. "J-1 Secondary School Student Program participants taking college courses, as long as the J-1 high school exchange student is actively participating and doing well in his/her secondary school student program, he/she may take college courses for college credit. The J-1 high school exchange student should contact his/her program sponsor to discuss the student's wish to take college courses."~~

⁵ [SDCL 13-28-37](#) specifies that "If a failing final course grade is received in a postsecondary course under this section, the student receiving the failure is no longer eligible to enroll for postsecondary courses under this section absent a showing of good cause." The South Dakota Board of Regents has established the procedures outlined in this section to determine "good cause" under this section of SDCL.

HSDC or concurrent credit would start their first semester on Academic Probation, per Board of Regents Policy 2:10.

3.3.2.4.4.2. Any student who earns an “F” in any given term shall be denied any future enrollment unless one of the following criteria are met:

3.3.2.1.4.4.2.1. Have a minimum, cumulative GPA of 2.5 in all prior HSDC coursework. Students meeting this -criteria may enroll in courses the following semester: OR

3.3.2.2.4.4.2.2. The student must sit out of HSDC or concurrent credit coursework for one term (reflecting Fall and Spring semesters only) and then repeat the failed course upon re-entry into the HSDC program. If repeating a failed course, students may also be eligible to enroll in additional HSDC courses to not exceed a total of 10 credit hours. Waivers for not repeating a failed course can be approved by the System Vice President for Academic Affairs when good cause is shown.

3.4.4.5. **Enrollment Requirements**

3.4.1.4.5.1. Eligible students may enroll in approved courses once approval is gained from the designated high school/home school administrator. The designated administrator is responsible for ensuring that all students approved to enroll have met the Eligibility Criteria outline in these guidelines.

3.4.2.4.5.2. For the Fall and Spring terms, students may enroll in available courses until the Close of Business on the first day of each term. Applications that are received after this time shall not be processed unless the student has submitted their application on time, but it is missing required materials that needs to be provided by the designated high school representative (transcripts, ACT scores, etc.). In such situations during the Fall and Spring semesters, the school district will be allowed to submit those supplemental documents until 5pm on the third day of classes for the term, and enrollment by a Regental institution will be allowed. During the summer semester, all materials must be received by the Close of Business on the first day of the summer session being registered for, due to the shorter length of summer terms and the compressed nature of the curriculum.

3.4.3.4.5.3. Students wishing to add courses after they are enrolled may do so until 5pm on the third day of classes by using the add/drop form and submitting it to the campus contacts. Students wishing to drop a course and add another may work with the dual credit campus contact, as students may be able to switch courses until the traditional add/drop date with the approval of faculty for the course they wish to add. Students may drop courses until the traditional add/drop date. Multiple terms are offered during the Summer session at each Regental institution, and

students may enroll in available courses until the Close of Business on the first day of each respective term. Applications that are received after this time shall not be processed.

3.4.4.4.5.4. Enrollments are on a first-come first-serve basis and demonstrating interest in a course does not ensure enrollment. Students/administrators are encouraged to submit enrollment materials once registration begins.

3.4.5.4.5.5. Students are not eligible to audit courses through the HSDC program. Course credit must be earned in order to be eligible for the reduced tuition rate approved by the Department of Education.

3.4.6.4.5.6. Students who enroll in online courses through this program that do not have a face-to-face requirement are waived from having to fulfill the immunization requirements as outlined in Board of Regents [Policy 2:3 – System Undergraduate Admission](#)⁶

3.5.4.6. **Course Eligibility**

3.5.1.4.6.1. All HSDC courses must be approved by the Board of Regents and included in the Academic Affairs Council guidelines for meeting System Graduation Requirements.

3.5.2.4.6.2. Students enrolling in MATH 102 (or higher) or ENGL 101 (or higher) must meet placement requirements established in Board of Regents Policy 2:7 – Baccalaureate General Education Curriculum and the English and Mathematics Placement Guidelines. Degree seeking students are allowed to challenge on the Accuplacer only one time after being classified as a “student” in the Regental system. High School Students may challenge using the Accuplacer one time per semester (Summer, Fall, Spring) prior to high school graduation.

3.5.3.4.6.3. Student enrollment is limited to no more than 9 credit hours in any given academic term. Waivers to exceed this credit hour threshold may be approved by the institutional dual credit contacts with verification that the student has participated in prior dual credit or concurrent credit activities, and that:

3.5.3.1.4.6.3.1. All credit hours attempted through the HSDC or concurrent enrollment programs must have been completed with a “B” or higher; OR,

3.5.3.2.4.6.3.2. The student has a 3.0 cumulative GPA in all HSDC or concurrent enrollment coursework.

⁶ [SDCL 13-53-47](#) specifies that students enrolled in postsecondary institutions in the state after July 1, 2008 must provide the appropriate immunization documentation. Board of Regents Policy further defines “student” to include those “who meet face-to-face at least once per week to receive instruction.”

3.5.4.4.6.4. Each South Dakota Board of Regents (BOR) Institution must submit a detailed list of all courses to be included in the HSDC program to the System Vice President for Academic Affairs no later than 30 days prior to the last day of preregistration for the term courses will be delivered. This list also must be uploaded by each campus to the Department of Education Dual Credit Dashboard. The course list must include:

- a. Semester
- b. Institution
- c. Subject
- d. Subject Description
- e. Course Number
- f. Course Level (100 or 200)
- g. Section Number
- h. Course Title
- i. Location
- j. Day
- k. Meeting Time
- l. 5-Digit Course Number
- m. Credits
- n. Notes
- o. Prerequisite (Yes/No)
- p. Start Date/End Date

3.5.5.4.6.5. Designated Points of Contact at each BOR institution are responsible for creating reduced tuition campus enrollment courses and cross listing with the appropriate face-to-face or online sections. To standardize reduced tuition campus enrollment, course numbering BOR institutions shall use the following schema:

- | | | |
|----|--------|-------|
| a. | BHSU | BRC00 |
| b. | DSU | DRC00 |
| c. | NSU | NRC00 |
| d. | SDSM&T | MRC00 |
| e. | SDSU | SRC00 |
| f. | USD | URC00 |

3.6.4.7. **Tuition & Fees**

3.6.1.4.7.1. Students enrolled through the HSDC program receive a reduced tuition rate, which is one-third of the reduced rate of the course as established by the Board of Regents in its [Tuition and Fee Schedule](#).

3.6.2.4.7.2. No additional course level fees (e.g., lab fee, program fee, discipline fee, laptop fee, delivery fee, etc.) may be assessed to students enrolled in the HSDC

program. The e-text fee may be assessed to those students if this is a requirement for the course.

3.6.3.4.7.3. Students shall cover all instructional costs associated with the courses they are enrolled in each semester including but not limited to course materials, texts, and related instructional supplies. The student is ultimately responsible for obtaining all required textbooks and supplies necessary to complete the course.

3.6.4.4.7.4. The SDDOE will reimburse the BOR institutions at two times the rate established in the BOR Tuition and Fee Schedule. This rate will be prorated per Board of Regents Policy for those courses resulting in “W” grades for students prior to the 60% date established in the academic calendar.

3.7.4.8. **Reporting Requirements**

3.7.1.4.8.1. One week after the completion of 60% of the semester, the Board of Regents will supply the SDDOE with a complete list of all students and the following data elements:

- a. Student Last Name
- b. Student Middle Initial
- c. Student First Name
- d. Date of Birth
- e. Academic Status
- f. Ethnicity
- g. School District
- h. Home Institution
- i. Course Name
- j. Credit Hours Attempted
- k. Sponsored Amount

3.7.2.4.8.2. Two weeks after the posting of final grades the BOR will supply the SDDOE with the academic performance for all participating HSDC students.

3.7.3.4.8.3. Home institutions will provide the academic performance of all school district students two weeks following the submission of final grades by university faculty. Grade reports are provided to the designated school district personnel.

3.7.3.1.4.8.3.1. Grade reports to the districts shall include individual grade reports for each student participating in the HSDC program. District level grade reports that include a listing of all grade assignments for district students may be provided at the request of the district.

~~3.7.3.2.4.8.3.2.~~ All formal grade reporting shall be distributed through the formal mail process. Email distribution through unsecure delivery methods is not allowed.

4.5. Concurrent Enrollment

4.1.5.1. Program Overview

Concurrent enrollment courses provide high school students the opportunity to take college-credit bearing courses taught by college-approved high school teachers. Postsecondary institutions partner with local school districts and use qualified staff to deliver coursework to students who are prepared to complete college-level work. The expectation for coursework completed through concurrent credit opportunities is that the courses cover the material and content at the same level required for the same course offered at the postsecondary institution, and students are held to the same college-level standards.

4.2.5.2. Eligibility Criteria

5.2.1. Student Eligibility

Students participating in Concurrent Credit must meet one of the eligibility criteria as specified in Section 3 of these guidelines.~~(Applicants must meet the criteria in one of the following three requirements):~~

1. High School Junior eligible to enroll in a high school in South Dakota who meets one of the following requirements:

~~Meet ACT college-ready benchmarks in all subtests; OR~~

~~Rank in the upper one-third of their class; OR~~

~~Score at or above the 70th percentile on a nationally standardized, norm-referenced test, such as the ACT or SAT;~~

~~High School Senior eligible to enroll in a high school in South Dakota who meets one of the following requirements:~~

~~Meet ACT college-readiness benchmarks in all subtests; OR~~

~~Rank in the upper one-half of their class; OR~~

~~Score at or above the 50th percentile on the nationally standardized, Norm-referenced test, such as the ACT or SAT;~~

~~High School Junior or Senior eligible to enroll in a high school in South Dakota who meets all of the following Undergraduate admissions requirements:~~

~~ACT score of 18 (or 21 for USD & SDSM&T); and~~

~~Successful completion of coursework requirements~~

~~Four Years of English~~

~~Three years of advanced mathematics~~

Three years of laboratory science
 Three years of social studies
 One year of fine arts

4.2.1.5.2.2. **Postsecondary Institution Eligibility**

4.2.1.1.5.2.2.1. **General Approval**

4.2.1.1.1.5.2.2.1.1. Credit may be granted to students enrolled in concurrent credit offered through postsecondary institutions who are accredited through the National Alliance of Concurrent Enrollment Partnerships (NACEP). OR

4.2.1.1.2.5.2.2.1.2. Credit may be granted to students enrolled in concurrent credit offered through postsecondary institutions who manage their programs using the standards (see Appendix B) established by NACEP.

4.2.1.2.5.2.2.2. **Formal Approval**

4.2.1.2.1.5.2.2.2.1. Regental institutions offering concurrent credit to local school districts must comply with the requirements set forth in these guidelines.

4.2.1.2.2.5.2.2.2.2. Interested systems/institutions may also establish formal agreements with the South Dakota Board of Regents for concurrent-credit coursework to be accepted (see Appendix C).

4.2.1.3.5.2.2.3. **Standards**

4.2.1.3.1.5.2.2.3.1. **Instructor of Record:** The high school-based concurrent enrollment course must be taught by a high school teacher who has been approved by the postsecondary institution and who meets the standards used by the institution to hire adjuncts in the discipline. While a Master's degree in the subject/discipline teaching is preferred, faculty typically must have a Master's degree with 18 graduate hours in the subject discipline/taught.

4.2.1.3.2.5.2.2.3.2. **Faculty Mentor:** A faculty member in the discipline of the course from the credit granting university is assigned to and actively engaged as a mentor for the high school teacher.

4.2.1.3.3.5.2.2.3.3. **Course Content:** The course syllabus is developed by the faculty of the institution granting credit. College

courses require a minimum of 15 class hours (one hour equals 50 minutes) of class time for each semester credit hour. Additional class hours for science laboratories must be specified.

4.2.1.3.4.5.2.2.3.4. **Assessment:** The preferred validation of student learning in the high school-based dual enrollment course for the Regental system is through the use of the national AP or CLEP exam instruments. An acceptable alternative is a student evaluation and assessment system developed jointly by the discipline faculty of the university and the high school teacher. Under this arrangement high school students are expected to demonstrate the same mastery of the college course as is required of college students who take the course on campus.

4.2.2.5.2.3. **Course/Section Eligibility:** All students in a concurrent enrollment course should be enrolled for college credit. However, since meeting this standard is a problem for the state's smaller school districts, at a minimum more than 50% of the students in a high school-based dual enrollment course must be enrolled for college credit.

4.3.5.3. **Tuition & Fees**

4.3.1.5.3.1. **Externally Sponsored Tuition Rate**

4.3.1.1.5.3.1.1. The use of the externally-supported tuition rate is controlled by Board of Regents [Policy 2:13 – Third Party Requests for Academic Credit](#) and Board [Policy 5:5:3 – Tuition and Fees: Special Course Types](#) and requires approval by the System Vice President for Academic Affairs.

4.3.1.2.5.3.1.2. Students enrolled in concurrent credit coursework offered through the Externally Supported tuition receive a reduced rate of \$40 per credit hour.

4.3.2.5.3.2. **Course Materials & Lab Fees**

4.3.2.1.5.3.2.1. Students are expected to cover all instructional costs associated with the courses they are enrolled in each semester including but not limited to course materials, texts, and related instructional supplies. The student is ultimately responsible for obtaining all required textbooks and supplies necessary to complete the course.

4.3.2.2.5.3.2.2. The textbooks for students participating in concurrent enrollment course(s) may be provided by the high school per local school/school district policy.

4.3.2.3-5.3.2.3. No additional course level fees (e.g., lab fee, program fee, discipline fee, laptop fee, delivery fee, etc.) may be assessed to students enrolled in concurrent enrollment coursework.

4.4.5.4. **Reporting Requirements:** Each Regental institution offering concurrent enrollment courses in a given term must submit a list of courses to the System Vice President of Academic Affairs at the end of each semester. Each course list must include student grade performance.

4.5.5.5. **Immunization:** Students who enroll in concurrent credit courses that are delivered at a designated school district location and that include only students from the district are waived from having to fulfill the immunization requirements as outlined in Board of Regents Policy 2:3 System Undergraduate Admission. Participating in concurrent credit through the Regental system does not waive the immunization requirement for students who may enroll as degree seeking students at a future date.

6. In-District Delivery

6.1. Program Overview

Individual sections of university courses may be offered in school districts by university faculty at the same rate as the High School Dual Credit program. These sections may restrict enrollments to only high school students enrolled at with the school district at the point of registration.

6.2. Student Eligibility

Students participating in Concurrent Credit must meet one of the eligibility criteria as specified in Section 3 of these guidelines.

6.3. District Participation Requirements

4.5.1-6.3.1. School Districts must meet the eligibility requirements outlined in section 4 of these guidelines, and have a signed MOU with the SDDOE to participate in the High School Dual Credit program.

4.5.2-6.3.2. Participating school districts must enter into a partnership agreement with the Regental institution offering the courses for the term(s) during which dual credit coursework is offered. These partnership agreements must be approved by the Board of Regents the term before course sections are offered at the participating school district.

—In-district delivery shall only occur for sections with a minimum of 18 students.

6.3.3. The school district shall be assessed the equivalent full HSDC tuition rate per student below the 18 student minimum.

4.5.3.6.3.4. Partnership agreements shall stipulate that the school districts will cover the tuition costs of participating students.

6.3.5. Additional courses beyond those approved by the Board of Regents to meet General Education Course requirements (see AAC General Education Guidelines) may be offered for in-district delivery. Any such courses shall be approved by the Board of Regents on a case-by-case basis.

5.7.Campus Enrollment

5.1.7.1. High school juniors or seniors may enroll in regularly scheduled courses on campus, state sponsored centers, approved off campus locations, or online on a space available basis.

5.2.7.2. Students registering for campus enrollment courses must pay the respective full-tuition rate and applicable fees.

SOURCE:

BOR October 2011; BOR April 2015; AAC July 2015; AAC November 2015; AAC February 2016; AAC June 2016; AAC February 2017; May 2017 (Clerical); AAC August 2017; AAC November 2017.

Appendix A
Institutional Coding & Billing Requirements
South Dakota High School Dual Credit Program

1. Eligible Sections

a. Coding of Sections

- i. HSDC – High School Dual Credit will be added on the SECT screen in field Course Types.

The screenshot shows the 'SECT - Sections' form for Section CLHU-101-U820T. The form includes fields for Section (U820T), Term (2014SP 2014 Spring), Start/End (01/13/14 to 05/06/14), Synonym (92071), Depts/Pct (1 UCLHU, 100.00), Credit Type (Institutional), Min/Max/Incr (3.00000), CEUs, Course Lvl (1 100 Freshman), Acad Lvl (UG Undergraduate), Grade Scheme (UG Undergraduate), Short Title (Medical Terminology), National ID (100102 Linguistics), Local IDs (1 018), Location (USD The University o), Course Types (1 HSDC High School), Topic Code (INT Internet/On-Line), Status (A Active), and Date (07/24/13). A red arrow points to the 'Course Types' dropdown menu.

2. Billing Procedures

a. Student Type

- i. Eligible students will be coded with a HSDC – High School Dual Credit student type. Each campus will need to establish procedures for coding the student type.
- ii. Student type will be treated as a special rate code. The student type will be dated for one term only (see colleague procedures for coding student type <http://mytraining.sdbor.edu/resources/Colleague/AcademicRecords.pdf> page 259).

b. Tuition Table – A separate tuition table will bill the student type of HSDC.

- i. Student must have a student type of HSDC and an “R” resident status.
- ii. Sections with a course type of HSDC will be billed the High School Dual Credit rate of \$145.
- iii. No fees (program fees or mandatory fees) will be charged on sections coded with a HSDC. The HSDC will have a separate RTRT table with will not bill lab fees or program fees to students with a student type of HSDC and a course type of HSDC. If the course type is not HSDC, the student will be billed the appropriate fees.
- iv. Sections without a course type of HSDC will be billed at the full resident rate with appropriate fees; if applicable.

c. Start and End Dates

- i. **Fall and Spring Semesters:** The inputted start and end dates for Fall and Spring semesters will be the first and last days of the semester, as dictated by the academic calendar.
- ii. **Summer Semesters:** The inputted start and end dates for the summer semester will be the first and last days of the summer session the course takes place during.

d. Rate

- i. \$145 Rate
1. Student will be billed \$145 per credit hour.
 2. Department of Education (DOE) sponsor will be added to credit the student for the \$96.97 per credit hour.

3. The SDBOR will bill the DOE for the balance in the DOE sponsor balance. This bill will be generated after the 60% date. The BOR will collect the revenue from DOE and distribute back to the campuses.

e. AR Codes

- i. Distribution – distributed as a State Tuition Rate (20% HEFF).
- ii. One AR code – not broken out by delivery method
 1. TUHSD – Tuition UG High School Dual Credit

f. NO new schedule types will be used for HSDC.

3. No Fees for Dual Credit sections

- a. No Lab fees – HSDC course types only.
- b. No program fees – HSDC course types only.
- c. E-text charges will be charged to HSDC courses.
 - i. The student type HSDC will have a specific term rate table to bill high school dual credit students. Sections that are not coded with the course type of HSDC will be charged all applicable course, lab and program fees. Sections coded with a HSDC course type will not be charged lab or program fees. All students will have to pay the E-text charge, if applicable, to the course.

4. Sponsored billing

- a. The Business Office/Cashier's office will be adding a sponsored billing for the DOE. Each campus will need to establish a process of informing the Business Office the students that need the sponsored billing. The following report will also provide the information:

```
SELECT REG.AR.POSTING.ITEMS WITH RGARTERM EQ '2014SP'
SELECT REG.AR.POSTING.ITEMS WITH D01.RGAR.LAST = "
SELECT REG.AR.POSTING.ITEMS WITH RGAR1.TUITION.AR.CODES EQ 'TUHSD'
SAVE.LIST XXX
GET.LIST XXX
```

Appendix B
National Alliance of Concurrent Enrollment Partnerships
Concurrent Enrollment Partnership Standards

I. Curriculum

- A. Courses administered through a Concurrent Enrollment Partnership (CEP) are college/university catalogued courses with the same departmental designations, course descriptions, numbers, titles, and credits.
- B. College/university courses administered through a CEP reflect the pedagogical, theoretical and philosophical orientation of the sponsoring college/university departments.
- C. Faculty site visits ensure that college/university courses offered through the CEP are the same as the courses offered on campus.

II. Faculty

- A. CEP instructors are approved by the respective college/university academic department and meet the academic department's requirements for teaching the college/university courses.
- B. The college/university provides new CEP instructors with discipline-specific training and orientation regarding, but not limited to, course curriculum, assessment criteria, pedagogy, course philosophy and administrative responsibilities and procedures prior to the instructor teaching the course.
- C. The CEP provides annual discipline-specific professional development activities and ongoing collegial interaction to address course content, course delivery, assessment, evaluation, and/or research and development in the field. The CEP ensures CEP instructor participation.
- D. CEP procedures address instructor non-compliance with college/university's expectations for courses offered through the CEP (for example, non-participation in CEP training and/or activities).

III. Student

- A. The college/university officially registers or admits CEP students as degree seeking, non-degree seeking, or non-matriculated students of the college/university and records courses administered through a CEP on official college/university transcripts.
- B. The CEP ensures its students meet the course prerequisites of the college/university.
- C. The CEP provides students and schools with a comprehensive publication that outlines rights and responsibilities of enrolled college/university students.

IV. Assessment

- A. CEP students are held to the same standards of achievement as those expected of students in on campus sections.
- B. The college/university ensures that CEP students are held to the same grading standards as those expected of students in on campus sections.
- C. CEP students are assessed using the same methods (e.g., papers, portfolios, quizzes, labs, etc.) as students in on campus sections.

V. Program Evaluation

- A. The CEP conducts end-of-term student university/course evaluations for each course section offered through the CEP
- B. The CEP conducts an annual survey of CEP alumni who are one year out of high school. Survey includes NACEP essential questions (additional questions may be used). Methodology includes one follow-up contact with non-respondents. Qualified instructional evaluator/researcher collaborates with the CEP to develop the survey and analyze the data.
- C. The CEP conducts a survey of CEP alumni who are four years out of high school at least once every three years. Survey includes NACEP essential questions (additional questions may be used). Methodology includes one follow-up contact with non-respondents. Qualified institutional evaluator/researcher collaborates with the CEP to develop the survey and analyze the data.
- D. The CEP conducts surveys of participating high school instructors, principals and guidance counselors at least once every three years. Survey includes NACEP essential questions (Additional questions may be used). Methodology includes one follow-up contact with non-respondents. Qualified institutional evaluator/researcher collaborates with the CEP to develop the survey and analyze the data.

Appendix C

Agreement Between the South Dakota Board of Regents and _____ College/University to Facilitate Transfer of College Credits Awarded to High School Students Enrolled in High School-Based Dual Enrollment Courses and Dual Credit Programs

Throughout the nation, it has become increasingly common to allow high school students to enroll in high school-based college-level courses offered by institutions of higher education. For the purposes of this agreement, such courses are called high school-based dual enrollment courses.

The South Dakota Board of Regents and _____ College have entered into the present agreement to facilitate the transfer of credits earned in high school-based dual enrollment courses and dual credit programs specified below between institutions that each of the parties govern. The South Dakota Board of Regents and _____ College agree that credits earned in high school-based dual enrollment courses will be accepted for transfer, so long as, but only if, each of the following criteria are satisfied, as determined by the institution accepting credit for transfer:

1. The high school-based dual enrollment course is taught by a high school faculty who meets one of the following criteria:
 - Master's degree in the subject/discipline teaching,
 - or
 - Master's degree with 18 graduate hours in the subject/discipline teaching
2. A faculty member in the discipline of the course from the credit granting college/university is assigned to and actively engaged as a mentor for the high school instructor.
3. The faculty of the institution granting credit developed the course syllabus. College courses require a minimum of 15 class hours (one hour equals 50 minutes) of class time for each semester credit hour. Additional class hours for science laboratories will be specified.
4. The preferred validation of student learning in the high school-based dual enrollment course for the Regental system is through the use of the national AP or CLEP exam instruments. An alternative is a student evaluation and assessment where there is joint responsibility of the discipline faculty of the institution granting credit and the high school teacher. Under this arrangement high school students are expected to demonstrate the same mastery of the college course as is required of college students who take the course on campus.
5. High school students must meet the criteria listed below in order to enroll.

- a. Students must be juniors or seniors who:
 - i. meet undergraduate admissions requirements (ACT or coursework); or
 - ii. if a high school senior, rank in the upper one-half of their class or score at or above the 50th percentile on a nationally standardized, norm-referenced test, such as the ACT or SAT; or
 - iii. if a high school juniors, rank in the upper one-third of their class or score at or above the 70th percentile on a nationally standardized, norm-referenced test, such as the ACT or SAT; and
 - iv. students enrolling in math or English coursework will be expected to meet existing placement standards
 - b. Students must be admitted to the institution
6. All students in a dual enrollment course should be enrolled for college credit. However, since meeting this standard is a problem for smaller school districts, a minimum of 50% of the students in a high school-based dual enrollment course must be enrolled for college credit.

This agreement is in effect for the following specific College courses taught at the identified high schools (List may be attached): This list will be updated annually at the beginning of the fall term.

It is expected that any issues concerning the implementation of this agreement by either party will be communicated directly to the chief executive officer of the partner institution.

This agreement shall take effect upon approval of the parties and shall remain in effect until terminated by either party.

Approved this _____ day of _____ 20____.

Michael G. Rush
Executive Director and CEO
South Dakota Board of Regents

<Insert Name>
President
<Insert Name of College>

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – J (2)

DATE: December 5-7, 2017

SUBJECT

High School Dual Credit (HSDC) Update – Online Application & Advising Tools

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:5](#) – Transfer of Credit

[AAC Guideline 7.1](#) – Dual and Concurrent Credit Administration Guidelines

BACKGROUND / DISCUSSION

Since the start of the High School Dual Credit (HSDC) program in Fall 2014, campuses have used a paper application for processing HSDC students. While this was manageable initially, the program has grown at a rapid rate, and processing paper applications and entering data for every single student has become infeasible. RIS created an online HSDC application, which is a derivative of the current common application used for admitting traditional degree-seeking students. When students fill out the application, their information is transferred straight into Colleague, the common Student Information System (SIS) used by the SDBOR. Students will still need to submit a participation form to the campuses that is signed by their parent/and a high school representative.

One other development that has been in production over the last year is the creation of Advisory Tracks. These are consistent with the Exploratory Studies programs at SDSU and BHSU which seek to cluster undeclared students into a set of advisory tracks to help them select a specific degree program. Advising for these exploratory studies programs also ensure that students are enrolling in the appropriate prerequisite courses to ensure they complete their program of study on time and without wasted credit hours. Programs across the System were combined into six Advisory Tracks, which provide a list of courses to serve as a solid starting point for their projected major. The advising materials include an example plan of study with suggested courses including a description of how it will meet each of the General Education goals. Students are prompted throughout the document to engage with university advisors for the best information on what courses would be right for them or any future program they are interested in pursuing.

(Continued)

INFORMATIONAL ITEM

The advisory tracks and associated materials were vetted through a workgroup consisting of HSDC committee members and advisors across the system. The six advisory tracks are:

1. Business & Management
2. Education & Social Sciences
3. Engineering, Technology & Math
4. Health Sciences
5. Humanities, Fine Arts & Design
6. Natural Sciences & Agriculture

IMPACT AND RECOMMENDATIONS

These two initiatives look to improve the HSDC program and make it more efficient for students and campus staff. With the online application, unnecessary data entry time will be saved as student information will be directly uploaded to Colleague from the Common Application administration database. Prior to the online application, all student information had to be manually entered into Colleague.

Second, the Advisory Tracks materials will allow students to make better registration decisions, and will also help school counselors who are asked to advise students during the course selection process. Postings on counselor listserves and from campus personnel reinforce that students enroll in duplicative dual credit courses having already met the requirements for specific General Education goals. That means that while these credits may still count, they only count if students enroll in a program with free electives. The overall goal is for these materials to assist students in the course selection process and point them to appropriate advising resources on our campuses.

ATTACHMENTS

Attachment I – Online Application

Attachment II – HSDC Webpages

Attachment III – Advisory Tracks Handouts – Health Sciences and Engineering, Technology & Math



[Bio \(!\)](#)
[HS Education \(!\)](#)
[Apply To \(!\)](#)
[Courses \(!\)](#)
[Information Request \(!\)](#)
[Signature \(!\)](#)
[Print](#)
[Questions?](#)
[Logout](#)
[Application in Process](#)

BIOGRAPHICAL DATA

* First Name

Middle Name

* Last Name

###-##-####

* Social Security Number

☐ I do not wish to provide my Social Security number here.

Use of Social Security Number (SSN) - Privacy Information: We are requesting your SSN for administrative record accuracy and reporting. Disclosure of your SSN is voluntary and if you decline to provide it to us this action will not affect your admissions eligibility. However, we request this information from you in order to meet our federal obligation to report student employment, Hope and Lifetime Scholarship tax information, and federal financial aid. The SSN is confidential information under the Federal Educational Rights to Privacy Act and we will not release it without your consent. Having your SSN on record will enable the University to keep accurate information and to report it promptly.

Former First Name

Former Middle Name

Former Last Name(s)
(seperated by commas)

Preferred First Name
(If different from Legal Name)

* Birth Date mm/dd/ccyy

* e-mail Address katie.boehnke@sdbor.edu

Additional Email Contact 1
Please indicate the relationship of the person at this email address.

Additional Email Contact 2
Please indicate the relationship of the person at this email address.

CITIZENSHIP

- * Citizenship ☐ U.S. Citizen ☐ Permanent Resident ☐ Refugee/Asylee ☐ International Student ☐ Other (explain)

RESIDENCY

* Have you lived in South Dakota for the past 12 months? ☐ Yes ☐ No

* In what state are you a resident? Select One

[Top](#) | [Bottom](#)

PERMANENT MAILING ADDRESS

Please keep all regional information consistent. If you select "United States of America," please select a state and enter your US zip/postal code only.

* Address Line 1
(Please no punctuation)

Address Line 2 [\(more...\)](#)

* City/Province

State Select One

* Required if Country is USA

5090

Zip/Postal Code

* Required if Country is USA or Canada

* Country * Telephone

Other Telephone Number & Type ☐ Cell ☐ Work
 (type is required when other telephone number is provided)

CURRENT MAILING ADDRESS

Current Mailing Address ☐ Current Mailing Address
 (Check the box if your current mailing address is the same as your permanent mailing address.)

[Top](#) | [Bottom](#)**EMERGENCY CONTACT**First Name Last Name Relationship to you Country Telephone

Emergency Mailing Address ☐ Emergency address same as as permanent
 (Check the box if your current mailing address is the same as your permanent mailing address.)

[Top](#) | [Bottom](#)**FAMILY EDUCATIONAL HISTORY**

What is the highest level of education attained by either parent?
☐ High School/GED/Some High School
☐ Some College
☐ Associate Degree
☐ Bachelor's Degree or Higher

[Top](#) | [Bottom](#)**SELECTIVE SERVICE REGISTRATION**

What is your gender? ☐ Female
☐ Male

Pursuant to South Dakota Codified Law § 13-53-1.1, no male person born after December 31, 1959, may enroll at any state-supported college or university until he has answered the below statement in the affirmative:

Do you certify that you are registered with the Selective Service pursuant to the Military Service Act, 50 U.S.C. § 453, as amended and in effect as of January 1, 1988, or that for a reason specified in 50 U.S.C. § 453, you are not required to be registered?

Help: [Selective Service Registration Information](#)

Questions?

- BHSU - Spearfish, SD - (605) 642-6343 or 1-800-255-BHSU - www.bhsu.edu - admissions@bhsu.edu
- DSU - Madison, SD - (605) 256-5139 or 1-888-DSU-9988 - www.dsu.edu - admissions@dsu.edu
- NSU - Aberdeen, SD - (605) 626-2544 or 1-800-NSU-5330 - www.northern.edu - admissions@northern.edu
- SDSMT - Rapid City, SD - (605) 394-2414 or 1-877-877-6044 - www.sdsmt.edu - admissions@sdsmt.edu
- SDSU - Brookings, SD - (605) 688-4121 or 1-800-952-3541 - www.sdstate.edu - sdsu.admissions@sdstate.edu
- USD - Vermillion, SD - (605) 677-5434 or 1-877-COYOTES - www.usd.edu - admissions@usd.edu

For technical issues with this website, please [contact us here](#).



SFUC RCUC





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[Courses \(!\)](#)
[Information Request \(!\)](#)
[Signature \(!\)](#)
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PRIOR EDUCATION

To make changes to the High School information please click on the "Find My High School" button.

Please Search for your High School Information

* High School Attended

* City where your High School is located

State where your High School is located

* CEEB Code

* Expected date of High School Graduation

TESTING INFORMATION

Have you taken the ACT Test? ☐ Yes ☐ No

* Date of most recent ACT Test

Composite Score

* Have you taken the Smarter Balanced Assessment (SBA) test? ☐ Yes ☐ No

SBA Math Score

SBA ELA Score

* Have you taken the SAT test? ☐ Yes ☐ No

Date of most recent SAT Test

SAT Math Score

SAT Verbal/Critical Reading Score

Were your scores sent to the institution(s) to which you are applying on this application? ☐ Yes ☐ No

If you are transferring from another university in the USA and are here as F1, J1, F2 or J2 status, please enter your SEVIS ID.

Questions?

- BHSU - Spearfish, SD - (605) 642-6343 or 1-800-255-BHSU - www.bhsu.edu - admissions@bhsu.edu
- DSU - Madison, SD - (605) 256-5139 or 1-888-DSU-9988 - www.dsu.edu - admissions@dsu.edu
- NSU - Aberdeen, SD - (605) 626-2544 or 1-800-NSU-5330 - www.northern.edu - admissions@northern.edu
- SDSMT - Rapid City, SD - (605) 394-2414 or 1-877-877-6044 - www.sdsmt.edu - admissions@sdsmt.edu
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CAMPUS INFORMATION

* Have you previously enrolled in courses through any of the SDBOR Universities? ☐ Yes ☐ No

SDBOR Student ID Number:

(If you answered yes to the question above or previously enrolled in courses through any of the South Dakota public Universities)

* Please select the primary institution you are applying to *(Students planning to register for courses at more than one institution will indicate those institutions when course information is filled out. The primary institution will receive the application and will facilitate registration at other institutions.)*

- ☐ 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)
- ☐ University of South Dakota (USD)

*Location of Class(es) you are registering for

- ☐ On-Campus
- ☐ Online
- ☐ Pierre (CUC)
- ☐ Huron Community Campus
- ☐ University Center Sioux Falls
- ☐ Black Hills State University Rapid City

* Semester you wish to enroll

Select One ▼

For Summer Semester courses, only students who have completed their junior year and will be seniors in the fall are eligible to participate, as specified by the Department of Education.

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COURSE INFORMATION

Campus	Subject	Course Number	Section Number	Course Title	Credit Hours	Days / Times Course Meets
* <input type="text"/>	* <input type="text"/>	* <input type="text"/>	* <input type="text"/>	* <input type="text"/>	<input type="text"/>	<input type="text"/>

*Please note: Students are limited to enrollment in no more than 9 credit hours during a given academic term. Exemptions may be granted after approval by the Campus Dual Credit Contact.

*Registration in English and Math courses will require placement via ACT/SAT, Accuplacer, Smarter Balanced, or Math Index Score.

Questions?

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INFORMATION REQUEST

The information requested below is used to comply with Title VI of the Civil Rights Act of 1964. As an applicant, responding to these questions is optional and your response will in no way affect your admission. However, we are asking for the information now to avoid a separate request once a person is an enrolled student. We use the data in aggregated form only to comply with federal reporting requirements.

If you don't wish to enter this information please continue and add your [Digital Signature](#) to this application.

Gender ☐ Female

☐ Male

Section A ☐ Hispanic or Latino

☐ Non-Hispanic or Non-Latino

Section B ☐ American Indian or Alaskan Native

(Select one or more)

☐ Asian

☐ Black or African American

☐ Native Hawaiian or Other Pacific Islander

☐ White

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SIGNATURE

All answers I have given on this application are accurate and true. If admitted, I agree to observe the rules of the South Dakota Board of Regents and to pay all fees and charges assessed. My signature below authorizes the release of my high school transcript and rank if requested. If admitted, I agree to provide all required immunization documentation. I acknowledge that federal law permits institutions of higher education to disclose academic, enrollment and financial aid information about me to staff who need to know such information to carry out their administrative tasks. I understand and acknowledge that the institutions that comprise the South Dakota system of higher education are also permitted to share such academic, enrollment and financial aid information, either within or outside the South Dakota system of higher education, when I transfer between institutions, when I enroll in coursework from more than one institution during a term or when I enroll in courses offered by a university other than the one that will grant my degree. I understand that by transferring between institutions, selecting courses from more than one institution during a term in which I received federal financial aid or enrolling in courses offered by a university other than the one that will grant my degree, I will be deemed to have consented to the disclosure of academic and financial aid information about myself.

I declare and affirm under the penalties of perjury that this application has been examined by me, and to the best of my knowledge and belief, is in all things true and correct.

* By adding my digital signature, I agree with the above statement.

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- SDSM&T - Rapid City, SD - (605) 394-2414 or 1-877-877-6044 - www.sdsmt.edu - admissions@sdsmt.edu
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Please print this form!

Biographical Data			
Legal Name			
	Last	First	Middle
Preferred First Name		Birth Date	/ /
Former Name			
	Last	First	Middle
Email Address	katie.boehnke@sdbor.edu		

Intended Enrollment			
Application ID	EA501087	Term	
Institution(s) Applying to		Location of Class(es) you are registering for	

Prior Education			
High School Attended		CEEB Code	
City your High School located		State your High School located	
Date of High School Graduation	/		

Expectations & Guidelines for Dual Credit Enrollment:

1. Courses offered have college-level content and subject matter and college-level expectations and standards. Students will be graded accordingly.
2. All courses will become part of and remain on the student’s permanent record. Students will need to disclose in college applications that they have taken college/dual credit coursework. It is the responsibility of the student to contact his/her prospective post-secondary institution and to provide necessary information so the institution may determine if the dual enrollment credits that have been earned are transferable. While all credits earned will be recognized by Regental universities, the institutions cannot guarantee transferability of credits outside of the system.
3. Students will have access to university services such as library, e-mail, and WebAdvisor.
4. Students must be aware of the published add/drop with refund and withdraw dates.
5. Before dropping or withdrawing from a dual credit course, students must consult with their high school counselor to determine the best plan to be followed. Once this step has been completed, the student must contact the Dual Credit contact at the university offering the course to complete the drop or withdrawal process. Students who stop attending class without processing an official withdrawal will stay on the course roll and be assigned an “F” for the course. Under BOR Policy 2:10.1, students are limited to 6 withdrawals in their undergraduate career, which includes HSDC courses. Further withdrawals will be assigned a failed grade. Under [SDCL 13-28-37](#), students who fail a course through the High School Dual Credit Program are no longer eligible to participate, absent a showing of good cause. BOR also requires students to have a GPA of 2.0 or higher in dual credit coursework to remain eligible for the program. Student who either fail a course or drop below a 2.0 GPA in dual credit courses, who seek to re-enroll in future dual credit opportunities through this program should contact the designated institutional representative.
6. Students will be held accountable for academic dishonesty, plagiarism, and/or cheating as outlined by the University’s Student Code.
7. Students must act on their own behalf. Parents, high school officials and others are not permitted to enroll, drop, or add classes on behalf of the student. Students are covered under the Family Education Rights and Privacy Act (FERPA) which prohibits SDBOR institutions from disclosing student information to parents and/or guardians. However, parents may gain access to student records and information by either 1.) the student submitting a signed FERPA waiver giving consent, or 2.) submitting a copy of the parent(s)’ tax return showing that the student is a tax dependent of the parent(s). More information on FERPA can be found on page 4 of the application.
8. Students are responsible for tuition/fees and materials associated with dual credit courses.

I acknowledge that federal law permits institutions of higher education to disclose academic, enrollment, and financial aid information about me to staff who need to know such information to carry out their administrative tasks. I understand and acknowledge that the institutions that comprise the South Dakota system of higher education are also permitted to share such academic, enrollment and financial aid information, either within or outside the South Dakota system of higher education, when I transfer between institutions or when I enroll in coursework from more than one institution during a term. By participating in this dual credit program, I will be deemed to have consented to the disclosure of academic information, including, but not limited to, academic standing, progress, and grades, both within the system and to my high school.

With my signature below I verify that all information on this application is complete and accurate to the best of my knowledge. If admitted, I agree to observe the rules and regulations of the South Dakota Board of Regents system and the respective Universities.

Student Signature _____ Date _____

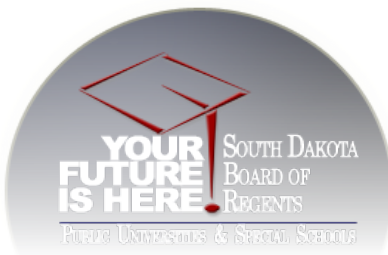
Parent/Guardian Signature _____ Date _____

School Official:
With my signature below, I verify that all student information on this application is complete and accurate to the best of my knowledge. I verify that I have read and understand the enrollment requirements for the High School Dual Credit Program, and that the student meets these requirements. I verify that the student’s high school has signed an MOU with the Dept. of Education.

School Official Signature _____ Date _____

School Official Name: _____ Phone: _____ Email: _____

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Reduced Tuition Dual Credit

About Reduced Tuition Dual Credit

During the 2014 Legislative session, the Legislature supported Governor Dugaard's budget request to provide base funding to offer reduced tuition dual credit courses in South Dakota through the High School Dual Credit Program (HSDC). Students have the opportunity to enroll in coursework at the rate of \$48.33 per credit hour (*or 1/3 of the cost*) that meets the System General Education requirements at all six Regental institutions. These courses are offered face-to-face at the on-campus locations, via distance, as well as at the three University Center locations. Starting with the Fall 2014 semester, current high school juniors and seniors enrolled at public, private and tribal high schools whose schools have signed an MOU with South Dakota Department of Education (DOE), or home school students whose parents sing an MOU, are eligible to enroll. More information from DOE regarding the Dual Credit program can be found on [SDMyLife](#).

APPLY ONLINE

Registration Period

Spring 2018

Registration for Spring 2018 will begin on November 20, 2017. The online application can be partially filled out and saved prior to November 20, but you will not be able to select the Spring 2018 semester (which is required) and submit the application until registration opens on November 20.

Applications are due on the first day of classes for the semester, which for Spring 2018 is January 8, 2018. Applications **must be received** by close of business on the date of the deadline. Applications received after that time will not be considered.

Dual Credit Guidelines

The Board of Regents Guidelines for Dual Credit can be found [here](#). These include the eligibility requirements below, as information on credit waivers and continuing eligibility.

Advising Materials

Advising materials for HDSC students can be found [here](#).

Eligibility Requirements

In order to participate, students must be a qualifying junior or senior eligible to enroll at a high school in South Dakota. To qualify, students must meet one of the requirements listed under either Sections 1 (for juniors) & 2 (for seniors), OR all of the requirements under Section 3. Students not meeting the requirements in Sections 1-3 may take and meet the required scores for an exam listed under Section 4 to qualify for the program.

1. High school junior eligible to enroll in a high school in South Dakota who meets one of the following requirements:
 - a. earn an ACT composite score of 24 reflective of the 70% percentile; or
 - b. rank in upper one-third of their graduating class; or
 - c. earn a cumulative GPA of at least 3.50 on a 4.0 scale;
2. High school senior eligible to enroll in a high school in South Dakota who meets one of the following requirements:
 - a. earn an ACT composite score of 21 reflective of the 50% percentile; or
 - b. rank in the upper one-half of their graduating class; or
 - c. earn a cumulative GPA of at least 3.25 on a 4.0 scale;
3. High School junior or senior eligible to enroll in a high school in South Dakota who meets all of the following Undergraduate admissions requirements:
 - a. ACT score of 18 (or 21 for USD & SDSM&T); and
 - b. Successful completion of coursework Requirements
 - Four Years of English
 - Three years of advanced mathematics

- Three years of laboratory science
- Three years of social studies
- One year of fine arts

4. Take one of the assessments below and meet the required score(s):

- a. 10th Grade ACT Aspire Summative Assessment – (Score 434 or higher)

Students may contact their high school for more information on the ACT Aspire Assessment.

- b. Accuplacer (Sentence Skills – Score 86 or higher AND Elementary Algebra – Score 76 or higher)

Students may contact a Dual Credit Campus Contact for more information on the Accuplacer Exam.

Forms, Course Lists, and Other Resources

SDBOR Dual Credit Program Paper Application (Spring 2018) - *Coming Soon*

[SDBOR Add/Drop Form](#)

[HSDC Campus Contacts](#)

[DOE Dual Credit Course List Dashboard](#)



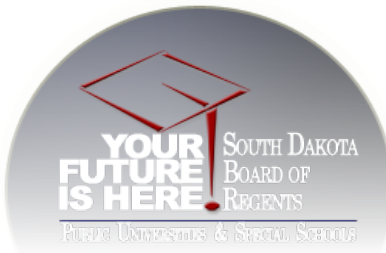
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Apply Online

Online Application (*Coming Soon!*):

Applications for Spring 2018 will open on November 20, 2017. Students will be able to fill out much of their application prior to that date and save their progress to their account; however, they will not be able to select a semester (which is required) and submit their applications until registration opens on November 20, as the semester selection option will only be available during the application period.

Applications must be received on campus **before** the Close of Business on the first day of the semester (Spring 2018: January 8, 2018). Applications received on campus after this date will not be considered. Students must also submit the additional submission requirements listed below. Please note that students registering near the deadline may encounter some difficulties related to class availability, course materials, etc. It is in the best interest of students to apply early in the application period, as an indication of interest does not guarantee future enrollment.

Students planning to register for courses at more than one institution only need to apply at one institutional link below, which will be their primary institution. Students will indicate all institutions they wish to take courses from when course information is filled out on the application.

Application Links:

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

Additional Submission Requirements for Online Application:

Once you have completed your application, you will need to submit additional materials in order for your registration to be processed. Materials should be submitted by email, mail, or fax to the primary institution that the application was submitted to. You will not be registered for courses until these materials are received by your primary institution. Campus contact information can be found [here](#).

Additional required materials include:

- Form signed by student, parent or guardian, and a school official. This form will be available to print after the online application is submitted when you click on the "Finalize Your Application" link.
- High School Transcript
- ACT/SAT Score report (*if taken*)*

*Registration for Math will require placement via Math Index Score, Accuplacer, or Smarter Balanced. Registration for English will require placement via ACT/SAT Subscore, Accuplacer, or Smarter Balanced. See BOR AAC Guideline 7.6.

Eligibility Requirements

In order to participate, students must be a qualifying junior or senior eligible to enroll at a high school in South Dakota. To qualify, students must meet one of the requirements listed under either Sections 1 (for juniors) & 2 (for seniors), OR all of the requirements under Section 3. Students not meeting the requirements in Sections 1-3 may take and meet the required scores for an exam listed under Section 4 to qualify for the program.

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 - a. earn an ACT composite score of 24 reflective of the 70% percentile; or
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 - c. earn a cumulative GPA of at least 3.50 on a 4.0 scale;
2. High school senior eligible to enroll in a high school in South Dakota who meets one of the following requirements:
 - a. earn an ACT composite score of 21 reflective of the 50% percentile; or
 - b. rank in the upper one-half of their graduating class; or
 - c. earn a cumulative GPA of at least 3.25 on a 4.0 scale;

3. High School junior or senior eligible to enroll in a high school in South Dakota who meets all of the following Undergraduate admissions requirements:
- ACT score of 18 (or 21 for USD & SDSM&T); and
 - Successful completion of coursework Requirements
 - Four Years of English
 - Three years of advanced mathematics
 - Three years of laboratory science
 - Three years of social studies
 - One year of fine arts
4. Take one of the assessments below and meet the required score(s):
- 10th Grade ACT Aspire Summative Assessment – (Score 434 or higher)
Students may contact their high school for more information on the ACT Aspire Assessment.
 - Accuplacer (Sentence Skills – Score 86 or higher AND Elementary Algebra – Score 76 or higher)
Students may contact a Dual Credit Campus Contact for more information on the Accuplacer Exam.



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HSDC Advisory Tracks

The six BOR institutions have worked together to create advising materials for high school dual credit students. Nearly all courses offered through the HSDC program meet the general education requirements at all BOR institutions.

A series of Advisory Tracks were created, which group together majors that share similar program requirements and may have preferred courses that should be taken to fulfill general education requirements. Often, students have taken too many of a single type of dual credit course, which means they may take credits that will only count as electives, when they could be taking courses that will go towards meeting the general education requirements. These materials hope to steer students towards a well-rounded slate of courses that will meet the BOR general education requirements and put students in a better position upon enrolling as degree-seeking students at BOR institutions after graduating from high school.

Below are the handouts for each Advisory Track. The six Advisory Track are:

- [Business and Management](#)
- [Education and Social Sciences](#)
- [Engineering, Technology, and Math](#)
- [Health Sciences](#)
- [Humanities, Fine Arts, and Design](#)
- [Natural Science and Agriculture](#)

Each Advisory Track has a list of all majors from each of institution that fall under each track, which are included in the links above on Page 1. Advisory Tracks are able to help students who haven't quite determined a future major, but may have a more general idea of what they want to do going forward.

Next, each Advisory Track has two lists that provide course recommendations. Page 2 of the materials for each Advisory Track lists a suggested course plan for students wishing to go into majors within the track. The courses are labeled by the General Education goal that it would meet, as each General Education Goal requires different types of courses. It provides a better visualization of how students can fulfill the BOR General Education requirements. *This list is to be seen as a guide, as students may take other courses not listed on Page 2—these courses are merely suggestions.* The full slate of courses that are recommended as possibilities for each Advisory Track as listed on Page 3 of the materials, which gives students a more expansive set of options to choose from. To see a list of course sections for the upcoming semester, visit the [HSDC Course Dashboard](#). Courses are typically added 1-2 months before registration opens.

NOTE: While these advising materials are a useful tool, it is always best to consult university advisors for appropriate course placement based on test scores, high school preparation, and potential major. It is *highly* advised that students who have determined their future majors consult advisors for specific program requirements.



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MAJORS FOR STUDENTS EXPLORING DEGREES IN HEALTH SCIENCES

Are you interested in the health sciences? Here is a list of available majors at SDBOR institutions.

BLACK HILLS STATE UNIVERSITY

- Exercise Science
- Applied Health Science (Pre-Nursing)
- Pre-Medicine
- Pre-Physical Therapy
- Pre-Occupational Therapy
- Pre-Chiropractic
- Pre-Dentistry
- Pre-Veterinary
- Pre-Optometry
- Pre-Pharmacy

DAKOTA STATE UNIVERSITY

- Exercise Science
- Respiratory Care

NORTHERN STATE UNIVERSITY

- Chiropractic Health Care
- Human Performance and Fitness
- Medical Laboratory Science
- Mortuary Science
- Pre-Athletic Training
- Pre-Nursing

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

- Pre-Professional Health Sciences

SOUTH DAKOTA STATE UNIVERSITY

- Athletic Training
- Exercise Science
- Food Science
- Health Education
- Medical Laboratory Science
- Nursing
- Nutrition & Dietetics
- Pharmacy
- Pre-Chiropractic
- Pre-Dental
- Pre-Medicine
- Pre-Mortuary
- Pre-Occupational Therapy
- Pre-Optometry
- Pre-Physical Therapy
- Pre-Physician Assistant

THE UNIVERSITY OF SOUTH DAKOTA

- Medical Biology
- Kinesiology and Sport Science
- Addiction Studies
- Dental Hygiene
- Health Sciences
- Medical Laboratory Science
- Nursing
- Social Work
- Pre-Medicine
- Pre-Physical Therapy
- Pre-Physician Assistant
- Pre-Occupational Therapy
- Pre-Chiropractic
- Pre-Dentistry
- Pre-Veterinary
- Pre-Optometry
- Pre-Pharmacy
- Pre-Podiatry

COURSE RECOMMENDATIONS FOR STUDENTS EXPLORING DEGREES IN HEALTH SCIENCES

Reduce the time to graduation by only taking the courses necessary to complete a degree. Below are a few recommended courses for students exploring careers in the health sciences. These are to be viewed as suggestions; other course options compatible with this track are listed on page 3.

Consult university advisors at the university you plan to attend for appropriate placement based on test scores, high school preparation & potential major.



ENGL 101— Composition I



ENGL 201— Composition II



SPCM 101—Fundamentals of Speech



PSYC 101—General Psychology



HDFS 210—Lifespan Development

OR



SOC 100—Introduction to Sociology



ENGL 210—Introduction to Literature



PHIL 220—Introduction to Ethics



MATH 102—College Algebra (*or appropriate math course based on placement*)
OR MATH 281/STAT 281—Introduction to Statistics

In most cases, it is best for high school students to exhaust the math curriculum at their high school before moving on to dual credit math courses.



CHEM 106/L—Chemistry Survey & Lab OR
CHEM 112/L—General Chemistry I & Lab



CHEM 107/L—Organic & Biochemistry Survey & Lab



CHEM 108/L—Chemistry Survey II & Lab OR
CHEM 114/L—General Chemistry II & Lab
(*after completing CHEM 106 or CHEM 112*)

Consulting university advisors is critical for determining which science sequence will be best for your desired major. Sciences courses should be completed in sequence.

Often, students looking to major in science-based majors are better served by taking lab science courses face-to-face in an actual lab, so dual credit may not be the best option for some students.



Recommended. Inquire whether your institution requires this course for your degree.

These course recommendations fulfill the following general education requirements:



Written Communication



Oral



Social Sciences



Arts & Humanities



Mathematics



Natural Sciences



COURSE OPTIONS FOR ATTACHMENT III 19

STUDENTS EXPLORING DEGREES IN HEALTH SCIENCES

Reduce the time to graduation by only taking the courses necessary to complete a degree. Below is a list of possible courses to fulfill general education requirements for students exploring careers in the health sciences.

Consult university advisors at the university you plan to attend for appropriate placement based on test scores, high school preparation & potential major.



Goal #1: Written Communication *(Students must take two courses, including ENGL 101)*

- ENGL 101—Composition I *(If attending SDSMT, only ENGL 101 is needed)*
- ENGL 201—Composition II
- ENGL 283—Introduction to Creative Writing



Goal #2: Oral Communication

- SPCM 101—Fundamentals of Speech *(Course not needed if attending SDSMT)*



Goal #3 Social Sciences *(Pick 2 courses from two different disciplines.)*

- | | |
|---|--------------------------------------|
| • CJUS 201—Introduction to Criminal Justice | • POLS 100—American Government* |
| • ECON 201—Principles of Microeconomics | • POLS 250—World Politics |
| • ECON 202—Principles of Macroeconomics | • PSYC 101—General Psychology* |
| • HDFS 210—Lifespan Development* | • SOC 100—Introduction to Sociology* |
| • HIST 151—United States History I | • SOC 150—Social Problems |
| • HIST 152—United States History II | |

*These courses are recommended for Nursing, Dental Hygiene, Health Sciences, Medical Biology, & Social Work majors.



Goal #4: Arts & Humanities *(Pick 2 courses from two different disciplines)*

- | | |
|---|-------------------------------------|
| • ART 121—Design I 2D | • PHIL 220—Introduction to Ethics* |
| • ARTH 100—Art Appreciation | • REL 250—World Religions |
| • ARTH 211—History of World Art I | • GFA 101—Introduction to Fine Arts |
| • ARTH 212—History of World Art II | • MUS 100—Music Appreciation |
| • ENGL 210—Introduction to Literature | • THEA 100—Introduction to Theatre |
| • MCOM 151—Intro to Mass Communications | • THEA 201—Film Appreciation |

*This course is required for nursing majors.



Goal #5: Mathematics

- MATH 102—College Algebra *(or appropriate math course based on placement)*
- MATH 281/STAT 281—Introduction to Statistics

In most cases, it is best for high school students to exhaust the math curriculum at their high school before moving on to Dual Credit math courses.



Goal #6: Natural Sciences *(Students will need at least 6 credits)*

- | | |
|--|---|
| • BIOL 151/L—General Biology I & Lab | • CHEM 112/L—General Chemistry I & Lab |
| • BIOL 153/L—General Biology II & Lab | • CHEM 114/L—General Chemistry II & Lab |
| • CHEM 106/L—Chemistry Survey & Lab | <i>(after completing CHEM 112/L)</i> |
| • CHEM 107/L—Organic & Biochemistry Survey & Lab | • PHYS 111/L—Introduction to Physics I & Lab |
| • CHEM 108/L—Chemistry Survey II & Lab | • PHYS 113/L—Introduction to Physics II & Lab |
| <i>(after completing CHEM 106/L)</i> | |

Consulting university advisors is critical for determining which science sequence will be best for your desired major. Sciences courses should be completed in sequence.

Often, students looking to major in science-based majors are better served by taking lab science courses face-to-face in an actual lab, so dual credit may not be the best option for some students.

MAJORS FOR STUDENTS EXPLORING DEGREES IN ENGINEERING, TECHNOLOGY & MATH

Are you interested in engineering, technology or math? Here is a list of available majors at SDBOR institutions.

BLACK HILLS STATE UNIVERSITY

- Engineering Technology
- Exercise Science
- Mathematics
- Mathematics & Science Education

DAKOTA STATE UNIVERSITY

- Biology for Information Systems
- Business Technology
- Computer Game Design
- Computer Science
- Cyber Operations
- Information Systems
- Mathematics for Information Systems
- Network and Security Administration

NORTHERN STATE UNIVERSITY

- Mathematics
- Mathematics Education
- Pre-Engineering

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

- Applied and Computational Mathematics
- Chemical Engineering
- Civil Engineering
- Computer Engineering
- Computer Science
- Electrical Engineering
- Geological Engineering
- Industrial Engineering and Engineering Management
- Science, Technology, and Society
- Mechanical Engineering
- Metallurgical Engineering
- Mining Engineering
- Physics

SOUTH DAKOTA STATE UNIVERSITY

- Agricultural and Biosystems Engineering
- Agricultural Systems Technology
- Aviation
- Biotechnology
- Civil Engineering
- Computer Science
- Electrical Engineering
- Electronics Engineering Technology
- Mathematics
- Mechanical Engineering
- Operations Management
- Precision Agriculture

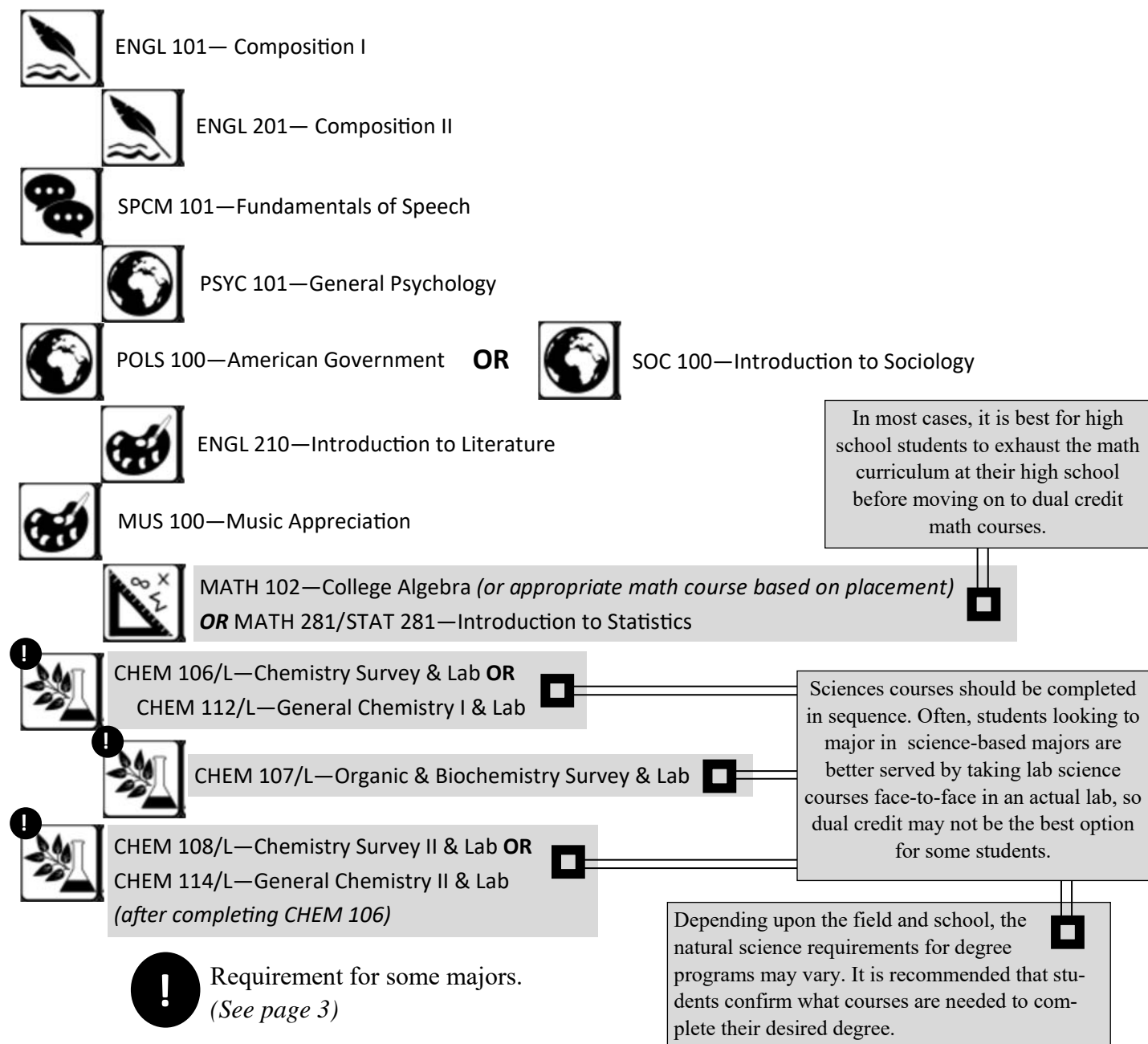
THE UNIVERSITY OF SOUTH DAKOTA

- Computer Science
- Mathematics
- Physics

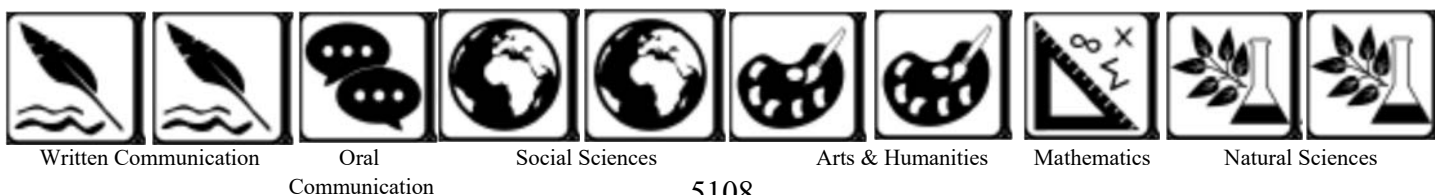
COURSE RECOMMENDATIONS FOR STUDENTS EXPLORING DEGREES IN ENGINEERING, TECHNOLOGY & MATH

Reduce the time to graduation by only taking the courses necessary to complete a degree. Below are a few recommended courses for students exploring careers in engineering, technology, or math. These are to be viewed as suggestions; other course options compatible with this track are listed on page 3.

Consult university advisors at the university you plan to attend for appropriate placement based on test scores, high school preparation & potential major.



These course recommendations fulfill the following general education requirements:



COURSE OPTIONS FOR STUDENTS EXPLORING DEGREES IN ENGINEERING, TECHNOLOGY & MATH

Reduce the time to graduation by only taking the courses necessary to complete a degree. Below is a list of possible courses to fulfill general education requirements for students exploring careers in engineering, technology, or math. Consult university advisors at the university you plan to attend for appropriate placement based on test scores, high school preparation & potential major.



Goal #1: Written Communication (*Students must take two courses, including ENGL 101*)

- ENGL 101—Composition I (*If attending SDSMT, only ENGL 101 is needed*)
- ENGL 201—Composition II
- ENGL 283—Introduction to Creative Writing



Goal #2: Oral Communication

- SPCM 101—Fundamentals of Speech (*Course not needed if attending SDSMT*)



Goal #3 Social Sciences (*Pick 2 courses from two different disciplines.*)

- | | |
|---|-------------------------------------|
| • CJUS 201—Introduction to Criminal Justice | • POLS 100—American Government |
| • ECON 201—Principles of Microeconomics | • POLS 250—World Politics |
| • ECON 202—Principles of Macroeconomics | • PSYC 101—General Psychology |
| • EPSY 210/HDFS 210—Lifespan Development | • SOC 100—Introduction to Sociology |
| • HIST 151—United States History I | • SOC 150—Social Problems |
| • HIST 152—United States History II | |



Goal #4: Arts & Humanities (*Pick 2 courses from two different disciplines*)

- | | |
|---------------------------------------|---|
| • ART 111—Drawing I | • HIST 121—Western Civilization I |
| • ART 121—Design I 2D | • HIST 122—Western Civilization II |
| • ARTH 100—Art Appreciation | • MCOM 151—Intro to Mass Communications |
| • ARTH 211—History of World Art I | • PHIL 220—Introduction to Ethics* |
| • ARTH 212—History of World Art II | • REL 250—World Religions |
| • ENGL 210—Introduction to Literature | • GFA 101—Introduction to Fine Arts |
| • HIST 111—World Civilization I | • MUS 100—Music Appreciation |
| • HIST 112—World Civilization II | • THEA 100—Introduction to Theatre |
| | • THEA 201—Film Appreciation |



Goal #5: Mathematics

- | | |
|---|--|
| • MATH 102—College Algebra (<i>or appropriate math course based on placement</i>) | • MATH 123—Calculus I |
| • MATH 115—Precalculus | • MATH 125—Calculus II |
| • MATH 120—Trigonometry | • MATH 281/STAT 281—Introduction to Statistics |

In most cases, it is best for high school students to exhaust the math curriculum at their high school before moving on to Dual Credit math courses. By gaining basic skills in upper-level high school courses such as calculus/trigonometry, students will be better prepared



Goal #6: Natural Sciences (*Students will need at least 6 credits*)

- | | |
|--|---|
| • BIOL 101/L—Biology Survey I & Lab | • ESCI 103/L—Earth and Life Through Time & Lab |
| • BIOL 103/L—Biology Survey II & Lab | • PHYS 101/L—Survey of Physics & Lab |
| • BIOL 151/L—General Biology I & Lab | • PHYS 111/L—Introduction to Physics I & Lab |
| • BIOL 153/L—General Biology II & Lab | • PHYS 113/L—Introduction to Physics II & Lab |
| • CHEM 106/L—Chemistry Survey & Lab | • PHYS 211/L—University Physics I & Lab |
| • CHEM 107/L—Organic & Biochemistry Survey & Lab | • PHYS 213/L—University Physics II & Lab |
| • CHEM 112/L—General Chemistry I & Lab | • PHYS 185/L—Introduction to Astronomy I & Lab |
| • CHEM 114/L—General Chemistry II & Lab | • PHYS 187/L—Introduction to Astronomy II & Lab |
| • ESCI 101/L—Dynamic Earth & Lab | |

Consulting university advisors is critical for determining which science sequence will be best for your desired major. Sciences courses should be completed in sequence.

Often, students looking to major in science-based majors are better served by taking lab science courses face-to-face in an actual lab, so dual credit may not be the best option for some students.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – J (3)

DATE: December 5-7, 2017

SUBJECT

High School Dual Credit (HSDC) Matriculation Report

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:5](#) – Transfer of Credit

[AAC Guideline 7.1](#) – Dual and Concurrent Credit Administration Guidelines

BACKGROUND / DISCUSSION

Since the High School Dual Credit (HSDC) began in 2014, the Board of Regents has received periodic updates on the enrollment trends each term. Questions have continued to surface about the impact the program has had for encouraging more South Dakota students to matriculate into the Regental system after graduation. This report seeks to provide the Board with the trends related to graduate matriculation for the first three cohorts of seniors eligible for the program.

IMPACT AND RECOMMENDATION

Since the first seniors graduated in May 2015, a total of 4,336 students have enrolled in coursework through the HSDC program, with approximately 57% of those students enrolling in the Regental system following graduation (representing 60% of the overall credit hours). Trends across both enrollments, and credit hours transferred in, have remained consistent for the first three cohorts evaluated.

ATTACHMENTS

Attachment I – Special Data Analysis: HSDC Matriculation Report

INFORMATIONAL ITEM



*** Special Data Analysis ***

HSDC Matriculation Report

Three cohorts of South Dakota high school students have graduated since the High School Dual Credit (HSDC) program was first introduced in Fall 2014. Since that time a total of 4,336 students have enrolled in coursework through this program, with approximately 57% of those students enrolling in the Regental system following graduation. Similar trends also exist for the credit hours these students transfer into the Regental system. Sixty percent of the HSDC credit hours completed by these graduates transferred into a Regental system after graduation. Trends across both enrollments and credit hours transferred in as a result of this program have remained consistent for the first three cohorts evaluated.

The High School Dual Credit (HSDC) program was first implemented in Fall 2014 providing the opportunity for the 2015 high school graduates to enroll in coursework during their senior year. Since that initial year, two additional cohorts of graduates (2016 and 2017) have had the opportunity to complete dual credit coursework during their junior and senior year. The goal of the program are twofold. First to provide an affordable option for qualified high school students to enroll in college courses while in high school. The second was to encourage South Dakota high school graduates to matriculate to public postsecondary institutes in the state following graduation. This report seeks to evaluate the enrollment impact for this second goal.

HSDC Student Matriculation

To evaluate the matriculation rates for HSDC students during the first three years of the program, the graduates for the 2015, 2016, and 2017 graduating classes in South Dakota were evaluated. Students completing HSDC credit during their junior and senior year through a Regental institution were monitored to determine subsequent enrollment after graduation. For 2015 graduates a total of 1,053 students enrolled in HSDC coursework, and a total of 603 (57.3%) eventually enrolled at a Regental institution (see Figure 1). This percentage declined for the 2016 graduates to 56%, and then increased back to 57.3% for 2017.

Figure 1
Percentage of HSDC Students Matriculating into the Regental System Following Graduation

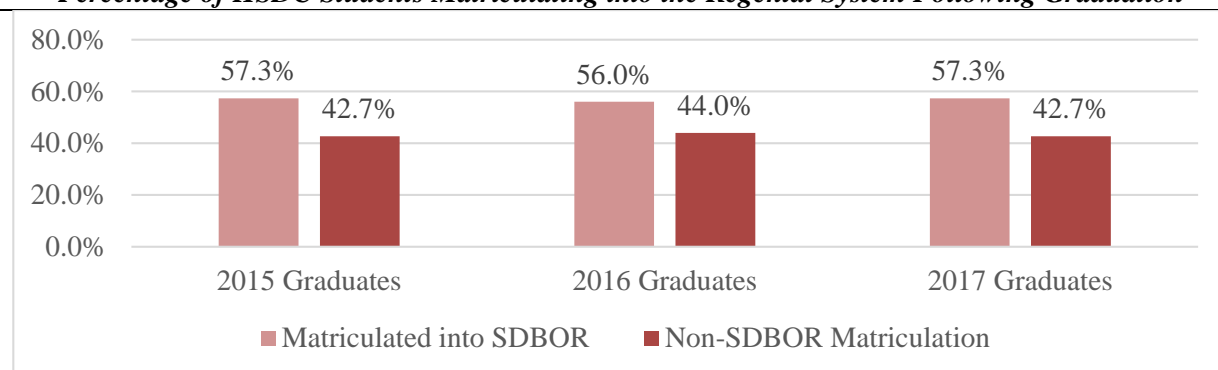


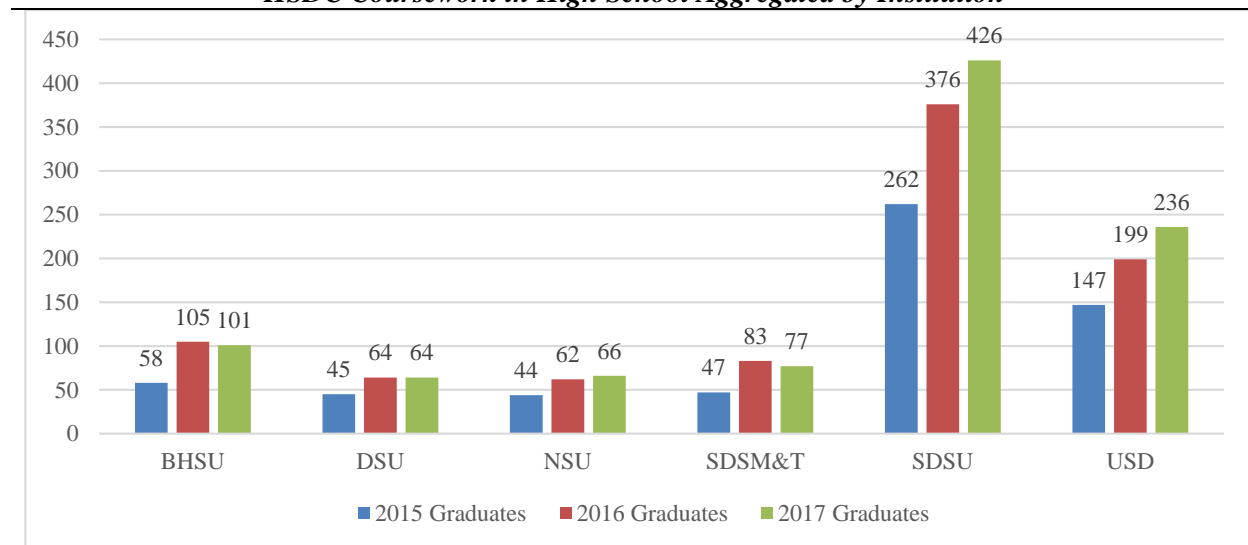
Table 1 provides the enrollment numbers for matriculated and non-matriculated graduates for each of these three years. It is important to note that despite the flat matriculation pattern, each year a higher number of students both enrolled in HSDC courses, and then matriculated into the Regental system after graduation.

Table 1
South Dakota High School Graduates Matriculating into the Regental System after Completing HSDC Coursework in High School

<i>Graduation Year</i>	<i>Enrolled in SDBOR</i>	<i>Did not Enroll in BOR</i>	<i>Total</i>
2015	603	450	1,053
2016	889	700	1,589
2017	970	724	1,694
<i>Total</i>	<i>2,462</i>	<i>1,874</i>	<i>4,336</i>

Figure 2 below depicts HSDC student matriculation into Regental institutions the fall term after high school.¹ Across the three graduate cohorts the largest majority of students have matriculated to SDSU (1,064 or 43%) followed by USD (582 or 24%), BHSU, SDSM&T, DSU and NSU. By comparison USD delivered the highest percentage of credit hours to students in these three cohorts (33%). Over the three year period, SDSU delivered only 23% of the credit and matriculated 43% of the students.

Figure 2
South Dakota High School Graduates Matriculating into the Regental System After Completing HSDC Coursework in High School Aggregated by Institution



¹ Figure 1 shows a breakout of all HSDC graduates from 2015, 2016, and 2017 by university of subsequent enrollment. In this table, “subsequent enrollment” was defined as enrolling as a degree-seeking undergraduate (with a home location designation at the respective university) in the first fall term following high school graduation. Consistent with data depicted in Table 1, a total of 1,874 students did not subsequently enroll in the Regental system as per the definition given above.

Credit Hour Completion

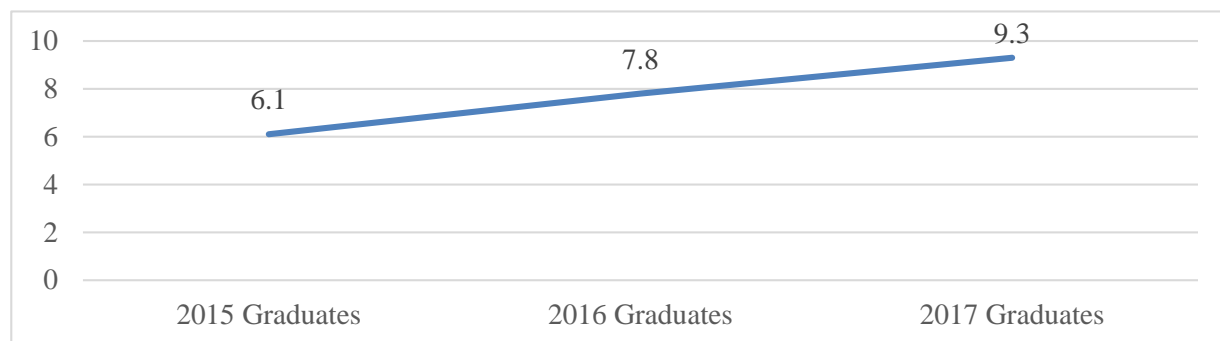
The total number of credit hours completed by each of the three graduate cohorts were also evaluated. Students graduating from South Dakota high schools in 2015 completed 6,391 credit hours through the HSDC program. Since the program first began in Fall 2014, graduates that May were only able to take advantage of the program during their senior year. Since that time HSDC has been viable for both juniors and seniors, allowing these students to accumulate a higher number of credit hours prior to graduation. The 2016 graduates earned 12,352 credit hours (a 93% increase), and that then grew to 15,758 credit hours for 2017 graduates (28% increase from the previous year).

Table 2
HSDC Credit Hours Generated by Each Regental Institution to Each Cohort of High School Graduates

<i>Graduates</i>	<i>BHSU</i>	<i>DSU</i>	<i>NSU</i>	<i>SDSM&T</i>	<i>SDSU</i>	<i>USD</i>	<i>System</i>
<i>2015</i>	<i>1,424</i>	<i>479</i>	<i>800</i>	<i>225</i>	<i>1,275</i>	<i>2,188</i>	<i>6,391</i>
<i>2016</i>	<i>2,120</i>	<i>860</i>	<i>2,090</i>	<i>298</i>	<i>2,906</i>	<i>4,078</i>	<i>12,352</i>
<i>2017</i>	<i>2,657</i>	<i>1,075</i>	<i>2,775</i>	<i>457</i>	<i>3,618</i>	<i>5,176</i>	<i>15,758</i>

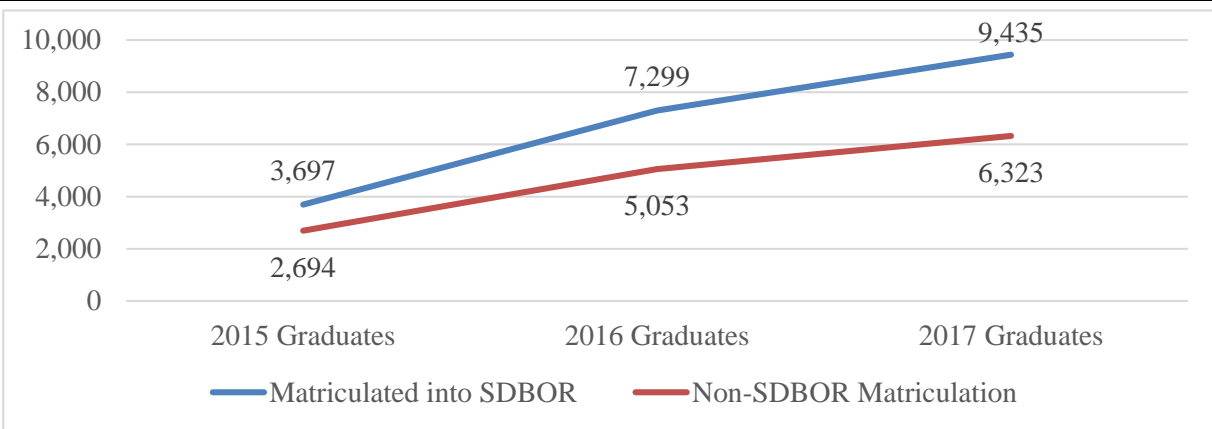
When further comparing the data depicted in Table 1 and 2, a trend for the average credit hours completed by South Dakota high school graduates has continued to increase each year. The graduates from the first year of eligibility completed an average of 6.1 credit hours through the HSDC program. This grew to 7.8 in 2016 and then increased to 9.3 for the 2017 graduates (see Figure 3). In any given term there are students taking as many as 12 to 15 credit hours through this program, but those are rare occurrence. The majority of students appear to be supplementing their high school education experience with between three to four dual credit courses to meet high school and General Education requirements once they enroll in the Regental system.

Figure 3
Average HSDC Credit Hours Completed by South Dakota High School Graduates



In addition to evaluating student matriculation by way of headcount, it is also warranted to assess the HSDC credit hours brought into the Regental system. It is important to note that HSDC credit can be earned at any Regental institution and transfers easily to any of the six institutions. Over the past three years, a higher percentage of HSDC credit has matriculated into the Regental system each year improving from 57.8% for 2015 graduates to 59.9% in 2017. In addition to the overall percentage increase, the total credit transferred has also increased consistent with the enrollment growth in the program (see Figure 4). A total of 3,697 HSDC credit hours transferred from the 2015 graduating class, which improved to 9,435 for 2017 graduates (a 155% increase).

Figure 4
HSDC Credit Transfer Patterns for South Dakota High School Graduates



SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – J (4)

DATE: December 5-7, 2017

SUBJECT

High School Dual Credit (HSDC) Fiscal Analysis

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 2:5](#) – Transfer of Credit

[AAC Guideline 7.1](#) – Dual and Concurrent Credit Administration Guidelines

BACKGROUND / DISCUSSION

During the [October 2016](#) Board of Regents meeting, a preliminary fiscal analysis of the High School Dual Credit program was provided to the Board. The analysis depicted both revenue gains/losses for different Regental institutions which was influenced by the transfer of HSDC credits after graduation. Delivering a sizable number of HSDC credit hours to students who do not enroll after graduation produces a net gain for the campus delivering the credit. When students matriculate into an institution with HSDC credit they have the potential to experience sizable revenue loss resulting from the difference in the \$145 tuition rate compared to resident state-support tuition. The analysis depicted in the *HSDC Fiscal Analysis* seeks to provide the Board with an overview of the revenue loss/gain for the Regental system and among the six institutions.

IMPACT AND RECOMMENDATION

The analysis projects a -\$717,449 loss in revenue for the Regental system during the first three years of the HSDC program. While three institutions generated sizable revenue gains, three institutions experienced a revenue loss resulting from an imbalance in credits transferred. Six alternative options were discussed by the Academic Affairs Council during their November 2017 meeting. The council identified advantages and disadvantages associated with each approach, and prioritized the options for review by the Board. Each of the six options are presented below for discussion and consideration by the Board.

Option 1 – Increase HSDC Rate to \$170

Raising the HSDC Rate to \$170 per credit hour would have generated \$145,801 in revenue for the past three years. The fiscal impact for the 2017 graduates would have decreased to -\$12,799 for the system, suggesting that this is a realistic price point for the system. Table A2 in Appendix A provides the comprehensive totals

(Continued)

INFORMATIONAL ITEM

for the system and all institutions if this HSDC rate had been set when the program began.

- The increased rate would require support from the Governor and Legislature before a new rate could be established.
- If a 1/3 cost distribution model is applied, then the cost to students would increase from \$48.33 per credit hour to \$56.66. The average cost per class would increase from \$145 to \$170 for students.
- Inequities identified due to transfer would not be addressed under this model.

Option 2 – Increase Rate and Offer Stipend for Regental Matriculation

Increase the HSDC Rate to \$200 per credit hour, and provide a \$50 per credit hour stipend to students who matriculate to a Regental institution after graduation. \$50 stipend revenue would need to be collected centrally, and then re-distributed based on student matriculation after graduation. Under this model (see Table A3 in Appendix A) system revenue for the system would have improved to \$158,651 for the first three years of the program. Two additional set of projections are provided in Appendix A to reflect a 10% (Table A4) and 20% (Table A5) attrition that may be expected under this model.

- The increased rate would require support from the Governor and Legislature before the new rate could be established.
- The per-course cost for students would increase from \$145 to \$295. Students would be awarded a \$150 stipend to be applied to their home institution after matriculation, which may not have the desired impact on final attendance decisions.
- A decrease in overall participation would be likely, resulting in a 10-30% attrition rate.
- Inequities identified due to transfer would be moderately addressed under the model due only to attrition.

Option 3 – Manage HSDC Course Offerings

Distribute the courses offered for each of the General Education goals evenly across institutions. The total number of credit hours available for a given student would be set at 18. Under this model each institution would deliver the corresponding coursework for one GE goal that would need to be managed centrally. Strategies for tracking student course and goal completion would need to be developed.

- Students enrolling face-to-face currently would only be able to enroll in General Education Coursework on campus for a given goal area.
- Campuses would be required to increase staffing in a given goal area to serve the increased HSDC activity in that area.

- The application and registration process would need to be managed centrally, or students will complete applications for each institution they enroll each term.
- Benefits from HSDC enrollments on the margin would be lost and further increase the cost of delivering the program.

Option 4 – Tuition Pool Following Student

Set a tuition rate that allows for net revenue by the system and collect all tuition in a central pool. A portion of collected revenue would be distributed to campuses based on student matriculation. Institutions with highest “large fiscal loss,” as depicted in the report, would collect a portion of the lost revenue currently experienced from HSDC.

- Institutions would have a decreased incentive to recruit students into HSDC coursework.
- This option would require reverting to an old SDBOR funding formula where a portion of institutional tuition dollars are held centrally and distributed based on FTE.
- Campuses are already investing energy into encouraging students to enroll at the institution delivering HSDC credit.
- The Colleges/Units responsible for delivering HSDC credit are not benefiting from the tuition revenue generated.

Option 5 – Eliminate Concurrent Credit Delivery

Depart from the delivery of concurrent credit in local South Dakota school districts, and shift to in-district delivery or online course offerings at the HSDC rate. Revenue generated from the 700 concurrent credit enrollments may assist in reducing the overall loss for the system. This would require additional analysis of concurrent credit student matriculation patterns.

- Institutions would erode long-standing partnerships with school districts involved with concurrent credit for more than a decade.
- Institutions would need to ensure that school districts would transition students to HSDC. There is a likelihood that districts will form new partnerships with other non-Regental postsecondary institutions.
- The current Concurrent Credit program allows for institutions to offer introductory courses for the major, which are limited in HSDC (currently only General Education courses).
- Concurrent Credit serves as a viable option for lower income students who do not have resources to participate in HSDC.

Option 6 – Restrict Total Credit Hours Allowed

The current program restricts student enrollments to only General Education courses offered in the Regental system. As a result, the typical threshold for a

student is at 30, and for the 2017 graduates, students transferred in an average of 9 credit hours. Restricting student enrollments to 6 or 12 credit hours at the HSDC rate has been considered.

- All HSDC postsecondary institutions would need to agree to limit the total number of eligible credits.
- An approach for tracking students' total HSDC credit completion across TI's and Regental system would need to be developed.
- Students are likely to still explore other dual credit/concurrent credit options outside the HSDC program.

Despite the revenue loss projected in the report for three institutions, all AAC members indicated continued support for the program. Increasing the rate to \$170 was identified as the highest priority option by each campus to best ensure system level revenue loss attributed to the program.

ATTACHMENTS

Attachment I – High School Dual Credit Fiscal Analysis



*** Special Data Analysis ***

High School Dual Credit Fiscal Analysis

One of the goals of the High School Dual Credit (HSDC) program was to address affordability issues by allowing high school students the opportunity to enroll in these course at a reduced rate. The amount of HSDC activity has continued to increase at each Regental institution, with varying levels of matriculation from each campus. Using a methodology to estimate the revenue loss/gain from the current tuition rate of \$145 per credit hour, data indicate that three institutions (BHSU, NSU and USD) have generated revenue from the current HSDC program. Dakota State University, SDSM&T and SDSU have experience lost revenue opportunities as students transfer in credit hours they would have otherwise taken once they arrive on campus. Across the system, institutions have experienced a -\$717,449 in anticipated tuition and fee revenue during the first three years of the program.

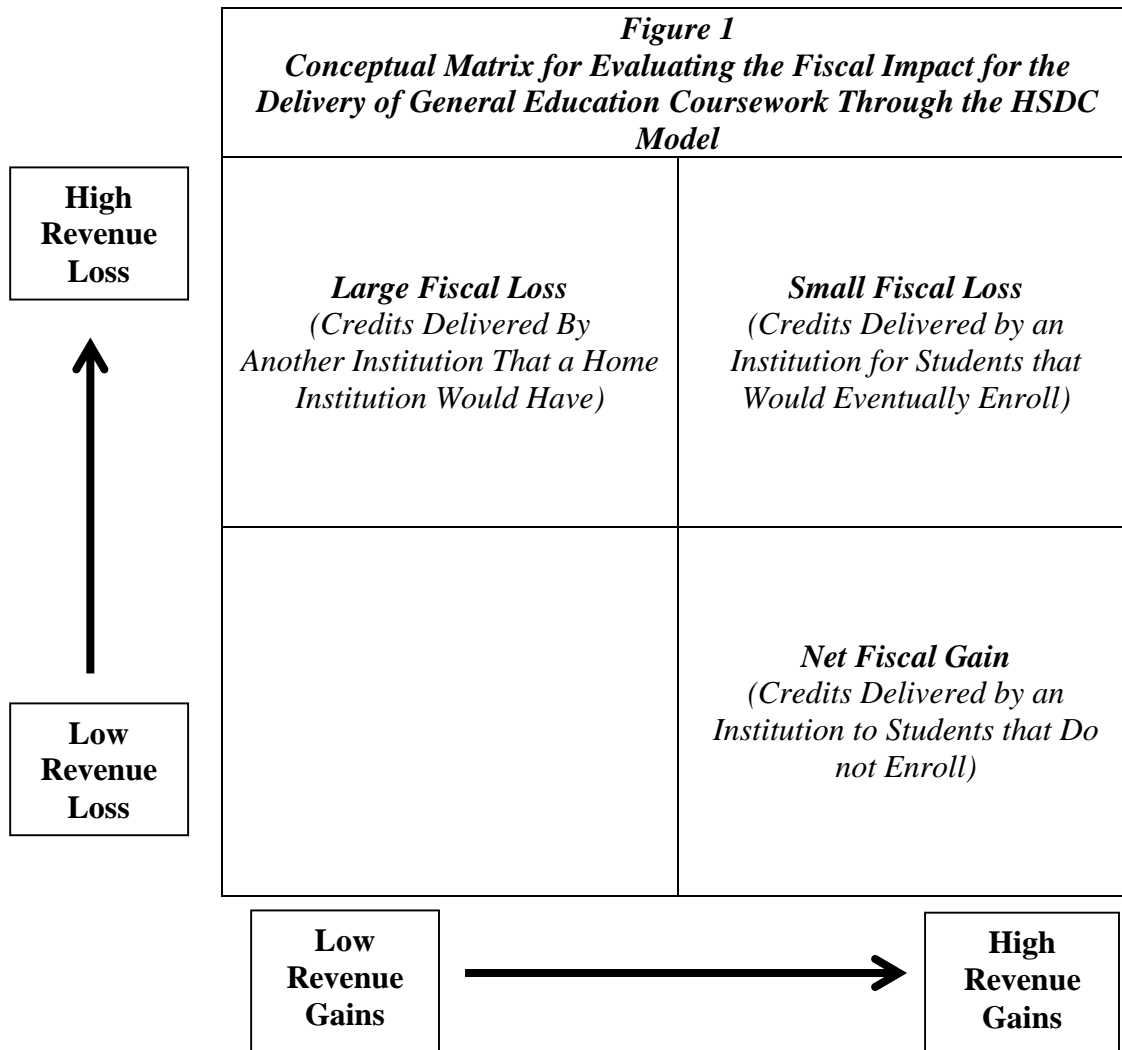
When the High School Dual Credit (HSDC) program was established in 2014 a tuition rate of \$145 a credit hour was negotiated between the Board of Regents and Governor Daugaard. Initially, state general funds were used to cover \$105 of the cost, with the remaining \$40 charged to students. The following year, the decision was made to assess students one-third the cost (\$48.33) with the state supporting the additional two-thirds (\$98.66). Despite this modest restructuring, the tuition rate of \$145 per credit hour has remained consistent since the program's inception four years ago.

After each term, a series of enrollment and grade reports have been provided to the Board of Regents to highlight the continued growth of the program, and monitor the viability of the eligibility criteria.¹ As enrollments have continued to increase, a number of academic performance indicators have been evaluated. Each has shown that HSDC students on average out-perform traditional students upon postsecondary enrollment.² The Board of Regents has also inquired about whether the established tuition rate was set at an appropriate rate to cover the cost of delivering General Education courses through this program. In order to calculate the fiscal impact, student matriculation was distributed into three categories depicted in Figure 1. The matrix attempts to operationalize the three fiscal impact types based on a combination of “low vs. high revenue loss” compared to “low vs. high revenue gains.” These include:

¹ The most recent report provided to the Board of Regents in October 2017 demonstrated that headcount had grown to 2,408 for the Fall 2017 term. This signified the third straight year of headcount growth since 855 students first enrolled in the program in Fall 2014. A copy of the report can be found at: https://www.sdbor.edu/the-board/agendaitems/2014AgendaItems/2017%20Agenda%20Items/October0317/6_J_BOR1017.pdf

² A comprehensive report was provided to the Board of Regents tracking the first year outcomes of 2015 graduates who entered the Regental system with HSDC credit hours. A copy of the report can be found at: https://www.sdbor.edu/the-board/agendaitems/2014AgendaItems/2016-October/6_H_BOR1016.pdf

- **Small Fiscal Loss** (*Credits Retained at Home*) – HSDC credit hours delivered by a Regental institution for students who eventually enrolled at that campus. This is classified as “small fiscal loss” by calculating the difference in tuition between the HSDC rate and the BOR approved resident state-support rate.
- **Net Fiscal Gain** (*Credits Transferred Out*) – HSDC credit hours delivered by a Regental institution for students who do not enroll at their institution. This is classified as a “net fiscal gain” as the institution generates a profit from the \$145 credit hour rate for all courses taught on the margins with existing course sections.
- **Large Fiscal Loss** (*Credit Transferred In*) – HSDC credit hours that transfer into a Regental institution after being delivered by a different campus in the system. This is classified as a “large fiscal loss” for the receiving institution as they forfeit the approved resident state-support tuition rate for all HSDC credit hours.



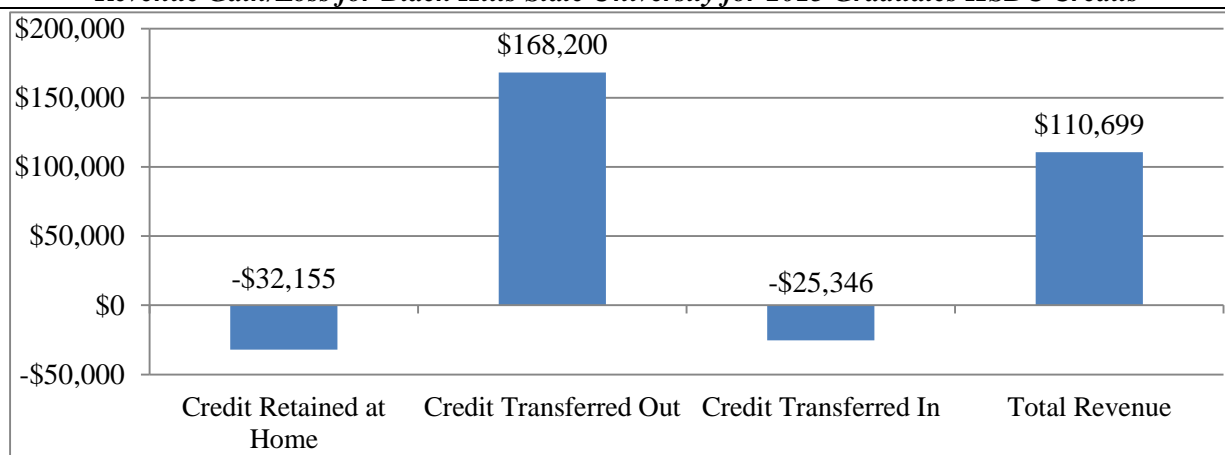
To evaluate the fiscal implications, the HSDC enrollments and postsecondary matriculation patterns for the 2015, 2016 and 2017 high school graduates were assessed. Table 1 below depicts the credit hours completed in each of these fiscal impact categories referenced above. As depicted in the far right column of Table 1, the Regental system delivered 6,391 credit hours to the 2015 graduates. From this total 1,990 of these credit hours were retained at the home institution that delivered the HSDC credit. The remaining 4,401 transferred either to another Regental institution or outside the system after high school graduation. This reflects the “net fiscal gain” classification as depicted in Figure 1.

Beyond the simple classification of credit hours retained or transferred into an institution, the “home” location of that transfer is also important to include in the revenue loss/gain considerations. In order to calculate the “large fiscal loss,” for an institution, a modest duplicative total must also be accounted for to reflect when HSDC credit transfers in from one of the other Regental institutions. As an example, for 2015 graduates a total of 1,707 credit hours from the “net fiscal gain” credit hours were transferred to another Regental institution resulting in a “large fiscal loss” to that receiving location. When applied to a specific institution, SDSU delivered 1,274 credit hours to 2015 graduates. A portion (648) of those credits remained at SDSU when students enrolled the following fall, and the remainder (627) transferred out. However, an additional 922 credit hours of HSDC coursework transferred in from other Regental institutions that same year. The credit hours distributed across all three graduating classes are available in Table 1 depicting each of these calculations.

Table 1							
Transfer Patterns for Credit Hours Earned by South Dakota Graduates Completing HSDC Coursework							
	BHSU	DSU	NSU	SDSMT	SDSU	USD	System
2015 Graduates							
<i>Small Loss (Credit Retained at Home)</i>	264	158	211	62	648	647	1,990
<i>Net Gain (Credit Transferred Out)</i>	1,160	321	589	163	627	1,541	4,401
Total	1,424	479	800	225	1,275	2,188	6,391
<i>Large Loss (Credit Transferred In)</i>	95	96	81	213	922	300	1,707
2016 Graduates							
<i>Small Loss (Credit Retained at Home)</i>	600	297	274	103	1,242	1,146	3,662
<i>Net Gain (Credit Transferred Out)</i>	1,520	593	1,816	195	1,664	2,932	8,720
Total	2,120	890	2,090	298	2,906	4,078	12,382
<i>Large Loss (Credit Transferred In)</i>	281	292	198	575	1,579	742	3,667
2017 Graduates							
<i>Small Loss (Credit Retained at Home)</i>	660	267	329	227	1,537	1,169	4,189
<i>Net Gain (Credit Transferred Out)</i>	1,996	808	2,446	230	2,081	4,007	11,568
Total	2,656	1,075	2,775	457	3,618	5,176	15,757
<i>Large Loss (Credit Transferred In)</i>	328	303	261	593	2,551	1,210	5,246
Three Year Total							
<i>Small Loss (Credit Retained at Home)</i>	1,524	722	814	392	3,427	2,962	9,841
<i>Net Gain (Credit Transferred Out)</i>	4,676	1,722	4,851	588	4,372	8,480	24,689
Total	6,200	2,444	5,665	980	7,799	11,442	34,530
<i>Large Loss (Credit Transferred In)</i>	704	691	540	1,381	5,052	2,252	10,620

In order to evaluate the total fiscal impact drawing from these three classifications, the resident state-support tuition, USF, and GAF for each corresponding fiscal year (FY16, FY17 and FY18) were used (see Appendix A). These rates were applied against the transfer pattern data depicted in Table 1, and the total fiscal impact for each institution is provided in Table 2. As a point of reference the data for BHSU are presented in Figure 2. A total of -\$32,155 in lost revenue occurred for HSDC credit delivered by BHSU to students who were retained at that institution from the 2015 graduating class. However, the institution generated \$168,200 in net revenue from those students that did not enroll at BHSU after graduation. Finally, a total of 95 HSDC credit hours transferred in from other Regental institutions to BHSU causing a loss in potential revenue of -\$25,346. When calculating each of these revenue loss/gains for 2015 graduates, BHSU generated \$110,699 in total revenue.

Figure 2
Revenue Gain/Loss for Black Hills State University for 2015 Graduates HSDC Credits



When applying these same parameters across the remainder of the Regental institutions, four campuses (BHSU, DSU, NSU, and USD) had a net revenue gain from the HSDC program for the 2015 graduates. SDSU and SDSM&T each experienced net losses when using this model. The system as a whole experienced -\$88,321 in lost revenue for 2015 graduates (see Figure 3).

Figure 3
Revenue Gain/Loss for Regental Institutions for 2015 Graduates HSDC Credits

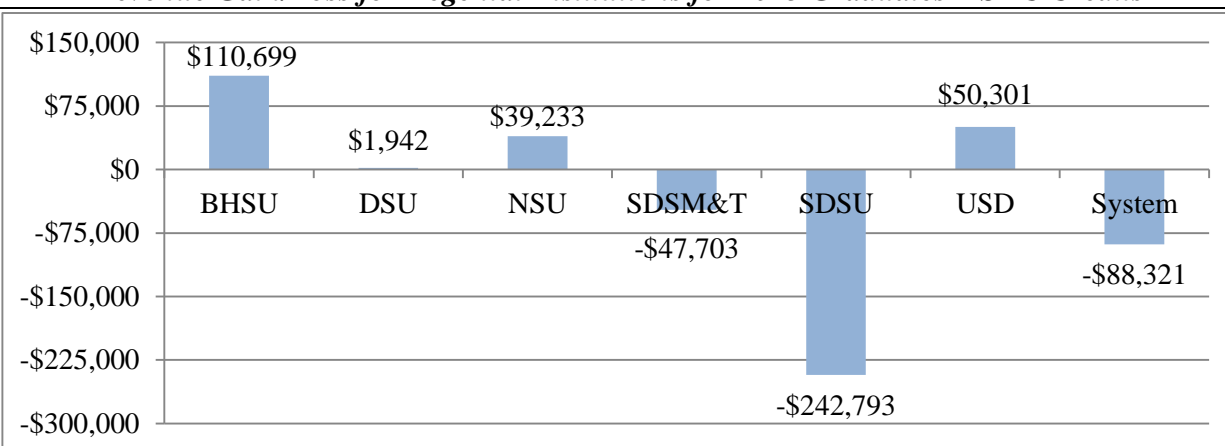


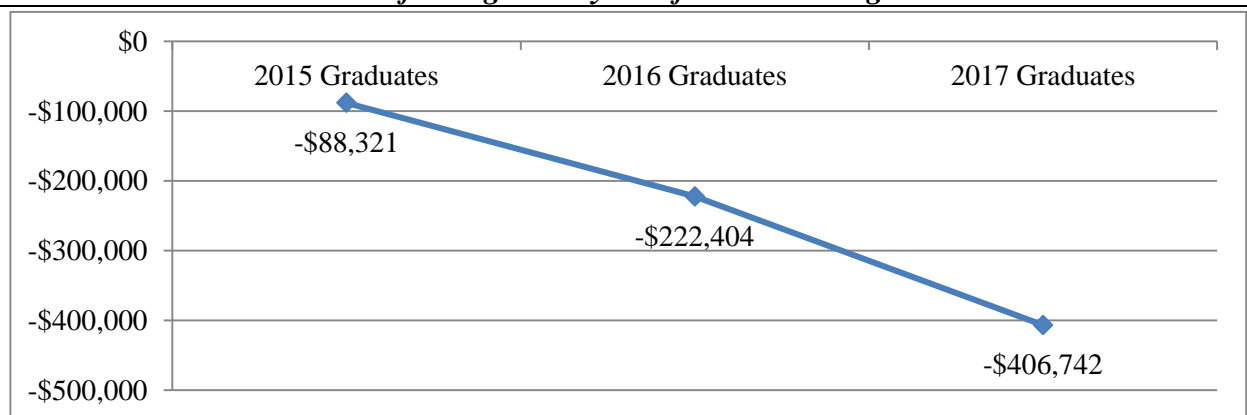
Table 2 provides the loss/gain comparisons for all six Regental institutions for the first three years. In subsequent years, BHSU, NSU and USD have each generated revenue gains. Dakota State University, SDSM&T and SDSU have each experienced revenue losses primarily through transfer of HSDC credit hours from the other three Regental institutions.

Table 2
Total Loss/Gain Revenue from HSDC Program in the Regental System for 2015 through 2107 Graduates

	BHSU	DSU	NSU	SDSMT	SDSU	USD
2015 Graduates (FY16 Rates)						
<i>Small Loss (Credit Retained at Home)</i>	-\$32,155	-\$19,086	-\$24,877	-\$9,120	-\$82,555	-\$88,574
<i>Net Gain (Credit Transferred Out)</i>	\$168,200	\$46,545	\$85,405	\$23,635	\$90,915	\$223,445
<i>Large Loss (Credit Transferred In)</i>	-\$25,346	-\$25,517	-\$21,295	-\$62,217	-\$251,153	-\$84,570
Total	\$110,699	\$1,942	\$39,233	-\$47,703	-\$242,793	\$50,301
2016 Graduates (FY17 Rates)						
<i>Small Loss (Credit Retained at Home)</i>	-\$73,080	-\$37,585	-\$32,305	-\$15,151	-\$158,231	-\$156,887
<i>Net Gain (Credit Transferred Out)</i>	\$220,400	\$85,985	\$263,320	\$28,275	\$241,280	\$425,140
<i>Large Loss (Credit Transferred In)</i>	-\$74,971	-\$79,293	-\$52,054	-\$167,958	-\$430,120	-\$209,170
Total	\$72,349	-\$30,893	\$178,961	-\$154,834	-\$347,070	\$59,083
2017 Graduates (FY18 Rates)						
<i>Small Loss (Credit Retained at Home)</i>	-\$93,522	-\$35,698	-\$43,099	-\$33,732	-\$209,570	-\$172,311
<i>Net Gain (Credit Transferred Out)</i>	\$289,420	\$117,160	\$354,670	\$33,350	\$301,745	\$581,015
<i>Large Loss (Credit Transferred In)</i>	-\$94,038	-\$84,446	-\$72,036	-\$174,105	-\$717,724	-\$353,804
Total	\$101,860	-\$2,984	\$239,535	-\$174,487	-\$625,549	\$54,900
Three Year Total	\$284,908	-\$31,935	\$457,729	-\$377,023	-\$1,215,412	\$164,284

In addition to the \$88,321 of lost revenue in the Regental system for the 2015 graduates, the two subsequent graduate cohorts have resulted in a -\$222,404 and -\$406,742 in lost revenue over the past two years. The total for the Regental system during the first three years of the program has produced -\$717,449 in lost revenue.

Figure 3
Revenue Gain/Loss for Regental System for 2015 through 2017 Graduates



Appendix A Tuition and Fee Charges

Table A1
Tuition and Mandatory Fee Rates for FY16, FY17 and FY18 Used to Calculate the Difference in HSDC Tuition Revenue

	BHSU	DSU	NSU	SDSMT	SDSU	USD
<i>FY2016</i>						
<i>Resident tuition</i>	\$139.00	\$139.00	\$139.00	\$151.00	\$144.70	\$144.70
<i>USF</i>	\$93.80	\$93.80	\$93.80	\$93.80	\$93.80	\$93.80
<i>GAF</i>	\$34.00	\$33.00	\$30.10	\$47.30	\$33.90	\$43.40
<i>Total</i>	<i>\$266.80</i>	<i>\$265.80</i>	<i>\$262.90</i>	<i>\$292.10</i>	<i>\$272.40</i>	<i>\$281.90</i>
HSDC	\$145.00	\$145.00	\$145.00	\$145.00	\$145.00	\$145.00
Difference	<i>-\$121.80</i>	<i>-\$120.80</i>	<i>-\$117.90</i>	<i>-\$147.10</i>	<i>-\$127.40</i>	<i>-\$136.90</i>
<i>FY2017</i>						
<i>Resident tuition</i>	\$232.80	\$232.80	\$232.80	\$244.80	\$238.50	\$238.50
<i>USF</i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>GAF</i>	\$34.00	\$38.75	\$30.10	\$47.30	\$33.90	\$43.40
<i>Total</i>	<i>\$266.80</i>	<i>\$271.55</i>	<i>\$262.90</i>	<i>\$292.10</i>	<i>\$272.40</i>	<i>\$281.90</i>
HSDC	\$145.00	\$145.00	\$145.00	\$145.00	\$145.00	\$145.00
<i>Difference</i>	<i>-\$121.80</i>	<i>-\$126.55</i>	<i>-\$117.90</i>	<i>-\$147.10</i>	<i>-\$127.40</i>	<i>-\$136.90</i>
<i>FY2018</i>						
<i>Resident tuition</i>	\$250.45	\$239.70	\$239.70	\$246.00	\$239.70	\$239.70
<i>USF</i>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>GAF</i>	\$36.25	\$39.00	\$36.30	\$47.60	\$41.65	\$52.70
<i>Total</i>	<i>\$286.70</i>	<i>\$278.70</i>	<i>\$276.00</i>	<i>\$293.60</i>	<i>\$281.35</i>	<i>\$292.40</i>
HSDC	\$145.00	\$145.00	\$145.00	\$145.00	\$145.00	\$145.00
<i>Difference</i>	<i>-\$141.70</i>	<i>-\$133.70</i>	<i>-\$131.00</i>	<i>-\$148.60</i>	<i>-\$136.35</i>	<i>-\$147.40</i>

<https://www.sdbor.edu/student-information/Pages/Tuition-and-Fees.aspx>

Alternative HSDC Approach Setting the Rate at \$170 Per Credit Hour

Table A2

Total Loss/Gain Revenue from HSDC Program in the Regental System for 2015 through 2107 Graduates Under \$170 Per Credit Hour Rate

	<i>BHSU</i>	<i>DSU</i>	<i>NSU</i>	<i>SDSMT</i>	<i>SDSU</i>	<i>USD</i>	<i>System</i>
<i>2015 Graduates (FY16 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$25,555	-\$15,136	-\$19,602	-\$7,570	-\$66,355	-\$72,399	-\$206,618
<i>Net Gain (Credit Transferred Out)</i>	\$197,200	\$54,570	\$100,130	\$27,710	\$106,590	\$261,970	\$748,170
<i>Large Loss (Credit Transferred In)</i>	-\$25,346	-\$25,517	-\$21,295	-\$62,217	-\$251,153	-\$84,570	\$541,552
<i>Total</i>	<i>\$146,299</i>	<i>\$13,917</i>	<i>\$59,233</i>	<i>-\$42,078</i>	<i>-\$210,918</i>	<i>\$105,001</i>	<i>\$71,454</i>
<i>2016 Graduates (FY17 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$58,080	-\$30,160	-\$25,455	-\$12,576	-\$127,181	-\$128,237	-\$323,609
<i>Net Gain (Credit Transferred Out)</i>	\$258,400	\$100,810	\$308,720	\$33,150	\$282,880	\$498,440	\$1,482,400
<i>Large Loss (Credit Transferred In)</i>	-\$74,971	-\$79,293	-\$52,054	-\$167,958	-\$430,120	-\$209,170	\$1,158,791
<i>Total</i>	<i>\$125,349</i>	<i>-\$8,643</i>	<i>\$231,211</i>	<i>-\$147,384</i>	<i>-\$274,420</i>	<i>\$161,033</i>	<i>\$87,146</i>
<i>2017 Graduates (FY18 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$77,022	-\$29,023	-\$34,874	-\$28,057	-\$171,145	-\$143,086	-\$483,207
<i>Net Gain (Credit Transferred Out)</i>	\$339,320	\$137,360	\$415,820	\$39,100	\$353,770	\$681,190	\$1,966,560
<i>Large Loss (Credit Transferred In)</i>	-\$94,038	-\$84,446	-\$72,036	-\$174,105	-\$717,724	-\$353,804	\$1,483,353
<i>Total</i>	<i>\$168,260</i>	<i>\$23,891</i>	<i>\$308,910</i>	<i>-\$163,062</i>	<i>-\$535,099</i>	<i>\$184,300</i>	<i>-\$12,799</i>
<i>Three Year Total</i>	<i>\$439,908</i>	<i>\$29,165</i>	<i>\$599,354</i>	<i>-\$352,523</i>	<i>-\$1,020,437</i>	<i>\$450,334</i>	<i>\$145,801</i>

**Alternative HSDC Approach with \$50 Per Credit Hour Stipends
for Students Matriculating into Regental System**

Table A3

**Total Loss/Gain Revenue from HSDC Program in the Regental System for 2015 through 2107 Graduates Under Alternative Tuition and
Stipend Model for Matriculated Students**

	<i>BHSU</i>	<i>DSU</i>	<i>NSU</i>	<i>SDSMT</i>	<i>SDSU</i>	<i>USD</i>	<i>System</i>
2015 Graduates (FY16 Rates)							
<i>Small Loss (Credit Retained at Home)</i>	-\$17,635	-\$10,396	-\$13,272	-\$5,710	-\$46,915	-\$52,989	-\$146,918
<i>Net Gain (Credit Transferred Out)</i>	\$232,000	\$64,200	\$117,800	\$32,600	\$125,400	\$308,200	\$880,200
<i>Large Loss (Credit Transferred In)</i>	-\$25,346	-\$25,517	-\$21,295	-\$62,217	-\$251,153	-\$84,570	-\$470,098
<i>Awards to Matriculated Students</i>	\$17,950	\$12,700	\$14,600	\$13,750	\$78,500	\$47,350	\$184,850
Total	\$171,069	\$15,587	\$68,633	-\$49,078	-\$251,168	\$123,291	\$78,334
2016 Graduates (FY17 Rates)							
<i>Small Loss (Credit Retained at Home)</i>	-\$40,080	-\$21,250	-\$17,235	-\$9,486	-\$89,921	-\$93,857	-\$271,829
<i>Net Gain (Credit Transferred Out)</i>	\$304,000	\$118,600	\$363,200	\$39,000	\$332,800	\$586,400	\$1,744,000
<i>Large Loss (Credit Transferred In)</i>	-\$74,971	-\$79,293	-\$52,054	-\$167,958	-\$430,120	-\$209,170	-\$1,013,565
<i>Awards to Matriculated Students</i>	\$44,050	\$29,450	\$23,600	\$33,900	\$141,050	\$94,400	\$366,450
Total	\$144,899	-\$11,393	\$270,311	-\$172,344	-\$328,290	\$188,973	\$92,156
2017 Graduates (FY18 Rates)							
<i>Small Loss (Credit Retained at Home)</i>	-\$57,222	-\$21,013	-\$25,004	-\$21,247	-\$125,035	-\$108,016	-\$357,537
<i>Net Gain (Credit Transferred Out)</i>	\$399,200	\$161,600	\$489,200	\$46,000	\$416,200	\$801,400	\$2,313,600
<i>Large Loss (Credit Transferred In)</i>	-\$94,038	-\$84,446	-\$72,036	-\$174,105	-\$717,724	-\$353,804	-\$1,496,152
<i>Awards to Matriculated Students</i>	\$49,400	\$28,500	\$29,500	\$41,000	\$204,400	\$118,950	\$471,750
Total	\$198,540	\$27,641	\$362,660	-\$190,352	-\$630,959	\$220,630	-\$11,839
Three Year Total	\$514,508	\$31,835	\$701,604	-\$411,773	-\$1,210,417	\$532,894	\$158,651

**Alternative HSDC Approach with \$50 Per Credit Hour Stipends
for Students Matriculating into Regental System**

10% Attrition Model

Table A4

***Total Loss/Gain Revenue from HSDC Program in the Regental System for 2015 through 2107 Graduates Under Alternative Tuition and
Stipend Model for Matriculated Students***

	<i>BHSU</i>	<i>DSU</i>	<i>NSU</i>	<i>SDSMT</i>	<i>SDSU</i>	<i>USD</i>	<i>System</i>
<i>2015 Graduates (FY16 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$15,872	-\$9,357	-\$11,945	-\$5,139	-\$42,224	-\$47,690	-\$132,226
<i>Net Gain (Credit Transferred Out)</i>	\$208,800	\$57,780	\$106,020	\$29,340	\$112,860	\$277,380	\$792,180
<i>Large Loss (Credit Transferred In)</i>	-\$22,811	-\$22,965	-\$19,165	-\$55,996	-\$226,038	-\$76,113	-\$423,088
<i>Awards to Matriculated Students</i>	\$16,155	\$11,430	\$13,140	\$12,375	\$70,650	\$42,615	\$166,365
<i>Total</i>	<i>\$153,962</i>	<i>\$14,028</i>	<i>\$61,770</i>	<i>-\$44,170</i>	<i>-\$226,051</i>	<i>\$110,962</i>	<i>\$70,501</i>
<i>2016 Graduates (FY17 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$36,072	-\$19,125	-\$15,511	-\$8,538	-\$80,929	-\$84,472	-\$244,647
<i>Net Gain (Credit Transferred Out)</i>	\$273,600	\$106,740	\$326,880	\$35,100	\$299,520	\$527,760	\$1,569,600
<i>Large Loss (Credit Transferred In)</i>	-\$67,474	-\$71,363	-\$46,849	-\$151,162	-\$387,108	-\$188,253	-\$912,208
<i>Awards to Matriculated Students</i>	\$39,645	\$26,505	\$21,240	\$30,510	\$126,945	\$84,960	\$329,805
<i>Total</i>	<i>\$130,409</i>	<i>-\$10,254</i>	<i>\$243,280</i>	<i>-\$155,109</i>	<i>-\$295,461</i>	<i>\$170,076</i>	<i>\$82,940</i>
<i>2017 Graduates (FY18 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$51,500	-\$18,912	-\$22,504	-\$19,122	-\$112,531	-\$97,214	-\$321,783
<i>Net Gain (Credit Transferred Out)</i>	\$359,280	\$145,440	\$440,280	\$41,400	\$374,580	\$721,260	\$2,082,240
<i>Large Loss (Credit Transferred In)</i>	-\$84,634	-\$76,001	-\$64,832	-\$156,694	-\$645,951	-\$318,424	-\$1,346,537
<i>Awards to Matriculated Students</i>	\$44,460	\$25,650	\$26,550	\$36,900	\$183,960	\$107,055	\$424,575
<i>Total</i>	<i>\$178,686</i>	<i>\$24,877</i>	<i>\$326,394</i>	<i>-\$171,317</i>	<i>-\$567,863</i>	<i>\$198,567</i>	<i>-\$10,655</i>
 <i>Three Year Total</i>	 <i>\$463,058</i>	 <i>\$28,651</i>	 <i>\$631,444</i>	 <i>-\$370,596</i>	 <i>-\$1,089,375</i>	 <i>\$479,605</i>	 <i>\$142,786</i>

**Alternative HSDC Approach with \$50 Per Credit Hour Stipends
for Students Matriculating into Regental System**

20% Attrition Model

Table A5

***Total Loss/Gain Revenue from HSDC Program in the Regental System for 2015 through 2107 Graduates Under Alternative Tuition and
Stipend Model for Matriculated Students***

	<i>BHSU</i>	<i>DSU</i>	<i>NSU</i>	<i>SDSMT</i>	<i>SDSU</i>	<i>USD</i>	<i>System</i>
<i>2015 Graduates (FY16 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$14,108	-\$8,317	-\$10,618	-\$4,568	-\$37,532	-\$42,391	-\$117,535
<i>Net Gain (Credit Transferred Out)</i>	\$185,600	\$51,360	\$94,240	\$26,080	\$100,320	\$246,560	\$704,160
<i>Large Loss (Credit Transferred In)</i>	-\$20,277	-\$20,413	-\$17,036	-\$49,774	-\$200,922	-\$67,656	-\$376,078
<i>Awards to Matriculated Students</i>	\$14,360	\$10,160	\$11,680	\$11,000	\$62,800	\$37,880	\$147,880
<i>Total</i>	<i>\$136,855</i>	<i>\$12,469</i>	<i>\$54,907</i>	<i>-\$39,262</i>	<i>-\$200,934</i>	<i>\$98,633</i>	<i>\$62,667</i>
<i>2016 Graduates (FY17 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$32,064	-\$17,000	-\$13,788	-\$7,589	-\$71,937	-\$75,086	-\$217,464
<i>Net Gain (Credit Transferred Out)</i>	\$243,200	\$94,880	\$290,560	\$31,200	\$266,240	\$469,120	\$1,395,200
<i>Large Loss (Credit Transferred In)</i>	-\$59,977	-\$63,434	-\$41,643	-\$134,366	-\$344,096	-\$167,336	-\$810,852
<i>Awards to Matriculated Students</i>	\$35,240	\$23,560	\$18,880	\$27,120	\$112,840	\$75,520	\$293,160
<i>Total</i>	<i>\$115,919</i>	<i>-\$9,114</i>	<i>\$216,249</i>	<i>-\$137,875</i>	<i>-\$262,632</i>	<i>\$151,178</i>	<i>\$73,725</i>
<i>2017 Graduates (FY18 Rates)</i>							
<i>Small Loss (Credit Retained at Home)</i>	-\$45,778	-\$16,810	-\$20,003	-\$16,998	-\$100,028	-\$86,412	-\$286,029
<i>Net Gain (Credit Transferred Out)</i>	\$319,360	\$129,280	\$391,360	\$36,800	\$332,960	\$641,120	\$1,850,880
<i>Large Loss (Credit Transferred In)</i>	-\$75,230	-\$67,557	-\$57,629	-\$139,284	-\$574,179	-\$283,043	-\$1,196,922
<i>Awards to Matriculated Students</i>	\$39,520	\$22,800	\$23,600	\$32,800	\$163,520	\$95,160	\$377,400
<i>Total</i>	<i>\$158,832</i>	<i>\$22,113</i>	<i>\$290,128</i>	<i>-\$152,282</i>	<i>-\$504,767</i>	<i>\$176,504</i>	<i>-\$9,471</i>
<i>Three Year Total</i>	<i>\$411,607</i>	<i>\$25,468</i>	<i>\$561,284</i>	<i>-\$329,419</i>	<i>-\$968,334</i>	<i>\$426,315</i>	<i>\$126,921</i>

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – K
DATE: December 5-7, 2017

SUBJECT

Program Productivity Review

CONTROLLING STATUTE, RULE, OR POLICY

[AAC Guideline 4.1](#) – Program Productivity Review Guideline

BACKGROUND / DISCUSSION

During the [June 2016](#) Board of Regents meeting, the Board approved the most recent set of recommendations from the campuses regarding those programs that fail to meet the Program Productivity Review requirements. As background, during their [June 2010](#) meeting, the Board of Regents established an ongoing Program Productivity Review process that emerged from recommendations during the March 2010 Committee A discussion of institutional program reviews. As outlined by the Board during these discussions, majors not producing the agreed upon number of graduates will be terminated/inactivated unless the Board approves a continuation plan which must include measurable stipulations. For this process, the number of graduates are disaggregated into degree levels with the following benchmarks established for each:

- 5 associate's degrees/year or 25 during the five-year period reported;
- 5 bachelor's degrees/year or 25 during the five-year period reported;
- 3 master's degrees/year or 15 during the five-year period reported;
- 1 first professional and doctor's degrees/year or 5 during the five-year period reported.

To manage this process on a routine basis, a set of Program Productivity Review guidelines were developed. Section II.B of the guidelines (see Attachment III) specifies that a program productivity report will be provided to AAC members in November every other year depicting those programs that have failed to meet the graduate production thresholds for their respective degree levels. Attachment II provides the list of those programs for FY17 that have fallen below the program productivity review thresholds that were set by the Board. The programs in need of review at each of the institutions are listed in the first table. Excluded are those programs that have been approved within the past seven years. These are included in the second institutional table, to ensure ongoing tracking of production levels.

(Continued)

INFORMATIONAL ITEM

IMPACT AND RECOMMENDATIONS

Appendix C of the AAC guidelines identifies those programs that institutions have previously requested to be retained for further review when the Board first implemented the program productivity review process in 2010. If a “Request to Retain for Further Review” was approved previously, institutions are asked to review the justifications, and assess the effectiveness for those strategies. Each campus will need to make a determination as to whether further action is necessary and resubmit a request to retain, or move forward with the termination/inactivation of the programs in question.

This is an informational item for the Board as the final set of recommendations will come forward at the March 2018 meeting. AAC is currently reviewing existing standards to determine if they are stringent enough to avoid unnecessary program duplication. Comparisons with peer data are being used as part of the evaluation.

ATTACHMENTS

Attachment I – Historical Background on Program Productivity Review Process

Attachment II – Program Productivity Review – Flagged Programs for FY17

Attachment III – AAC Guideline 4.1: Program Productivity Review Guidelines

Historical Background on Program Productivity Review Process

As the Program Productivity Review process unfolded between 2010 and October 2012, a set of ad-hoc guidelines were established and outlined the criteria for inclusion. Those programs identified for review are asked to assign the following designations:

1. Retain because of critical need;
2. Retain with further review required;
3. Consolidate with another program on campus;
4. Consolidate with another program(s) within the system; or
5. Terminate/Inactivate.

In those instances where an institutional response was to retain/consolidate majors, the Board of Regents also asked for an explanation for why the program is important to the University/State/region and a description of the specific steps (already taken and/or planned) to increase enrollment and number of graduates. Using these guidance as a framework, a formal item was advanced to the BOR in [October 2012](#), resulting in campus recommendations to either terminate or continue the offering. If continuation was recommended, the campus was asked to provide a brief justification. In addition, an action plan(s) was developed which states the desired enrollment/graduation levels and the steps to be taken to reach these points. A comprehensive list of targeted programs and the recommendations from the campuses can be found in the Appendixes of the [Program Productivity Review Guidelines](#).

In reviewing those recommended for continuance leads to the observation that there are two sets. For the majority, the institution recognizes that the program must increase the number of graduates or the program will be terminated. Strategies and targets for these are included and these will be tracked/reviewed annually until they meet the established goal or are terminated. The second small set contains those majors that are integral parts of a system's offerings even though they are undersubscribed now and they will probably continue to be undersubscribed.

During the [September 2012](#) and [September 2013](#) AAC meetings, the council discussed a process for establishing common reports that track graduates by major that would result in continued review by Board staff and campus personnel to comply with Board direction. This process resulted in the creation of two outcomes. First, a report is generated using the five most recent years of graduate data to identify those programs at each institution which fall below the thresholds established by the Board. The report is generated every two years depicting graduate production and five-year total, along with an indication as to whether the program has generated the necessary threshold for the most recent academic year. The report provides tables for each institution with those programs flagged due to the criteria established. Second, two fields are added to the report to indicate the year the program was approved¹, and those programs that have approved waivers from the Board during previous review cycles.

¹ Guidelines establish that new programs have seven years to begin meeting the program productivity requirements. Once this seven year window has expired, then programs are expected to meet the average as established by the Board. Despite this restriction these data are provided in the report to ensure institutional monitoring on a bi-annual basis.

Table 1 - BHSU Programs Falling Below the Program Productivity Threshold for FY17 - Need Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
BHSU	1.Assoc	Tourism -- TOUR	3	3	2	3	1	12	No	No	2	Request to retain submitted to Board in 2012 & 2016
BHSU	2.Bach	American Indian Studies -- AIS	6	5	6	4	1	22	No	No	2	Request to retain submitted to Board in 2012
BHSU	2.Bach	Business Education -- BED	1	0	0	2	0	3	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Chemistry Education -- CHET	0	1	1	0	0	2	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Communication Studies/Theatre -- CMST	0	0	0	0	1	1	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Composite Communication/Engl -- ENGC	4	1	1	2	1	9	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Composite Math/Science -- MSC	3	2	3	2	1	11	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Composite Music -- MUSC	1	0	1	3	1	6	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Composite Social Science -- SSC	4	3	9	1	1	18	No	No	2	Request to retain submitted to Board in 2012
BHSU	2.Bach	Composite Speech/Communication -- SPCC	0	0	0	0	0	0	No	No	5	Program was recommended to be terminated in 2016, but it is not on terminated programs list.
BHSU	2.Bach	Physical Science -- PHSC	0	0	0	1	0	1	No	No	2	Request to retain submitted to Board in 2016
BHSU	2.Bach	Social Science -- SS	2	2	7	2	2	15	No	No	2	Request to retain submitted to Board in 2012
BHSU	2.Bach	Spanish -- SPAN	3	0	2	4	0	9	No	No	2	Request to retain submitted to Board in 2016

Table 2 - BHSU Programs Falling Below the Program Productivity Threshold for FY17 - New Programs Not Needing Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
BHSU	3.Mast/Spec	Sustainability -- SUST	0	0	5	0	1	6	No	No	1	Approved by the Board in 2012
BHSU	3.Mast/Spec	Principal Preparation -- PRIN	0	0	0	0	0	0	No	No	1	Approved by the Board in 2014
BHSU	1.Assoc	Human Services -- HMS	0	0	0	0	0	0	No	No	1	Approved by the Board in 2016
BHSU	2.Bach	Graphic Design -- GRDE	0	0	0	0	0	0	No	No	1	Approved by the Board in 2016
BHSU	2.Bach	Photography -- PHOT	0	0	0	0	0	0	No	No	1	Approved by the Board in 2016
BHSU	2.Bach	Studio Art -- SART	0	0	0	0	0	0	No	No	1	Approved by the Board in 2016
BHSU	2.Bach	Music Education -- MUED	1	3	4	3	2	13	No	No	2	Request to retain submitted to Board in 2016

Program Productivity Review Justifications

1- Program Approved Within the Past 7 Years

2 - Retention Request Approved by the Board

3 - Program Has Undergone Significant Change Since Program Productivity Review Process Implemented

4 - Specialization Exists in Addition to Major Program Offering

5 - Terminated/Inactivated Program

6 - Multiple Listing with Slight Variation

7 - Program Proposed to be Discontinued/Inactivated

0 - No Justification

Table 3 - DSU Programs Falling Below the Program Productivity Threshold for FY17 - Need Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
DSU	2.Bach	Biology Education -- BIOL	3	1	0	1	0	5	No	No	0	
DSU	2.Bach	Computer Information Systems -- CINS	0	0	0	0	0	0	No	No	0	
DSU	2.Bach	English Education -- ENGL	2	2	2	2	2	10	No	No	0	
DSU	2.Bach	English Information Systems -- ENIS	1	1	0	0	0	2	No	No	5	Recommended for termination in 2016; not on terminated programs list.
DSU	2.Bach	English for New Media -- ENNM	4	2	5	7	4	22	No	No	0	
DSU	2.Bach	Management Information Systems -- MIS	5	2	1	0	0	8	No	No	6	Program name changed to "Business Technology" in 2012. Will be terminated when current enrollees graduate.
DSU	2.Bach	Mathematics Education -- MATH	1	2	5	4	2	14	No	No	0	
DSU	2.Bach	Physical Science -- PHSC	1	0	1	1	0	3	No	No	2	Retention Request submitted to Board in 2016
DSU	2.Bach	Professional Accountancy -- PACT	9	3	0	1	1	14	No	No	2	Retention Request submitted to Board in 2016
DSU	3.Mast/Spec	Health Informatics/Info Mgmt -- HIIM	0	0	0	0	0	0	No	No	0	

Table 4 - DSU Programs Falling Below the Program Productivity Threshold for FY17 - New Programs Not Needing Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
DSU	1.Assoc	Web Development -- WBDV	0	0	0	0	0	0	No	No	1	Approved in 2016
DSU	2.Bach	Professional & Technical Comm -- PRTC	0	0	0	1	0	1	No	No	5	Terminated in 2016
DSU	2.Bach	Business Education -- BED	1	3	1	1	0	6	No	No	2	Retention Request submitted to Board in 2016
DSU	2.Bach	Computer Education -- COME	1	0	1	0	1	3	No	No	2	Retention Request submitted to Board in 2016
DSU	1.Assoc	Software Development -- SFDV	0	0	0	0	0	0	No	No	1	Approved in 2017

Program Productivity Review Justifications

- 5133
- 1- Program Approved Within the Past 7 Years
 - 2 - Retention Request Approved by the Board
 - 3 - Program Has Undergone Significant Change Since Program Productivity Review Process Implemented
 - 4 - Specialization Exists in Addition to Major Program Offering
 - 5 - Terminated/Inactivated Program
 - 6 - Multiple Listing with Slight Variation
 - 7 - Program Proposed to be Discontinued/Inactivated
 - 0 - No Justification

Table 5 - NSU Programs Falling Below the Program Productivity Threshold for FY17 - Need Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
NSU	1.Assoc	Banking & Financial Services -- BAFS	1	1	2	1	1	6	No	No	2	Retention Request submitted to Board in 2012
NSU	1.Assoc	Biotechnology -- BIOT	0	1	5	7	3	16	No	No	0	
NSU	1.Assoc	Business -- BADM	5	5	5	3	2	20	No	No	0	
NSU	1.Assoc	Digital Design -- DDES	0	0	0	2	0	2	No	No	2	Retention Request submitted to Board in 2016
NSU	2.Bach	Chemistry -- CHEM	2	5	6	4	4	21	No	No	2	Retention Request submitted to Board in 2012
NSU	2.Bach	Economics -- ECON	2	3	1	3	0	9	No	No	2	Retention Request submitted to Board in 2016
NSU	2.Bach	French Studies -- FSC	0	1	0	0	0	1	No	No	5	Last year's Board Report says its terminated, but it's not on the list of terminated programs.
NSU	2.Bach	Management Information Systems -- MIS	5	3	1	5	2	16	No	No	2	Retention Request submitted to Board in 2016
NSU	2.Bach	Mathematics -- MATH	6	4	2	3	3	18	No	No	0	
NSU	2.Bach	Medical Laboratory Science -- MLS	6	3	1	5	1	16	No	No	2	Retention Request submitted to Board in 2012 & 2016
NSU	2.Bach	Musical Theatre -- MUTH	2	0	0	4	3	9	No	No	2	Retention Request submitted to Board in 2012 & 2016
NSU	2.Bach	Spanish -- SPAN	2	1	3	3	1	10	No	No	2	Retention Request submitted to Board in 2016
NSU	3.Mast/Spec	Instructional Design in E-Lrng -- IDEL	1	0	0	0	1	2	No	No	2	Retention Request submitted to Board in 2016
NSU	3.Mast/Spec	Train & Develop in E-Learning -- TDEL	0	2	0	0	0	2	No	No	0	

Table 6 - NSU Programs Falling Below the Program Productivity Threshold for FY17 - New Programs Not Needing Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
NSU	3.Mast/Spec	Principal Preparation -- PRIN	0	0	0	0	0	0	No	No	1	Program Approved in 2014
NSU	2.Bach	Physical Education -- PE	7	1	3	0	1	12	No	No	2	Retention Request submitted to Board in 2016
NSU	1.Assoc	Criminal Justice -- CJUS	0	0	0	0	0	0	No	No	1	Approved in 2017

Program Productivity Review Justifications

- 1- Program Approved Within the Past 7 Years
2 - Retention Request Approved by the Board
3 - Program Has Undergone Significant Change Since Program Productivity Review Process Implemented
4 - Specialization Exists in Addition to Major Program Offering
5 - Terminated/Inactivated Program
6 - Multiple Listing with Slight Variation
7 - Program Proposed to be Discontinued/Inactivated
0 - No Justification

Table 7 - SDSMT Programs Falling Below the Program Productivity Threshold for FY17 - Need Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
SDSMT	2.Bach	Industrial Engineering -- IENG	0	0	0	0	0	0	No	No	0	
SDSMT	3.Mast/Spec	Civil Engineering -- CEE	10	2	0	0	0	12	No	No	6	Name Changed - Called Civil & Environmental Engineering
SDSMT	3.Mast/Spec	Physics -- PHYS	1	4	3	1	2	11	No	No	0	
SDSMT	4.Doct/Prof	Biomedical Engineering -- BMDE	0	1	0	0	0	1	No	No	3	New administrative oversight of the program established in 2012 - Graduates anticipated going forward.

Table 8 - SDSMT Programs Falling Below the Program Productivity Threshold for FY17 - New Programs Not Needing Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
SDSMT	3.Mast/Spec	Mining Engineering -- MINE	0	2	2	2	0	6	No	No	1	Program Approved in 2011
SDSMT	4.Doct/Prof	Civil/Environmental Engr -- CENE	0	0	0	0	0	0	No	No	1	Program Approved in 2014
SDSMT	3.Mast/Spec	Engineering -- ENGR	0	0	0	0	0	0	No	No	1	Program Approved in 2016

Program Productivity Review Justifications

- 1 - Program Approved Within the Past 7 Years
- 2 - Retention Request Approved by the Board
- 3 - Program Has Undergone Significant Change Since Program Productivity Review Process Implemented
- 4 - Specialization Exists in Addition to Major Program Offering
- 5 - Terminated/Inactivated Program
- 6 - Multiple Listing with Slight Variation
- 7 - Program Proposed to be Discontinued/Inactivated
- 0 - No Justification

Table 9 - SDSU Programs Falling Below the Program Productivity Threshold for FY17 - Need Review

Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
SDSU	2.Bach	Agriculture/Resource Economics -- AGRE	3	3	6	4	2	18	No	No	2	Retention Request submitted to Board in 2012
SDSU	2.Bach	Art Education -- ARTE	0	1	6	4	4	15	No	No	5	Program Terminated.
SDSU	2.Bach	Chemistry -- CHEM	4	3	0	0	0	7	No	No	5	Program Code Inactive (New Code)
SDSU	2.Bach	French Studies -- FSC	0	3	5	3	2	13	No	No	0	Collaborative Program
SDSU	2.Bach	Physics -- PHYS	1	7	4	6	1	19	No	No	5,6	Terminated
SDSU	4.Doct/Prof	Agronomy -- AGRO	1	2	1	0	0	4	No	No	5	Terminated; Renamed Plant Science Ph.D.

Table 10 - SDSU Programs Falling Below the Program Productivity Threshold for FY17 - New Programs Not Needing Review

Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
SDSU	2.Bach	American Indian Studies -- AIS	0	0	0	0	0	0	No	No	1	Program Approved in 2013
SDSU	3.Mast/Spec	Principal Preparation -- PRIN	0	0	0	0	0	0	No	No	1	Program Approved in 2014
SDSU	3.Mast/Spec	Public Health -- PBHT	0	0	0	0	1	1	No	No	1	Program Approved in 2014
SDSU	4.Doct/Prof	Civil Engineering -- CEE	0	0	0	0	0	0	No	No	1	Program Approved in 2014
SDSU	2.Bach	Architecture -- ARCT	0	0	0	1	2	3	No	No	1	Program Approved in 2015 (BFA)
SDSU	2.Bach	Natural Resource Law Enforce -- NRLE	0	0	0	0	2	2	No	No	1	Program Approved in 2015
SDSU	4.Doct/Prof	Nutrition/Exercise Sciences -- NEXS	0	0	0	0	0	0	No	No	1	Program renamed and approved in 2015.
SDSU	1.Assoc	Human Dev/Family Services -- HDVF	0	0	0	0	1	1	No	No	1	Program Approved in 2016
SDSU	1.Assoc	Manufacturing Technology -- MANT	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	2.Bach	Precision Agriculture -- PRAG	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	2.Bach	Public Relations -- PUBR	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	2.Bach	Chemistry Education -- CHME	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	2.Bach	Community/Regional Planning -- CMRP	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	2.Bach	Early Education/Care -- EEC	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	3.Mast/Spec	Industry/Organization Psych -- IOP	0	0	0	0	0	0	No	No	1	Program Approved in 2016
SDSU	2.Bach	Leadership/Mgmt Nonprofit Orgs -- LMNO	0	0	0	0	0	0	No	No	1	Program Approved in 2017
SDSU	1.Assoc	Construction Technology -- CNTC	0	0	0	0	0	0	No	No	1	Program Approved in 2017
SDSU	1.Assoc	Sociology -- SOC	0	0	0	0	0	0	No	No	1	Program Approved in 2017
SDSU	2.Bach	Conservation Plan/Park Mgmt -- CPPM	0	0	0	0	0	0	No	No	1	Program Approved in 2017
SDSU	3.Mast/Spec	Human Biology -- HBIO	0	0	0	0	0	0	No	No	1	Program Approved in 2017

Program Productivity Review Justifications


- 1 - Program Approved Within the Past 7 Years
- 2 - Retention Request Approved by the Board
- 3 - Program Has Undergone Significant Change Since Program Productivity Review Process Implemented
- 4 - Specialization Exists in Addition to Major Program Offering
- 5 - Terminated/Inactivated Program
- 6 - Multiple Listing with Slight Variation
- 7 - Program Proposed to be Discontinued/Inactivated
- 0 - No Justification

Table 11 - USD Programs Falling Below the Program Productivity Threshold for FY17 - Need Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
USD	2.Bach	Earth Sciences -- ESCI	3	6	4	2	3	18	No	No	7	Program will be terminated through this process.
USD	2.Bach	French & Francophone Studies -- FFST	0	0	0	4	0	4	No	No	2	Collaborative program scheduled for review in January 2018
USD	2.Bach	Liberal Studies -- LIBS	3	0	0	0	0	3	No	No	5	Program Terminated in 2016
USD	2.Bach	Native American Studies -- NATV	2	3	2	3	0	10	No	No	2	Program review moved to January 2018
USD	2.Bach	Philosophy -- PHIL	7	4	5	1	3	20	No	No	2	Program review moved to January 2018
USD	2.Bach	Physics -- PHYS	2	5	0	6	3	16	No	No	2	Program review moved to January 2018
USD	3.Mast/Spec	Curriculum and Instruction -- CI	0	1	1	0	0	2	No	No	5	Program Terminated in 2016

Table 12 - USD Programs Falling Below the Program Productivity Threshold for FY17 - New Programs Not Needing Review												
Inst	Level	MName	GradsFY13	GradsFY14	GradsFY15	GradsFY16	GradsFY17	GradsAll	FiveYrMin	OneYrMin	Justification	Comments
USD	3.Mast/Spec	Physics -- PHYS	2	4	5	2	1	14	No	No	1	Program Approved in 2014
USD	3.Mast/Spec	Principial Preparation -- PRIN	0	0	0	0	0	0	No	No	1	Program Approved in 2014
USD	3.Mast/Spec	Public Health -- PBHT	0	0	0	0	1	1	No	No	1	Program Approved in 2014
USD	2.Bach	Sport Marketing & Media -- SPMM	0	0	0	0	4	4	No	No	1	Program Approved in 2015
USD	1.Assoc	Integrated Science -- ISCI	0	0	0	0	0	0	No	No	1	Program Approved in 2016
USD	2.Bach	Innovation/Entrepreneurship -- IENT	0	0	0	0	0	0	No	No	1	Program Approved in 2016
USD	4.Doct/Prof	Health Sciences -- HSC	0	0	0	0	0	0	No	No	1	Program Approved in 2016
USD	2.Bach	Art Education -- ARTE	3	1	1	7	4	16	No	No	2	Retention Request submitted in 2016; Report due Feb. 2019
USD	2.Bach	Biology Education -- BIOE	0	1	2	5	2	10	No	No	2	Retention Request submitted in 2016; Report due Feb. 2019
USD	2.Bach	Spanish Education -- SNED	0	1	0	1	0	2	No	No	2	Retention Request submitted in 2016; Report due Feb. 2019
USD	1.Assoc	Graphic/Web Design -- GWBD	0	0	0	0	0	0	No	No	1	Program Approved in 2017
USD	2.Bach	Technical Leadership -- TLDR	0	0	0	0	0	0	No	No	1	Program Approved in 2017
USD	2.Bach	Secondary Education -- SEED	1	0	0	0	0	1	No	No	0	Report due Feb. 2019
USD	2.Bach	Speech Education -- SPET	0	1	0	1	0	2	No	No	0	Report due Feb. 2019

Program Productivity Review Justifications

- 1- Program Approved Within the Past 7 Years
- 2 - Retention Request Approved by the Board
- 3 - Program Has Undergone Significant Change Since Program Productivity Review Process Implemented
- 4 - Specialization Exists in Addition to Major Program Offering
- 5 - Terminated/Inactivated Program
- 6 - Multiple Listing with Slight Variation
- 7 - Program Proposed to be Discontinued/Inactivated
- 0 - No Justification

 <h2 style="text-align: center;">ACADEMIC AFFAIRS GUIDELINES</h2>		
Section 4:	Program Review and Accreditation	
Title:	Program Productivity Review Guidelines	
Number (Current Format)	Number (Prior Format)	Date Last Revised
4.1		05/2017
Reference:	BOR 12/2015; AAC 11/2015	
Related Form(s):		

1. Background

1.1. During the 2009 Board of Regents Planning session the Board of Regents discussed establishing a formal program productivity review process in relation to concerns about quality. The Board of Regents affirmed that all students should have the opportunity to learn and to work with a group of faculty and colleagues, and that graduates from programs that are not productive clearly have fewer opportunities for these beneficial interactions. During the October 2009 Board of Regents meeting, the Board approved a set of guidelines to target underproductive programs, and following review during the March 2010 meeting the Board formalized an ongoing Program Productivity Review process. As set in policy, majors not producing the agreed upon number of graduates will be terminated unless the Board approves a continuation plan which must include measurable stipulations.

2. Graduate Limits

2.1. Graduate Production Thresholds

2.1.1. *Associate's Degree:* 5 graduates a year or 25 during the five-year reporting period.

2.1.2. *Bachelor's Degree:* 5 graduates a year or 25 during the five-year reporting period.

2.1.3. *Master's Degree:* 3 graduates a year or 15 during the five-year reporting period.

2.1.4. *Professional & Doctoral Degree:* 1 graduate a year or 5 during the five-year reporting period.

2.2. Designated Reporting Period

2.2.1. The program productivity report will be reviewed by the Academic Affairs Council (AAC) every two years during its November meeting.

2.2.2. A five-year reporting window will be employed each year depicting the graduate production for all degree programs in the Regental system for the five most recent academic years.

2.2.3. Only those degree programs that fail to meet the production thresholds will be flagged for each campus. All degree programs failing to meet production thresholds will be reported and those meeting approved program exclusions will be identified.

2.3. Program Exclusions

2.3.1. Major Program Modifications

2.3.1.1. Degree programs that have undergone recent program modifications that adversely impact graduate production for an institutions.

2.3.1.2. Modifications traditionally include programs that have undergone recent name changes during the reporting window that result in two equivalent degree programs.

2.3.2. Program/Major Specializations

2.3.2.1. Degree programs that have one or more specializations which reduce the total number of graduates.

2.3.2.2. The exclusion may apply only for those specializations where the combination results in graduate production that meets the establish threshold for the degree.

2.3.3. Terminated Programs (See Appendix A & B)

2.3.3.1. Degree programs that have been inactivated during the reporting period, but still depict graduates that fall below the established thresholds.

2.3.3.2. Terminated programs will remain on the Program Productivity Report until inactive programs have completely cycled through the established reporting period.

2.3.4. Program Coding

2.3.4.1. Degree programs that are coded/labeled differently on the campus but represent equivalent degrees approved by the Board of Regents.

2.3.4.2. Institutions may receive an exclusion for these programs for three years, at which time program coding must be addressed to align all graduates with the degree program approved by the Board of Regents.

2.3.5. New Programs

2.3.5.1. Degree programs that have been activated within the past seven years resulting in limited graduate production due to program implementation.

2.3.5.2. The activation year shall be identified on the program productivity report, and program exclusion will terminate on the eighth year of active status.

2.3.5.3. Institutional review may be requested prior to the eighth year if graduate production is not scaling to the required thresholds for the degree level.

2.3.6. Program Waivers (See Appendix C)

2.3.6.1. Degree programs that have been reviewed at the institutional and system level and received a “Retain Due to Critical Need” or “Retain with Further Review” designation.

2.3.6.2. Retention designations may be approved for three years at which time institutional representatives must re-establish the rationale.

3. Program Designations

3.1. Designation Process

3.1.1. Graduate production thresholds serve as a feature of the formal program review process that occurs every seven years at the institutional level.

3.1.2. If a program is flagged through the program productivity review process, it should facilitate a formal review at the institutional level.

3.1.3. Following a formal review on campus, institutional representatives must assign one of five program designations to those degree programs that fail to meet establish production thresholds.

3.2. Designation Types

3.2.1. Retain Due to Critical Need

3.2.1.1. An institution may recommend that a degree program be retained due to its ability to fulfill a critical workforce need or shortage area for the state.

3.2.1.2. Justification for retaining due to critical need must include:

3.2.1.2.1. Explanation of why the program is important to the University/State/region

3.2.1.2.2. Description of specific steps (already taken and/or planned) to increase enrollment and graduate production;

3.2.1.2.3. Preliminary outcomes of steps taken.

3.2.2. Retain with Further Review Required

3.2.2.1. An institution may request that a program be retained for further review for those degree programs that serve a specific function central to the mission of the institution.

3.2.2.2. Justification for retain due to further review must include:

3.2.2.2.1. Explanation for how the program is central to the university's mission and the benefit to the system;

3.2.2.2.2. Description of specific steps (already taken and/or planned) to increase enrollment and graduate production;

3.2.2.2.3. Preliminary outcomes of steps taken.

3.2.3. Consolidate with Another Program on Campus (See Appendix D)

3.2.3.1. An institution may request that a program be consolidated with a similar program on campus that achieves similar degree requirements.

3.2.3.2. Justification to consolidate with another program on campus must include:

3.2.3.2.1. Explanation for how the degree requirements for the two programs warrant consolidation;

3.2.3.2.2. Evidence that the consolidation will meet graduate production thresholds, or specific steps to increase enrollment to meet production thresholds;

3.2.3.2.3. Preliminary outcomes of steps taken.

3.2.4. **Consolidate with Another Program(s) within the System**

3.2.4.1. Two or more institutions may request that similar degree programs be consolidated to maintain equivalent degree programs.

3.2.4.2. Justification for retaining due to multi-institutional consolidation must include:

3.2.4.2.1. Explanation for how the consolidated programs will collaborate (e.g., sharing of required courses, shared faculty, etc.) to maintain graduate production thresholds;

3.2.4.2.2. Evidence that multi-institution collaboration will meet graduate production thresholds, or specific steps to increase enrollment if merging programs fails to meet production thresholds;

3.2.4.2.3. Preliminary outcomes of collaboration between institutions.

3.2.5. **Terminate**

3.2.5.1. An institution may request that a program be terminated due to limited graduate production, lack of student interest, shifts in a given field of study, or continued declines in major enrollments.

3.2.5.2. If the exigency for termination results from the program productivity review process then a brief justification to terminate a program should be included. Such a justification must include:

3.2.5.2.1. Explanation for the decline in graduate production in the degree program;

3.2.5.2.2. Intended timeframe for submitting a program termination request to the Board of Regents for their consideration;

3.2.5.2.3. Expected timeline to meet teach-out requirements established through the regional accrediting body.

Source: AAC March 2015; AAC November 2015; AAC August 2016; May 2017 (Clerical).

Appendix A

Programs Terminated Through Program Productivity Review Process

Black Hills State University

- 2010 – BA in American Indian Studies
- 2010 – BS in Spanish
- 2010 – BA in Composite Music (non-teaching)
- 2010 – BA in Composite Vocal Music
- 2010 – BA in Speech/Speech Communication
- 2012 – BA in Mass Communications
- 2012 – BA in Composite Communication/English
- 2012 – BA in Composite Communication/Speech
- 2012 – BS in Composite Communication/Speech
- 2012 – BA in Composite Social Science
- 2012 – BS in Composite Social Science
- 2012 – BA in Social Science
- 2012 – AS in Paraprofessional Education
- 2012 – BA in Sociology
- 2012 – BA in Communication Arts
- 2015 – BSED and AS in Industrial Technology
- 2015 – BATS in Applied Technical Science
- 2016 – BA in Composite Speech/Communication

Dakota State University

- 2011 – AS in Office Management
- 2013 – BS in Scientific Forensics Technology
- 2016 – BS in English for Information Systems
- 2016 – BS in Professional & Technical Communication

Northern State University

- 2010 – BA in Community Development
- 2012 – AS in Social Services
- 2012 – AS in Desktop Publishing
- 2012 – AS in Paraprofessional Education
- 2012 – AA in Commercial Art
- 2015 – BSEd. in Art – Comprehensive
- 2015 – BSEd in Speech
- 2015 – BSEd in E-Business Education
- 2015 – MS Ed in Teaching and Learning – Special Education
- 2016 – French Studies

South Dakota School of Mines & Technology

South Dakota State University

- BS in Arts and Sciences in Microbiology
- BS in Safety Management
- BATS – Industrial Supervision
- BATS – Applied Agriculture
- BATS – General Supervision
- BATS – Allied Health
- BATS – General Technology
- BATS – Industrial Sales
- BS in Global Studies
- 2010 – BS in Arts and Sciences in Mathematics

University of South Dakota

- BSEd in Political Science
- BSEd in Chemistry Education
- BFA in Theatre Education
- BA in Biology
- BA in Mathematics
- BA in Chemistry
- 2015 – MS in Natural Science
- 2016 – BA in Liberal Studies

Appendix B

Program Specializations Terminated (Retain Core Program) through Program Productivity Review Process

Black Hills State University

Dakota State University

Northern State University

- BS in Environmental Science (Bioremediation, Wildlife Management, Rural Planning & Environmental Policy)
- BA in French Studies (Business, General Studies)
- BA in English (Teaching English as a Second Language, Literature, Teaching, Creative Writing, Professional Writing and Rhetoric, Desktop)
- BS in Human Performance and Fitness (Personal Training/Strength and Conditioning, Fitness Administration, Health and Fitness for Older Adults)
- BA in Sociology (Professional Sociology)

South Dakota School of Mines & Technology

- BS in Geology (Applied Geology, Earth System Science, Paleontology)

South Dakota State University

- BS in Ag System Technology (Business, Environmental Science & Engineering, Environmental systems, Processing, Production)
- BS in Ag and Biosystems Engineering (Environmental Science and Engineering, Food and Bio Materials Engineering)
- BS in Ag with major in Range Science (Range Livestock Production, Rangeland Ecology & Habitat Management, Rangeland Resources Conservation)
- BA in Art (Visual Art, Education)
- BS in Art (Visual Art, Education)
- BA in Arts and Sciences, with major in Sociology (Human Resources, Human Services, Pre-Social Work, Teaching)
- BS in Arts and Sciences, with major in Sociology (Pre-Social Work, Teaching)
- BS in Biol Sc., major in Environmental Management (Environmental Science & Engineering)
- BS in Arts and Sciences with major in Biology (Organismal Biology, Pre-Professional Ecology, Secondary Education)
- BS in Biol. Sciences in Biology (Ecology, Secondary Education, Organismal Biology)
- BS in Biol Sciences, major in Microbiology (Infectious Diseases, Microbiology, Environmental and Applied Microbiology)
- BS in Civil Engineering (Environmental Science & Engineering)
- BS in Clinical & Laboratory Science (Clinical Laboratory, Industrial Laboratory)
- BA in Arts and Sciences with major in Communication Studies and Theatre (Speech, Education, Theatre)

- BS in Arts and Science with major in Communication Studies and Theatre (Speech Education)
- BA in Arts and Sciences with major in English (English Education)
- BS in Industrial Management (Industrial Sales)
- BS in Agriculture with major in Horticulture (Business, Production)
- BA and BS in History (Teaching)
- BA in Arts and Sciences in Journalism (Broadcast Journalism, News Editorial)
- BS in Arts and Sciences in Journalism (Broadcast Journalism, News Editorial)
- BA in Arts and Sciences with major in German (Modern Language Business Economics, Teaching)
- BA in Arts and Sciences with major in French Studies (Modern Language Business Economics, Teaching)
- BA in Arts and Sciences with major in Spanish (Modern Language Business Economics, Teaching)
- BS in NFS (Nutritional Sciences, Food Science)
- BS in Hospitality Management (Foodservice Management, Hotel & Hosp. Management)
- BS in Physics (Teaching)
- BS in Agriculture, with major in Agronomy (Business, Production, Pest Management, Science)
- BS in Arts and Sciences with major in Psychology (Graduate School Preparation, Psychological Services, Teaching)
- MS in Animal Science (Genetics & Reproduction, Meats, Muscle Biology & Growth, Production & Processing, Range Science, Veterinary Science)
- MS in Biological Sciences (Food and Biomaterial Processing, Horticultural Science, Human Nutrition and Food Science, Pharmaceutical Sciences, Veterinary Microbiology, Veterinary Pathology)
- MEd in Educational Administration (Adult & Higher Education, Career & Technical Education)
- MS in Plant Science (Agroecology, Agronomy, Crop Science, Entomology, Horticultural Crop Management, Machinery Systems & Water Management, Plant Pathology, Soil Science, Weed Science)
- MS in Rural Sociology (Demography, Criminal Justice, Family Studies, Applied Research)

University of South Dakota

Appendix C

Programs Retained With Further Review through Program Productivity Review Process

Black Hills State University

- 2012 – *Associate of Advanced Manufacturing Technology*

The program includes courses that are required in other Industrial Technology programs; thus, there is not an added cost to BHSU. In addition, the IT program at BHSU is the only IT program in the state and the associates in advanced manufacturing is unique to BHSU. In addition, this program is available to students in Rapid City as well as Yankton; thus, it has statewide impact. This program was included in the consultant's review.

- 2012 & 2016 – *Associate of Tourism & Hospitality Management*

The A.S. degree is specifically targeted to students interested in entering the tourism and hospitality management profession/field with a degree that has a foundation in business.

Due to our geographic location and long-standing history in offering tourism-related programs at Black Hills State University (BHSU), the B.S. in Business Administration--Tourism and Hospitality Management and the A.S. in Tourism and Hospitality Management serve as two niche programs at the University.

The majority of business courses required in the A.S. program are also required in the B.S. in BADM- Tourism and Hospitality Management specialization program; therefore, there is a seamless transition for a student who has earned an the THM A.S. degree to pursue the BADM-THM B.S. degree. Also, due to the strategic alignment of this two-year degree in THM with the four-year degree in BADM-THM, there are no additional costs related to the offering of the A.S. degree.

In addition to the current marketing efforts of the BHSU admissions as well as marketing and communications offices, additional marketing (targeted to potential students) will be undertaken to further promote this degree by the College and the primary faculty member who teaches in the tourism and hospitality management area. The enrollment numbers in this program will be monitored on a semester-by-semester basis and adjustments will be made to the marketing/promotion efforts as necessary.

- 2012 – *Bachelor of Composite Chemistry*

The program is fairly new to BHSU and efforts have been made to hire the appropriate faculty (and number) to sustain and grow the program. Twenty five majors were enrolled during the fall 2011 semester. With the hiring of four chemistry faculty and the addition of a new life sciences building, the opportunity to grow the program with new majors is now being undertaken.

- *2012 – Bachelor of Social Sciences & Composite Social Science*

In 2009, Black Hills State University offered five majors which had a general Social Science overview and had the phrase Social Science in the title. After the last Program Productivity Review, three of those majors were eliminated, while the University retained the two programs currently under review. Since it has been only two years since three Social Science majors were eliminated, it makes sense to retain both of these programs in order to provide time for the result of this consolidation to take effect. At this point, it is believed that not enough time has elapsed to gain an accurate reading of the enrollment trends.

- *2012 – Bachelor of Mathematics*

Although the number of graduates in these last years did not meet targets, the general trend of these numbers has been up over the last several years. This year we anticipate as many as ten graduates. Mathematics generally, and the training of mathematics secondary school teachers specifically, are national and statewide priorities. In order to maintain a viable secondary teacher training program, it is essential that a mathematics program be offered.

- *2012 – Bachelor of American Indian Studies*

The state of South Dakota has made a moral and legal commitment to support American Indian Studies programs at Black Hills State University. Black Hills State University supports a Major in American Indian Studies, leading to the Bachelor of Science; a general Minor in American Indian Studies; the Minor in American Indian Studies: Teaching; and an American Indian Studies Minor: Emphasis in Communications. The Major in American Indian Studies was formally initiated in the Fall of 1997. We are currently the only American Indian Studies major that has consistently enrolled students since its inception. According to the South Dakota Board of Regents Program Review (2009), BHSU has graduated nineteen (19) students from Academic Year 2005-2006 to Academic Year 2008-2009 with a B.S. in American Indian Studies. In the spring of 2009 there were eighteen (18) students with a minor in American Indian Studies. Currently, there are sixteen (16) students majoring and twelve (12) students minoring in American Indian Studies. We expect these numbers to remain consistent or increase.

- *2016 – Bachelor of Business Education*

The program addresses a shortage of business education teachers in the State of South Dakota.

The Business Education program is a niche program for Black Hills State University as a limited number of institutions offer this degree nationwide and in the state of South Dakota. However, there is a critical for business educators who have earned degrees through business education programs housed in Colleges of Business and Colleges of Education in universities across the country. BHSU (School of Business) is also a member of the National Association of Business Teacher Education (NABTE)—the leading voice in business education in the

nation--and the CBNS dean is the president-elect of the National Business Education Association (NBEA).

Therefore, the Business Education program will continue to be supported at BHSU as a low-enrolled program as the courses in the major—business and education—all have sufficient enrollments due to being required in other programs at the University. The business methods course is the only course in the program that is consistently low enrolled but is taught as an independent study by the CBNS dean. Thus, there are not any additional costs related to the offering of this program.

In addition to the current marketing efforts of the BHSU admissions as well as marketing and communications offices, additional marketing (targeted to potential students) will be undertaken to further promote this degree. The enrollment numbers in this program will be monitored on a semester- by-semester basis and adjustments will be made to the marketing/promotion efforts as necessary.

- *2016 – Bachelor of Chemistry*

Chemistry is necessary to support other science programs, and a program marketing plan is in place.

Due to its significance to Black Hills State University (BHSU) and the surrounding region (Sanford Underground Research Facility-SURF; state-wide STEM initiatives, etc.), it is recommended that the current chemistry program at BHSU be retained. Chemistry is a significant component of all other scientific disciplines taught at BHSU.

Chemistry courses taught for non-science majors help students develop a better understanding of how chemistry plays a central role in many aspects of everyday life. This will prepare BHSU students to make more informed, scientifically-justified decisions when dealing with issues such as health, the environment, and energy.

The chemistry program supports students in other fields of science including biology, environmental physical science, pre-health professional, pre-nursing, and science education. Students are served through excellence in chemical education and a goal is to retain the strengths of this well-integrated chemistry program and develop a unique chemistry program. The breadth and depth of the program will further critical thinking, scientific writing, and verbal communication skills, as well as significant hands-on laboratory experience that will enhance students' technical proficiency and understanding of the scientific method.

In addition to the current marketing efforts of the BHSU admissions as well as marketing and communications offices, additional marketing (targeted to potential students) will be undertaken to further promote this degree by the College and the

primary faculty members who teach in the chemistry area. The enrollment numbers in this program will be monitored on a semester-by-semester basis and adjustments will be made to the marketing/promotion efforts as necessary.

- *2016 – Bachelor of Chemistry Education*

This degree relates to BHSU's mission and is a critical need for chemistry educators exists in the state of South Dakota.

Due to the need for well-trained chemistry teachers in secondary institutions across the state, region, and nation, it is recommended that the Chemistry Education program at Black Hills State University (BHSU) be retained. Chemistry (as a discipline) is critical to BHSU and the surrounding region (Sanford Underground Research Facility-SURF; state-wide STEM initiatives, etc.) and to students who seek to earn a degree in a key field in the sciences.

Therefore, the Chemistry Education program will continue to be supported at BHSU as the courses in the major—chemistry and education—all have sufficient enrollments due to being required in other programs at the University (including the four-year chemistry degree program). Thus, there are not any additional costs related to the offering of this program.

The breadth and depth of the program furthers critical thinking, scientific writing, and verbal communication skills, as well as significant hands-on laboratory experience that will enhance students' technical proficiency and understanding of the scientific method.

In addition to the current marketing efforts of the BHSU admissions as well as marketing and communications offices, additional marketing (targeted to potential students) will be undertaken to further promote this degree. The enrollment numbers in this program will be monitored on a semester- by-semester basis and adjustments will be made to the marketing/promotion efforts as necessary.

- *2016 – Bachelor of Communication Studies/Theatre*

Courses overlap with BHSU's education programs, so this program requires no additional cost. A new performance space on campus is expected to increase enrollments. The current Communication Studies/ Theater major prepares students for performance rather than for entry into the field of education. While few students select this path, the program meets a critical need for students dedicated to performance but who do not wish to pursue careers as teachers. Since this major requires no additional classes other than the ones needed for those in speech and theater education, maintaining this major places no burden on current resources. In order to increase the number of students in this major, we will employ additional advising. With the loss of Institutional Graduation Requirements, students in some fields will have additional electives; in response,

the college has agreed to encourage more students to take on a second major. Students in Composite Music or in Music Education are strong candidates for a second major in theater. Furthermore, the theater program's new performance space in Woodburn Hall will strengthen the program and therefore likely attract additional majors. Finally, outreach to high school drama programs—particularly with relation to Summer Stage—is increasing visibility of this program.

- *2016 – Bachelor of Composite Communication/English*

This program is needed for preparing language arts teachings. BHSU is currently working on an advising plan to improve enrollments. The Composite English major is designed to allow students a breadth of knowledge in English and related fields—mass communications, speech, theater and Spanish. It equips them for the job market in places where teachers who teach English also frequently coach debate, direct plays, and advise students in newspaper and yearbook. If we terminate the composite speech major as recommended, this will be the one program for students who wish to become teachers in the language arts. The number of majors can be increased by more aggressive advising in the School of Education and the School of Arts and Humanities. Strategic advising for this major has not yet been tried but will be carried out through collaboration between the two Recruitment and Retention Specialists recently assigned to these two areas.

- *2016 – Bachelor of Composite Math/Science*

This program was developed in response to the shortage of rural math and science teachers. There are currently 12 students enrolled. This major was developed in response to a workforce need identified by administrators in rural schools who need teachers certified in both math and science, two high-needs teaching fields. We currently have 12 declared majors in the pipeline who are projected to complete in the next two to three years, so we anticipate this program will meet the threshold at next review. We are recruiting students for this major through the Vucurevich Scholarship and other departmental scholarships directed toward the math and science areas. It is significant that the program is offered at no additional cost to BHSU, since it uses only courses already offered for other majors.

- *2016 – Bachelor of Composite Music*

Courses for this program overlap with music education, so there is no addition cost for this program. A recruitment plan is also currently in place. This is the music major designed to prepare students for performance rather than to enter the field of education. While few students select this path, the program meets a critical need for musicians who do not plan to teach in the public school system. Since this major requires no additional classes other than the ones needed for music education students, it places no burden on current resources. Currently, aggressive efforts are underway for students in the field of music. These efforts include travel by music faculty and student groups to area high school and middle schools, and they have already born the results of notably larger numbers of

students (majors and non-majors) enrolling in band. With continued effort, we expect the number of music majors to increase, and as the program grows, it will attract students who are high-performing musicians who would prefer this major.

- *2016 – Bachelor of Composite Science Education*

This program was developed in response to a shortage of rural science teachers. Courses in this program also apply to other majors, so there is no additional cost. This major was developed in response to a workforce need identified by administrators in rural schools who need to hire teachers certified in more than one area of science. We currently have 19 declared majors in the pipeline who are projected to complete in the next two to three years, so we anticipate this program will meet the threshold at next review. We are recruiting students for this major through the Vucurevich Scholarship and other departmental scholarships directed toward the math and science areas. It is significant that the program is offered at no additional cost to BHSU, since it uses only courses already offered for other majors.

- *2016 – Bachelor of Music Education*

This is a core music program at BHSU, and prepares music educators, which is a critical need. A recruitment plan is also currently in place. This major is the core of the music program at BHSU. It prepares its students to become music teachers in the region's schools. The program also serves much of the university's educational outreach since faculty and students in this field work with regional middle and high school groups. Currently, aggressive efforts are underway for students in the field of music. These efforts include travel by music faculty and student groups to area high school and middle schools, and they have already born the results of notably larger numbers of students (majors and non-majors) enrolling in band. Thus, with continued effort, we expect the number of music majors to increase, most of them in Music Education.

- *2016 – Bachelor of Physical Science*

There are currently 13 students enrolled, and there will likely be growing interest due to SURF. It is recommended that the Physical Science program at Black Hills State University be retained. This degree is designed to provide rigorous training in both physics and chemistry with introductory courses in the earth sciences. The broad knowledge base obtained from this degree prepares students for graduate school and employment in a variety of occupations where an understanding of chemistry, physics, or mathematics is needed.

The Physical Science program enables students to take courses across the following areas: chemistry, math, physics, computer science (through a collaboration with Dakota State University), and geology. Physical Science majors are able to find careers in a variety of fields including nuclear research, the energy industry, chemical lab analysis, and environmental research. In contrast, the Environmental Physical Science program includes the identification, study, and treatment of a variety of environmental problems. The program addresses

ground and surface water quality and management, waste treatment, land-use planning, soil testing, containment chemistry and monitoring, hazardous waste disposal, land reclamation and energy management and production. Thus, while there are some shared courses between these two degree programs, these are two distinct programs (with different program outcomes) available to students in the natural sciences.

Therefore, the Physical Science program will continue to be supported at BHSU as the courses in the program (in the areas listed above) all have sufficient enrollments due to being required in other programs at the University. Thus, there are not any additional costs related to the offering of this program.

In addition to the current marketing efforts of the BHSU admissions as well as marketing and communications offices, additional marketing (targeted to potential students) will be undertaken to further promote this degree by the College and the primary faculty members who teach in the programs of environmental physical science and physical science. The enrollment numbers in this program will be monitored on a semester-by-semester basis and adjustments will be made to the marketing/promotion efforts as necessary.

- *2016 – Bachelor of Spanish*

This program is the only foreign language program for non-teachers. Courses overlap with Spanish Education, so there is no additional cost for this program. The Spanish program is the university's only major in non-English language, and the BA in Spanish is the only option for students interested in language but not in teaching. Maintaining this major does not burden current resources since its students take the courses already required for Spanish Education students. Since the Spanish program at BHSU is quite small, both the teaching and non-teaching majors are needed to support each other and the discipline's one, full-time faculty member. Recruitment into this major will be assisted by the current university president's emphasis on international studies. With further efforts at encouraging study abroad (made by the new director of International Studies), we anticipate more students will be attracted to the Spanish major.

Dakota State University

- *2016 – Associates of General Studies*

The program was approved within the last 7 years, and is a feeder program for other DSU programs.

- *2016 – Associates of Network/Security Administration*

The program name changed in 2014. There are currently 28 students enrolled. The former program "Network/Systems Administration" will be terminated after current enrollees graduate.

- *2012 – Bachelor of Computer Education*

The degree program has had 13 graduates over the last 5 years and currently has 5 students enrolled in it. DSU is the only public institution in South Dakota offering the degree program. Program graduates are qualified to teach computer education. They are also qualified to manage the computer network for a K-12 school district. The program will be part of the NCATE / DOE review, which is scheduled for 2016. The curriculum for the degree program has extensive overlap with the curriculum for the B.S. in information systems. There are only 3 courses (9 credits) that are not required in the B.S. in information systems: CIS 275, 325 and 383. However, those 3 courses are required courses for other degree programs within the college, so there are not any unique courses in the degree program, other than the teaching methods course. There are currently 65 students enrolled in the B.S. in information systems, with 83 graduates over the last 5 years. Because of the overlap in curriculum, DSU is requesting that the program not be included in the program productivity review process in the future, as long as the combined enrollments in B.S.Ed in computer education and B.S. in information systems remain strong.

- *2012 – Bachelor of Respiratory Care*

The degree program has had 16 graduates over the last 5 years and currently has 26 students enrolled in it. This degree program has been identified as a high-need degree program and DSU is the only public institution in South Dakota offering it. DSU also offers an A.S. in respiratory care. That program is quite large, with 87 graduates over the last 5 years and 72 students currently enrolled in the A.S. degree program. Currently, graduates of 2-year degree programs are eligible for certification. However, the accrediting agency for respiratory care degree programs is discussing the possibility of moving the certification process to 4-year degree programs only. As a consequence, it would not be advantageous to eliminate the 4-year program now, only to rebuild it in a few years when the change in the certification process is made. The curriculum for the 4-year degree program has extensive overlap with the curriculum for the 2-year program. There are only 3 respiratory care academic courses (8 credits) in the 4-year degree program that are not required in the 2-year program. The 4-year degree program also includes an additional 6 credits in clinical courses that are not included in the 2-year program. Both the A.S. and the B.S. degree programs will be reviewed in 2017-2018 by CoARC. Because of the overlap in curriculum between the A.S. and B.S. programs, DSU is requesting that the program not be included in the program productivity review process in the future, as long as the combined enrollments in the A.S. and B.S. programs remain strong.

- *2012 – Bachelor Business Technology BBA (Formerly Management for Information Systems)*

New program entitled Business Technology DSU is requesting time to grow enrollments with the new curriculum. Our recommendation is a review again in 3 years, after the ACBSP review. The degree program has had 15 graduates over the last 5 years and currently has 15 students enrolled in it. The curriculum for the degree program has been reviewed and modified, effective Fall 2012, with a

stronger emphasis on business technology, rather than MIS. The curriculum for the newly revised degree program has extensive overlap with the curriculum for the other BBA degree programs and with the B.S. in information systems. There are only 3 courses (9 credits) that are unique to this degree program: BADM 331, BADM 435 and BADM 475). These 3 courses are not required in any other degree program but could be used as electives in any of the other BBA degree programs. There are currently 65 students enrolled in the B.S. in information systems, with 83 graduates over the last 5 years. A faculty champion has been appointed. The faculty champion is expected to help draw attention to the newly revised degree program, as one means of boosting program enrollments. Enrollment projections for the future: the goal is to increase program enrollments with 10 new students admitted to the program every year. The revised program will be part of the ACBSP accreditation review in 2014-2015. DSU is requesting time to grow enrollments with the new curriculum. Our recommendation is a review again in 3 years, after the ACBSP review.

- *2012 – Bachelor of Professional Accountancy*

The degree program has had 13 graduates over the last 5 years and currently has 18 students enrolled in it. The BBA in accounting has had 29 graduates over the last 5 years and currently has 28 students enrolled in it. The curriculum requirements for the B.S. in professional accountancy are set by the board that governs the CPA examination process. Students who complete the BBA in accounting and who want to sit for the CPA exam must complete an additional 30 credits of coursework before sitting for the exam (150 credits total). Although 150 credits are required to sit for the CPA exam, the board does not specify which additional credits the student must complete, beyond the BBA in accounting. Although academic advisors recommend that professional accountancy students complete additional BBA courses, to gain a more well-rounded business background, students can complete any combination of credits. This degree program will be reviewed as part of the ACBSP accreditation review. Because of the overlap in curriculum between the B.S. in professional accountancy and the BBA in accounting, DSU is requesting that the program not be included in the program productivity review process in the future, as long as the combined enrollments in the B.S. and BBA programs remain strong.

- *2016 – Bachelors of Biology Education*

This program addresses a shortage of biology teachers in the state of South Dakota. The request to retain was previously approved by the BOR. We again ask that this program be retained as biology education is a high need teacher education program in SD. This program was accredited by SD DOE fall 2015; CAEP accreditation is scheduled in April 2016.

- *2016 – Bachelors of Business Education*

This program addresses a shortage of business teachers in the state of South Dakota. The request to retain was previously approved by the BOR. We ask that this program be retained as DSU is one of two universities still offering this

program. The program was SD DOE approved in fall 2015; CAEP accreditation is scheduled for April 2016.

- *2016 – Bachelors of Business Technology*
The program name changed in 2012. There are currently 14 students enrolled. The former program, “Management for Information Systems” will be terminated after enrollees graduate. Program changed name from D.BBA.MIS to D.BBA.BTEC There were 11 students enrolled Fall 2015; when there are no longer students enrolled in the MIS program, it will be terminated.
- *2016 – Bachelors of Computer Education*
This program addresses a shortage of computer teachers in South Dakota, and is the only program in South Dakota. The request to retain was previously approved by the BOR. We again ask that this program be retained as DSU offers the only program in SD. The program was accredited by SD DOE fall 2015; CAEP accreditation is scheduled in April 2016. Retention Request in 2012.
- *2016 – Bachelors of Cyber Operations*
The program named changed in 2013 from BS.CONNS, and currently has 255 students enrolled. The former program, “Computer & Network Security” will be terminated after enrollees graduate.
- *2016 – Bachelors of English Education*
The program addresses a shortage of teachers in South Dakota. The request to retain was previously approved by the BOR. We again ask that this program be retained as English education is a high need teacher education program in SD. The program was accredited by SD DOE fall 2015; CAEP accreditation is scheduled in April 2016. Retention Request in 2012. Enrollment Fall 2015 was 17 students.
- *2016 – Bachelors of Management Information Systems*
The program named changed in 2012 to “Business Technology.” The program will be terminated when current enrollees graduate.
- *2016 – Bachelors of Math Information Systems*
The program named changed in 2015 to “Math Information Systems” from “MATHS”. The former program will be terminated when the current enrollees graduate. The program had 18 graduates in the 5 year span. This program is listed with D.BS.MATHS and the two programs fall 2015 enrollment was 21 students; which is 5 students more than fall 2014 enrollment.
- *2016 – Bachelors of Network/Security Administration*
The program changed names in 2014. 145 students are currently enrolled. The former program, “Network/Systems Administration” will be terminated after current enrollees graduate. Program changed name, which was approved in 2014. When listed with the old name (D.BS.NSA), fall 2015 enrollment was 138

students. D.BS.NSA will be considered for termination when there are no longer students in the program.

- *2016 – Bachelors of Physical Science*
The program changed its name in 2015. The former program will terminate after current enrollees graduate. Fall 2015 enrollment was 7 which is an increase of 3 over the past 5 semesters.
- *2016 – Bachelors of Professional Accountancy*
A new dean has been hired with increasing enrollment as a priority. Request to retain as discussion are occurring regarding the program.
- *2016 – Bachelors of Respiratory Care*
The current enrollment of 48 students is the highest in the last 8 years. This is the only program of its kind in South Dakota.
- *2016 – Masters of Analytics*
This program was created in 2014, and is shared with SDSU. There are currently 34 students enrolled.
- *2016 – Doctorate of Cyber Security*
This program was created in 2014. There are currently 14 students enrolled.

Northern State University

- *2012 – Associate of Gerontology*
NSU plans to make this program available for online delivery by Spring 2013. This should improve our enrollment numbers. In addition, the department plans to further develop relationships with institutions, agencies, and private industry, which will include the development of an Advisory Board. Similarly, the department plans to collaborate with other SD Board of Regent institutions through the newly established Gerontology Consortium.
- *2012 – Associate of Banking & Financial Services*
Our recommendation is that this program be retained. Currently, four (4) students are enrolled in the Banking and Financial Services Associate program. However, this program was recently made available in an online format, which we anticipate will improve our enrollment numbers. Furthermore, all of the courses in the program are common to the courses in the Banking major, i.e., there are no unique courses in the Associate degree program. An advertising campaign is currently underway to promote the new M.S. in Banking and Financial Services, as well as the B.S. and A.S. degrees.
- *2012 – Bachelor of Communication Studies*

Twenty (20) students graduated from this program in the five-year period 2006-2011. An additional five (5) students graduated in AY12. The College of Arts and Sciences is currently working on recruiting majors into this program through its Speech and Debate Team activities.

- *2016 – Associate of Digital Design*

This is a feeder program for the BA program, and courses do not add any additional cost. This program serves as a feeder for the BA in Advertising Design. While most do not ultimately graduate with the AS, it is critical to the department of art to retain this as an option for those who may wish to enter the job market prior to completion of the BA. Courses and enrollments in the art disciplines continue to rise. This is one of several programs within the department of art that are fully accredited by the National Association of Schools of Art and Design (NASAD).

- *2012 – Bachelor of Communication Studies*

Twenty (20) students graduated from this program in the five-year period 2006-2011. An additional five (5) students graduated in AY12. The College of Arts and Sciences is currently working on recruiting majors into this program through its Speech and Debate Team activities. The enrollments in this program have consistently increased over the past five years. The Communication Studies B.A produces graduates that are engaged, well- formed citizens. The retention of this program addresses Northern State University's core values: Community, Scholarship, and Citizenship. The courses within the degree are very popular among NSU's rich blend of international students seeking to improve their communication skills. These courses are important for the advancement of the university's internationalization goals. Communication Studies

Majors are on the rise since 2013, increasing to 30 for 2015. NSU is optimistic toward maintaining this rate of growth and turning these majors into graduates that will attain the BOR minimum by the next review cycle. In addition, the faculty of the program is committed to offering more of its courses online.

- *2012 – Bachelor of Chemistry*

The College of Arts and Sciences has implemented several strategies in an attempt to increase enrollments. The curriculum was recently revised to enhance student success in the program. Chemistry 106 has been developed in an online format, which should also help recruit students into the program. In addition, a faculty member will be submitting a grant to NSF later this year entitled "Increasing STEM Graduates by increasing Undergraduate Research and Enhancing their Laboratory Experience." It is anticipated that these efforts will result in increased enrollments in this program.

- *2012 & 2016 – Bachelor of Music Theater*

The Bachelor of Arts in Musical Theatre is an important degree in the School of Fine arts, includes several outstanding graduates, and is critical to the artistic

fabric of the university, community and region. NSU theatre students recently returned from the Kennedy Center American College Theatre Festival held in the Twin Cities. Northern's theatre program received numerous accolades including Outstanding Achievement in Performance, Direction, Lighting Design and Dramaturgy.

The musical theatre degree is aggressively marketed at state and regional theatre events. In addition to the aforementioned Kennedy Center American College Theatre Festival held in the Twin Cities, NSU will host the SD State One-Act Festival in February of 2017. Almost 1,000 high school theatre students will be on campus. The renovated Johnson Fine Arts Center, which will open in Fall 2016, has an added black box theatre, which will increase the number of unique performance venues for production. The newly opened dance studio in Dacotah Hall has become a new home for the program's dance classes. For the first time, the Musical Theatre program will have the facilities it needs to grow and attract more students.

Finally and importantly, because of the collaboration between the NSU music department and theatre program, the B.A. in Musical Theatre requires no additional resources. The faculty and courses already exist.

- *2012 & 2016 – Bachelor of Medical Lab Science*

The demand for highly qualified medical technologists remains high in South Dakota (SD) and the surrounding region. Out of the fifty states, the United States Department of Labor 2014 statistics ranks SD as the second highest concentration of MLS jobs per capita. The demand is expected to grow with an aging population base and a high number of expected MLS retirements in the coming years.

Attracting new MLS technicians to rural areas such as SD is a continuing battle for the healthcare industry. One strategy recommended by the World Health Organization in their 2009 report is to provide increased training opportunities in rural areas. This strategy is supported by a study by Rosenblatt and Hart in 2000, which concluded that students who stay in rural areas for medical training are more likely to remain in rural areas for employment. Thus, Northern State University's MLS program is a necessary training option in our region of the country. It currently serves 21 students, and enrollment is expected to grow in the coming years due to implementation of new recruitment and retention strategies along with program leadership changes. Our students have experienced nearly 100% job placement since the program's existence. A majority of these placements have been within a 300 mile radius. For the past few years, our MLS program has been affiliated with the MLS program at UND. Students complete three years at NSU, then go to UND for some summer courses before being placed at a clinical internship site (clinic or hospital) for their senior year. There are 70 such sites that students can apply for. Nearly all of the students placed at their internship sites have been offered jobs at that site upon completion of the program.

- *2012 – Bachelor of International Business*

The Bachelor of Arts degree in International Business has been offered by Northern State University since 1997. Graduates of the program totaled eighteen (18) over the five-year period 2006-2011. An additional six (6) students graduated in AY12. Currently 28 students are majoring in the program. A number of measures have been taken to increase enrollment. On May 17, 2010 NSU's International Business program was accredited by the Network of International Business Schools. On December 3, 2009 NSU's International Business program formally established an Advisory Board, which meets twice annually. NSU's School of Business has made curricular changes to the International Business major to enhance its attractiveness to students based on Board input. Last spring, the Board of Regents approved NSU to offer the International Business major online. It is estimated that the online offerings will significantly increase the number of majors and graduates in International Business. As well, in the spring of 2011, the Board of Regents approved NSU to offer the International Business degree as a minor. Finally, the School of Business is examining the possibility of placing an International Business course into its required business core. Such a placement would expose all business majors to the possibility of becoming an International Business major with a resultant increase in the number of majors.

- *2016 – Bachelor of Art Education Comprehensive*

The program addresses shortage of art teachers in South Dakota, and is a fully accredited program. This program serves our mission critical need of providing qualified and certified art teachers for the K-12 schools. The program also serves as one of the school of fine arts primary outreach mechanisms, including the high school art workshop and summer Arts Education Institute which brings art teachers from across the state

and region to campus for advanced pedagogy opportunities. The numbers have actually been moving in a positive direction here, and we anticipate continued growth. This is one of several programs within the department of art that are fully accredited by the National Association of Schools of Art and Design (NASAD).

- *2016 – Bachelor of Economics*

This program is critical to the School of Business. A recruitment plan is in place. The Economics major is fundamental to the mission of the NSU School of Business by providing an understanding of the mechanisms of micro and macro-economics as they affect business operations and management. Economics is primarily a service for the School of Business. All business majors take ECON 201 and ECON 202. Following the retirement of one of the senior Economics faculty, the position was vacant for two years without replacement. A new instructor was hired in the fall of 2015 and the School of Business is working diligently to recruit in this particular area.

- *2016 – Bachelor of German*

This is a collaborative program with SDSU & USD. When combined, the graduates meet the threshold. The German major at NSU continues to prepare its majors for success in the areas of

German language skills, knowledge of German civilization, literature, and translation. All the courses necessary for students to complete the German major for online delivery are fully active. Enrollments over the past 5 years indicate that there is an interest and a need in making German courses available via online delivery throughout the BOR system. German majors have grown and held steady since 2013. Additionally, the German program is currently a cooperative program with SDSU and USD. The combined number of graduates meets the productivity threshold. Brown County has a high proportion of residents with Germans-from-Russia ancestry. The Beulah Williams Library archives house an important Germans-from-Russia document collection. In addition, the Library is preparing to house the new Germans-from-Russia Studies Center. NSU now has a GER 494 German Internship course available to enable German students to earn academic credit by working with the Germans-from-Russia document collection, transcribing and translating documents and researching them as historical artifacts. Donor monies are assuring that the vision of this Center is becoming a reality, and the collaboration of NSU's German program with this resource will help attract new majors and provide them with career-enhancing academic experiences.

- *2016 – Bachelor of Management Information Systems*

The program was redesigned in 2015, and new faculty have been hired to promote the new direction of the program. The MIS major is being redesigned and repurposed to meet the needs of the 21st century. Subsequent to program review in 2013, two new faculty members were hired in 2014 to critically examine the program and implement recommendations of the review. The curriculum was modified in spring 2015 to include data mining, big data, and a joint marketing option. Our intent is to grow the program based upon these curricular modifications.

- *2016 – Bachelor of Music*

Courses for this program overlap with other programs, so there is no additional cost. The current enrollment (28) is the highest in five years. The B.A. in music is mission critical to NSU as it provides the “non-teaching” component of the bachelor degree music offerings. This is one of three degree programs within the department of music that are fully accredited by the National Association of Schools of Music (NASM). The latest enrollments are the strongest in five years. This is a critically important part of the music program, especially for those students not wishing to pursue a career in teaching. Since the major requires no additional classes other than the ones needed for music education students, it places no burden on resources currently or in the future.

- *2016 – Bachelor of Physical Education*

The program addresses a shortage of physical education teachers in South Dakota, and a recruitment plan is in place. The B.S.Ed, in physical education meets a critical need in the teaching area and preparation of K-12 educators. Coursework for the major is delivered as part of a number of other curricular programs such as Human Performance and Fitness, Sports Marketing and Management and Elementary Education. Efforts are underway to aggressively market and recruit for the program.

- *2016 – Bachelor of Political Science*

This program is critical to NSU's mission, and enrollments are increasing. There are currently 27 students enrolled. Enrollments in both lower-level and upper-level Political Science courses are strong and indicate that the number of majors and graduates is on a steady incline. The B.A. in Political Science supports NSU's mission of preparing Social Science, Humanities, and International Business graduates for a national and global marketplace. According to local records, 21 students have graduated with a B.A. in Political Science over the past five years (which is close to meeting the minimum threshold requirements for continuation without the need of review).

- *2016 – Bachelor of Spanish*

This program supports the international business mission of NSU, and enrollment trends anticipate meeting the program productivity thresholds by the next review. Enrollments in the lower-division Spanish courses continue strong, averaging 20+ per semester. Spanish majors are on the rise since 2013. The online delivery of NSU courses is thriving and continues as the only online delivery of Spanish courses in the state. The B.A. in Spanish supports NSU's mission of preparing International Business graduates for the global marketplace. Based on current trends in enrollment and majors, the program should fulfill the BOR minimum by the next review. All of the content courses required for the B.S. Ed in Spanish are also required for the B.A. in Spanish, so there is no burden on current resources.

- *2016 – Masters of Instructional Design in E-Learning*

This program is currently under review by NSU with a recommendation anticipated by Summer 2016. As a number of curricular changes have taken place in the past five years, the School of Education is finding more individuals are pursuing the MS Ed in Educational Studies or Teaching and Learning in lieu of the MS Ed in Instructional Design. The Department of Teacher Education will undertake a review of the master's offerings during Spring 2016 and examine the MS Ed in Instructional Design. A recommendation will move forward by Summer 2016.

South Dakota School of Mines & Technology

- *Master of Paleontology*

This is the only M.S. program in paleontology in the nation. Paleontology has been an important part of SDSMT for nearly its entire existence. The collections of the Museum of Geology are among the finest in the world. Since opening in the

summer of 2010, the Paleontology Research Laboratory has provided a world-class research repository for faculty and students.

- *Doctorate of Geological Engineering*

The earth sciences have been a central pillar for the School of Mines and will continue to grow in importance as the deep underground laboratory is built. In addition a number of the students enrolled in this program are engaged in paleontological research.

South Dakota State University

- *2012 – Bachelor of Agricultural & Resource Economics*

Recommendation for status of the program: Retain due to critical need. A program in Agricultural and Resource Economics contributes greatly toward the university's land-grant mission. In addition, this program serves the needs of many of the department's accelerated master's students. Finally, it should be added that this program is nearly costless to maintain, as all of its courses also contribute to the heavily-enrolled Agricultural Business and Economics majors.

Fall 2011 census day enrollment in the major: 13 and Fall 2012 census day enrollment in the major: 10. When interpreting current enrollment numbers, one should note that many first- and second-year students who are planning on an AGREC major are designated as P-ECN. The AGREC enrollment numbers therefore understate student interest in this program. The College of Agriculture and Biological Sciences had 175 P-ECN students on census day for Fall 2011, so there is a robust demand for Economics Department majors, including the Agricultural and Resource Economics major.

Number of graduates in December 2011 / May 2012: 5. *Specific steps taken to increase enrollment and number of graduates:* The Department of Economics has recently revived Introduction to Resource and Environmental Economics (AGEC 372) and Resource and Environmental Economics (ECON 472/572) to appeal to students who are interested in these topics, with the latter being required for the AGREC major. Moreover, the department has made a concerted effort to recruit high-quality undergraduate students into the accelerated master's program in Economics. The Agricultural and Resource Economics major, in concert with the Economics major, serves as the primary program for students who wish to pursue graduate training in this field. Increased enrollment in the accelerated master's program will lead to a larger number of undergraduates choosing the Agricultural and Resource Economics major. *Preliminary outcome of steps taken to increase enrollment and number of graduates:* The department graduated five students in this major during the 2011-2012 academic year, which equals the pace necessary to achieve the required 25 graduates over five years.

- *2012 & 2016 – Bachelor of Biochemistry*

This program is critical to workforce development. Enrollment trends are growing, with 43 students currently enrolled. The Biochemistry program is

important to the university, state and region as it is a central discipline in several statewide, institutional and departmental research and workforce development initiatives including the State of South Dakota's science and technology plan (2020 Vision: The South Dakota Science and Innovation Strategy) which targets research infrastructure and workforce development investments in 7 industry sectors. The current NSF-EPSCoR RII track-1 project is specifically focused on building research and workforce development infrastructure in undergraduate and graduate biochemistry. Further, SDSU's current strategic plan (Impact 2018) has goals of increasing undergraduate STEM degrees awarded by as much as 20% and identified expanding its bioscience research portfolio as central outcomes. Moreover, the Department of Chemistry and Biochemistry delivers PhDs in both Chemistry and Biochemistry. The American Society of Biochemistry and Molecular Biology accredited SDSU's undergraduate biochemistry major for a full-seven year term in 2015. The organization noted the program's excellent faculty, outstanding teaching and research, a strong interdisciplinary curriculum and modern facilities.

- Census day fall 2015 enrollment in the major: 43. If current enrollment trends continue, the program will graduate approximately 10 students per year which would meet the BOR threshold for BS degree graduates. Enrollment since fall 2012 has increased from 26 to the current 43 students.
 - Number of graduates December 2015 and May 2016: 11 total
 - Recruitment, retention and completion strategies include significant investments in developing and distributing recruitment materials for the major, revising the curriculum to align with national norms for the biochemistry major, and providing direct ties to graduate programs and employment opportunities for students. Work continues on communicating with potential students the excellent choice of Biochemistry for pre-professional track for those who plan to pursue medicine or dentistry. The attainment of accreditation through the American Society of Biochemistry and Molecular Biology in 2015 clearly communicates the high quality of the program.
- *2012 & 2016 – Bachelor of German*

This is a collaborative program with NSU & USD. When combined, the program meets the threshold. The German program is currently a cooperative programs with Northern State University and the University of South Dakota. The three universities share in the delivery of the courses to students. Combined number of graduates for the three universities (15 SDSU + 11 USD + 4 NSU = 30) meets the productivity threshold of 25 graduates. Programs in modern foreign language are vital to meeting the needs of the state, region and nation in preparing graduates for an ever-growing global community.

 - Census day fall 2015 enrollment in the major: 9 This is an increase from 6 in fall 2014.
 - Number of graduates December 2015 and May 2016 (projected): 2

- Recruitment, retention and completion strategies include offering an online section of GER 101 for the first time in fall 2015 with 24 students enrolled. GER 102 is planned for online delivery as well. The Modern Language and Global Studies department is partnering with the College of Engineering to target students interested in an additional major in a language, including German. With the addition of the College of Arts and Sciences requirements for all students to complete a minor, the German minor will see an increase in enrollment. There are currently 30 students who have expressed interest in the German minor which may increase the number of students who major in German. The target is 33% of current minors to potentially declare German as a first or second major.
 - Structural/staffing Issues related to the collaborative program have been identified and a plan for resolution designed. A search for a faculty position in the German program is underway.
- *2012 & 2016 – Bachelor of Music*
 This program has growing enrollments, as there are currently 36 students enrolled. The Music major is accredited by the National Association of Schools of Music (NASM). The program was re-accredited in 2010 and the next review is scheduled for 2019-2020. The Music program is fundamental to the mission of SDSU by providing high quality teaching within an accredited academic program, promoting artistic and creative works that contribute to the public good and results in cultural development, and extending the reach of the university through performance and musical events.
 - Census day fall 2015 enrollment in the major: 36. This is an increase from 24 in fall 2012 and 22 in fall 2013. The increase in enrollment will result in stronger graduation numbers over time.
 - Number of graduates December 2015 and May 2016 (projected): 2
 - Recruitment, retention and completion strategies include a curricular review and re-organization which resulted in the termination of the BS degree option retaining just the BA for those majoring in Music, along with the addition of a specialization in music entrepreneurship.
 The department is also very active in Senior and Junior Day as well as Jackrabbit Receptions where it staffs a booth specific to Music. The department also actively works with advising students to explain the opportunities available in Music. These activities in addition to numerous others have resulted in an increase in enrollment from 24 in fall 2012 to 36 in fall 2015.
- *2012 – Master of Sociology & Rural Studies*
 The June Program Productivity report was submitted by Dr. Mary Emery, Department Head. *Census day Fall 2012 enrollment is 18 students and the Census day Fall 2011 enrollment in the major.* A total of 17 students enrolled in the MS in Sociology program. Seven are in the on-campus cohort and 11 are enrolled in

the Great Plains Interactional Distance Education Alliance (GPIDEA) Community Development specialization online cohort.

Number of graduates December 2011/May 2012: Five students graduated with an MS in the regular Sociology Program. Two students graduated with an MS in the GPIDEA program from SDSU. The program is so new, beginning at SDSU in 2007 and admitting primarily part-time students, that we are just now starting to see students graduate. Among all the participating institutions (ISU, UNL, KSU, NDSU and SDSU) for GPIDEA Community Development, there were 10 graduates this year 2011-2012, a 50% increase over last year (2010-2011).

Description of specific steps taken to increase enrollment and number of graduates: Information on the Master's programs has been disseminated at various conferences and meetings including the Great Plains Sociological Association conference in Spearfish, the Rural Sociological Society conference in Boise, ID and the Community Development Society conference also in Boise, ID. In addition materials have been taken to the Community Development Institute in Boise and sent to other CDI programs, to the Community Capitals Institute, and to various other community development events. We are working to connect with other schools in order to recruit additional students into the graduate programs including North Dakota State University and Black Hills State University. We plan to increase our outreach to regional Colleges in Minnesota in the future.

Preliminary outcomes of steps taken to increase enrollment and number of graduates: Overall applications are up from 15 last year (10 PhD, 5 GPIDEA) to 33 this year (11 PhD, 8 MS, and 14 GPIDEA)

- *2012 – Master of Chemistry*

Retain; critical need for functioning of the chemistry graduate program even though it will also produce a relatively low number of graduates that varies widely. The majority of students pursuing a graduate degree in chemistry go directly from the baccalaureate to the doctorate; the tradition within the discipline is that a M.S. degree is not required for admission to the PhD program. Thus the Department's graduate program emphasizes the recruitment of students intent on pursuing a PhD in chemistry.

Within this framework, 1.) The M.S. degree in chemistry (Option A) serves two purposes in the department's graduate program. First, it provides a terminal degree for graduate students in the doctoral program who cannot complete the PhD. Second, it provides an opportunity for students seeking a doctorate in chemistry but lacking the requisite content knowledge an opportunity to strengthen their preparation prior to applying to the doctoral program. There are no additional costs incurred to offer the Chemistry M.S. (Option A) because all the necessary coursework is also required by the Chemistry PhD and 2.) The M.S. degree in chemistry (Option B) is exclusively targeted at high school chemistry teachers needing to improve their content knowledge to meet the requirements of the "No

Child Left Behind” Act. As practicing teachers, these students matriculate slowly through the program.

The Chemistry graduate program was reviewed by the American Association for the Advancement of Science (AAAS) during the Department’s 2010 Institutional Program Review (IPR). The AAAS panel concluded that the program was consistent with national norms.

Census day Fall 2011 enrollment in the major: 11 and the Census day Fall 2012 enrollment in the major: 10. Number of graduates December 2011/May 2012: 5
Description of specific steps taken to increase enrollment and number of graduates: In the 2011/2012 academic year, the on-line, chemical education track within the degree (Option B) that is targeted specifically to high school chemistry teachers was proposed and accepted as a WICHE Western Regional Graduate Program (WRGP). *Preliminary outcomes of steps taken to increase enrollment and number of graduates:* Since the WICHE WRGP status does not take effect until the 2012/2013 academic year it is too early to tell what the outcome of receiving this designation will be.

- *2016 – Masters of Dietetics*

This program is a collaborative IDEA program with 8 institutions targeting working professionals. Currently, 18 students are enrolled. This fully online program is part of the Great Plains Interactive Distance Education Alliance (GPIDEA). SDSU is one of eight universities collaborating on delivery of the curriculum. The program enables individuals who are credentialed registered dietitians an accessible educational opportunity to earn a graduate degree while working full-time. The program is the only one of its kind available from an institution in the South Dakota accredited by the American Dietetics Association (ADA).

- Census day fall 2015 enrollment in major: 18. This is an increase from 8 in fall 2014, 9 in fall 2013 and 10 in 2012.
- Number of graduates December 2015 and May 2016 (projected): 4
- The program is recruiting ample numbers of students thus the focus is on helping to facilitate completion. It is important to note that for programs which target working professionals the number of years to completion tends to be longer as students are not enrolled full-time, but part-time (1 course per term). On-going contact is maintained with students to track progress, identify any obstacles to completion and plan for timely completion.

- *2012 – Doctorate of Agronomy*

Plant Science requests that the Agronomy PhD program be retained based on two justifications: 1.) Based on the current enrollment, the program should easily meet the minimum graduation rates going forward. We currently have 18 students, and this number will increase as new faculty are hired to fill current vacancies. Given that a PhD in Agronomy takes 4-5 years for completion, our current enrollment of 18 students should result in an average of 4-5 graduates/year. However, this is

still a small program so the graduate rate will be stochastic. This is illustrated by results of 2010-11 and 2011-12 where we had 0 and 2 graduates, respectively

There is a nationwide shortage of PhD trained scientists in agronomy. The Plant Science Department has experienced this first hand during our efforts to fill vacancies. The pools of qualified candidates were small and we have had difficulty competing with attractive salary packages being offered by other universities. Industry is also experiencing this shortage, leading them to create fellowship programs to increase enrollment in Agronomy and related areas. This is exemplified by the Monsanto Plant Breeding Fellowships in our department. The world population is expected to hit 9 billion by 2050, which will result in a doubling of demand for agricultural production. Doubling of production will in turn increase the demand for PhD trained agronomists to develop the new technologies needed. Therefore, we should retain the PhD in Agronomy to meet this critical need.

Census Day Fall 2012 enrollment: 18 PhD students in the Agronomy major. Number of graduates December 2011/May 2012: 2 graduates in spring 2012. Description of specific steps taken to increase enrollment and number of graduates: All faculties with research appointments in the department of Plant Science are encouraged to have PhD graduate students. This coupled with the increased research expectations at SDSU, grant awards received, and hiring of new faculty, will continue to drive up Agronomy PhD enrollment. Our goal is to increase the number of PhD students in Plant Science Areas to average 2 per research FTE or a total of 40 PhD students by 2016. *Preliminary outcomes of steps taken to increase enrollment and number of graduates:* Over the past few years, we have hired a number of new, research-active faculty and increased the expectations for current faculty. This has resulted in a steady growth of the Plant Science Department's PhD programs to their current level of 18 students in Agronomy, 9 in Biological Science and 2 in Computational Science (An increase of 3 over last year). We fully expect this trend to continue.

University of South Dakota

- ***2012 & 2016 – Bachelor of Native Studies***

Considerations: As Attachment I Appendix C of item 5U the December 1-3, 2015 BOR agenda notes, in 2012 we responded that “this major is only two students away from the minimum of

25. Although the appeal of the program is likely to remain limited, it provides a unique opportunity for students interested in the culture, language, and history of the indigenous people of the upper Great Plains. Students intending to work in human services or the public section of South Dakota or the region gain particular advantage from study in this field, but the availability of the Native Studies program also contributes more generally to curricular diversity at USD”.

A major curriculum revision was undertaken last year to provide clearer pathways for students. With the recent TRIO and Jump Start grants we expect to be better

positioned to enable interested student to enter and complete the degree program. The major is now under the auspices of the Department of History.

Newly hired faculty have already demonstrated an ability to re-energize the program.

- *2012 – Bachelor of Earth Sciences*

This program is only one student away from the minimum of 25. Program is expected to remain stable at approximately this level, continuing to provide valuable education and training for students interested in geology and other earth sciences. The program also complements the new Sustainability major, which includes ESCI offerings as both core and elective courses. The introductory Earth Sciences courses are a popular choice for general education.

- *2012 – Bachelor of Liberal Studies*

This individualized, interdisciplinary program is available by petition only to students who are able to show that their specific professional and educational aims cannot be met in an existing major. While most students are best served by a traditional major, motivated students with unusual combinations of interests or talents benefit from the rigorous academic path of the BLS degree. Students take mainly upper-division courses in multiple departments within the university; the program has no assigned faculty and therefore has no dedicated instructional cost.

- *2012 – Bachelor of Philosophy*

Philosophy is a foundational discipline within the liberal arts, and essential to USD's undergraduate curriculum. Enrollment in lower-division courses has grown in the last two years as the department has diversified its offerings and adjusted its scheduling; these developments bode well for modest growth in the number of majors. Ethics courses are also required for nursing students in the BSN and for majors in Medical Biology and Sustainability. Courses taught by Philosophy faculty are integral to the University Honors Program as well.

- *2016 – Bachelor of Art Education*

This program addresses the shortage of art teachers in South Dakota. USD will evaluate the program as part of an upcoming program accreditation visit.

Considerations: Students seeking Secondary Education certification in specific disciplines often have the option of majoring in Education with the specialty track or majoring in the discipline with a specialization in Education. Over the next two years, in preparation for the CAEP accreditation visit, USD will review this dual model to see what is most efficient and which best serves the needs of students and the State. In this case all students major in the discipline.

A recent strategic planning session organized by Vermillion School Board emphasized the need for additional opportunities for art activities in the Vermillion schools at all levels.

- *2016 – Bachelor of Biology Education*

This program addresses the shortage of science teachers in South Dakota. USD will evaluate the program as part of an upcoming program accreditation visit. Enrollment grew from 3 in 2010 to 8 in 2014 in this program and from 1 in 2010 to 8 in 2014 for the biology major track. Considerations: Students seeking Secondary Education certification in specific disciplines often have the option of majoring in Education with the specialty track or majoring in the discipline with a specialization in Education. Over the next two years, in preparation for the CAEP accreditation visit, USD will review this dual model to see what is most efficient and which best serves the needs of students and the State.

South Dakota faces a shortage of science teachers and thus this program is essential to help address that shortage.

- *2016 – Bachelor of Business Administration*

This program was redesigned in 2014, and produced 5 graduates in FY16. USD will evaluate the program as part of an upcoming program accreditation visit. Considerations: The program has been revamped as a solid general business option for students distinct from the specific business majors. Interest in the program has grown significantly in the past year. Although it will take some time for these students to complete degrees the program appears on its way to meeting the degree expectations.

- *2016 – Bachelor of French & Francophone Studies*

This program has been redesigned with emphasis on culture & history. USD will evaluate this program as part of an upcoming program review process in 2018. Considerations: The elimination of French courses at many South Dakota high schools has decreased the enrollment in this program, especially those interested in French Education. The program has been substantially revised to encompass a broader perspective to French history and culture beyond language acquisition. We believe this change will increase student interest in the program, especially as a second major for a number of students.

- *2016 – Bachelor of German*

This is a collaborative program with NSU & SDSU. When combined, the graduates meet the threshold. Considerations: Collaboration across NSU and SDSU has had some issues emerge. USD is taking the lead on trying to resolve those issues. Successful collaboration is needed for students to have available to them the courses needed to progress.

- *2016 – Bachelor of Mathematics Education*

This program addresses the shortage of math teachers in South Dakota. USD will evaluate this program as a part of an upcoming program accreditation visit. Considerations: Students seeking Secondary Education certification in specific disciplines often have the option of majoring in Education with the specialty track or majoring in the discipline with a specialization in Education. Over the next

two years, in preparation for the CAEP accreditation visit, USD will review this dual model to see what is most efficient and which best serves the needs of students and the State.

South Dakota faces a shortage of mathematics teachers and thus this program is essential to help address that shortage.

- *2016 – Bachelor of Musical Arts*

Courses for this program overlap with other programs, so there are no additional costs. USD will evaluate this program as part of an upcoming program accreditation visit. Considerations: The majority of music majors are in music education or music performance. The musical arts major provides an option for students whose interests and abilities do not fit those other majors.

- *2016 – Bachelor of Physics*

The program is critical to the university mission. Enrollments are increasing (22 currently enrolled). Considerations: The graduate program is a signature program for the University and the Regental System. Undergraduate enrollments appear to be growing, albeit slowly. The undergraduate program serves as a key aspect to the overall success of Physics at USD.

- *2016 – Bachelor of Spanish Education*

This program addresses the shortage of foreign language teachers in South Dakota. USD is evaluating the program as part of an upcoming program accreditation visit. Considerations: Students seeking Secondary Education certification in specific disciplines often have the option of majoring in Education with the specialty track or majoring in the discipline with a specialization in Education. Over the next two years, in preparation for the CAEP accreditation visit, USD will review this dual model to see what is most efficient and which best serves the needs of students and the State. Language instructors are still in demand across the state given the relatively low supply.

- *2012 – Master of Biomedical Sciences*

This degree has traditionally only been awarded to Biomedical Sciences students who decide not to continue with the PhD. Starting with the 2012-13 academic year, it will be awarded to all Biomedical Sciences students who have completed the requirements for an MS degree. The number of degrees awarded to PhD candidates suggests that the program already enrolls enough graduates to meet the required minimum. Considerations: As Attachment I Appendix C of item 5U the December 1-3, 2015 BOR agenda notes, in 2012 we responded that “This degree has traditionally only been awarded to students who decide not to continue with the PhD. Starting with the 2012-13 academic year, it will be awarded to all Biomedical Sciences students who have completed the requirements for a MS degree. The number of degrees awarded to PhD candidates suggests that the program already enrolls enough graduates to meet the required minimum”.

In Fall 2014 there were 27 students enrolled in the PhD program. This program supplements progress and exiting from that program and thus is needed.

- *2016 – Masters of Biomedical Engineering*
This program was redesigned in 2015, and new program leadership is in place. Considerations: There are currently 8 students in the PhD program. The program is still fairly young but appears to be building momentum as grants increase with the possibility of increased assistantships.
- *2016 – Masters of Communication Studies*
Two related programs were recently combined into this program, with the intent of increasing graduates and efficiency. Considerations: The separate majors of Communication and Contemporary Media & Journalism were restructured as a combined majors with tracks only a few years ago. The transition from distinct majors to a combined major should increase the potential graduates as well as increasing the efficiency of program delivery.
- *2016 – Doctorate of Political Science*
There are currently 13 students in the dissertation phase. The program was redesigned in 2014, and produced two graduates in FY16. Considerations: A second student will graduate in December 2015. The department reports that 14 students are engaged in the dissertation phase of the program and 13 students have passed the comprehensive examinations. The department recently put together a strategic plan which includes strategies addressing moving students from admission to completion with the recognition that virtually all students in the program are working professional attending the university on a part-time basis.

Appendix D**Program Consolidated through Program Productivity Review Process*****Black Hills State University***

- 2010 - - BSED in Composite Instrumental Music
- 2010 – BS in Composite Physical Science

Dakota State University***Northern State University******South Dakota School of Mines & Technology******South Dakota State University******University of South Dakota***

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – L
DATE: December 5-7, 2017

SUBJECT

College Application Week – 2017

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

In November 2014, South Dakota joined the American College Application Campaign and piloted South Dakota College Application Week at nine high schools. Since then, the program has grown every year with 80 schools invited to participate in the 2017 campaign. Participating schools are identified through a variety of metrics including historic college-going rates; free/reduced lunch population; American Indian population; and participation in college preparatory programs like GEAR UP, TRIO, and South Dakota Jump Start.

The Board received a special report on the impacts of College Application Week on students from participating high schools at the [March 2017](#) meeting.

IMPACT AND RECOMMENDATION

Since the Board of Regents have been working to coordinate this program in 2014, the total number of applications have steadily increased each year:

- In the 2014 pilot, 234 students at 9 high schools completed 404 applications to Regental institutions.
- In the 2015 expanded pilot, 385 students at 19 high schools completed 895 applications to Regental institutions.
- In the 2016 campaign, 354 students at 33 high schools submitted 800 applications to Regental institutions.

The 2017 campaign took place from October 30 - November 3. Eighty-two schools were invited to participate, and 70 schools of those invited had students submit applications to Regental institutions. This year's campaign resulted in 1,279 applications to Regental institutions from 558 students across the state. As in previous years, each student was eligible for up to 3 application fee waivers. Table 1 illustrates where students from each school applied.

With the increase in the number of high schools participating, information was provided to school counselors and educators at the Fall Counselor Workshops and the South Dakota

(Continued)

INFORMATIONAL ITEM

Indian Education Summit rather than site visits. Schools used many of the same activities as in years prior. Many schools chose to do their FAFSA and financial aid programming in the weeks surrounding College Application Week. New last year, schools were encouraged to take pictures and share them on social media using the hashtag #SDCAW17 or with the central office via email. Activities at Cheyenne-Eagle Butte, Tripp-Delmont, Madison, and Marion were featured on the Board of Regents Facebook page (see links in footnote).¹

There is a modest financial impact from the Regental systems involvement in the College Application Week. Students are assessed a \$20 fee for each institution they apply to, and during this week this fee is waived for participating schools. This resulted in a loss of \$25,580 in application fees for participating Regental institutions for the 1,279 applications that were completed. An updated report on the postsecondary enrollment patterns for participating students from previous years will be available at the March Board Meeting.

Table 1
College Application Week 2017 Applications

School	Applicants	BHSU	DSU	NSU	SDSMT	SDSU	USD	Total
<i>Alcester-Hudson</i>	2		1			2	1	4
<i>Andes Central</i>	3	1			1	1	3	6
<i>Avon</i>	2				1	1	1	3
<i>Baltic</i>	7	2	3		1	4	3	13
<i>Belle Fourche</i>	19	14		5	5	7	10	41
<i>Bennett County</i>	7	3		1		4	3	11
<i>Beresford</i>	6		1	1	1	5	2	10
<i>Bison</i>	4	2		1		3	4	10
<i>Britton-Hecla</i>	17	1	2	6	1	12	4	26
<i>Castlewood</i>	11	2	5	3	3	9	6	28
<i>Centerville</i>	4	2				2	2	6
<i>Chamberlain</i>	11	7	2		1	4	9	23
<i>Chester</i>	12	1	6	1		6	7	21
<i>Cheyenne-Eagle Butte</i>	42	36	6	14	11	19	25	141
<i>Colman-Egan</i>	7		2			6	3	11
<i>Colome</i>	2				1	1		2
<i>Crazy Horse</i>	1				1	1		2
<i>Crow Creek</i>	8	6		1		1	4	12
<i>Custer</i>	9	5		1	3	4	4	17
<i>Douglas</i>	13	3		3	3	5	6	20
<i>Faith</i>	1	1						1
<i>Flandreau</i>	8	1		4		6	3	14
<i>Flandreau Indian</i>	8	4	3			7	4	18
<i>Florence</i>	2					1	2	3
<i>Frederick</i>	9	4	1	5	1	3	4	18
<i>Gayville-Volin</i>	12		6			11	9	26
<i>Hamlin</i>	18	9	4	6		13	4	36

¹ Photos include [Marion](#) and [Madison](#) High School staff in their college attire, as well as students from [Cheyenne-Eagle Butte](#) and door decorations at [Tripp-Delmont](#) High School.

Table 1 (Continued)
College Application Week 2017 Applications

School	Applicants	BHSU	DSU	NSU	SDSMT	SDSU	USD	Total
<i>Henry</i>	2			2			2	4
<i>Hill City</i>	8	3			6	3	1	13
<i>Hitchcock-Tulare</i>	8		2	5		6	4	17
<i>Hot Springs</i>	7	4				3	5	12
<i>Ipswich</i>	3			2		1	2	5
<i>Iroquois</i>	2					2	1	3
<i>Kadoka</i>	11	10	2	1	5	7	3	28
<i>Lake Preston</i>	1		1					1
<i>Langford</i>	1			1		1	1	3
<i>Lead-Deadwood</i>	18	11	1	1	3	12	13	59
<i>Lennox</i>	20	2	4	5		16	11	38
<i>Leola</i>	8	1	1			5	1	8
<i>Little Wound</i>	37	32	8	10	11	22	20	103
<i>Lower Brule</i>	8	5		1		5	8	19
<i>Lyman</i>	6	2	2	3	1	4	3	15
<i>Marion</i>	3					2	3	5
<i>Marty Indian</i>	7	3	1	1		2	7	14
<i>McIntosh</i>	4	3			1	1	2	7
<i>Mobridge-Pollock</i>	20	8	1	4		15	9	37
<i>SF New Technology</i>	7	1	2		1	2	6	19
<i>Newell</i>	2	1					1	2
<i>Oelrichs</i>	5	1				4	5	10
<i>Rapid City HS</i>	15	12	1	2	2	10	4	31
<i>Red Cloud</i>	6	3	1	3		1	3	11
<i>Saint Francis</i>	19	11	1	7	2	13	13	47
<i>Sisseton</i>	1					1		1
<i>Stanley County</i>	20	4	1	6	1	6	6	24
<i>Sturgis</i>	20	13	1	4	2	11	13	44
<i>Sully Buttes</i>	8	3		7		7	5	22
<i>Summit</i>	2					2	1	3
<i>Timber Lake</i>	6	4	1	3		3	1	12
<i>Tiospa Zina</i>	13	6	4	5	1	7	3	26
<i>Todd County</i>	15	12	5	3		11	8	39
<i>Tripp-Delmont</i>	4					1	3	4
<i>Wagner</i>	20	9	6	9	5	6	5	40
<i>Wakpala</i>	2	1	1	2		1		5
<i>Wall</i>	1					1		1
<i>Waubay</i>	1					1		1
<i>White River</i>	9	5	3	1	3	8	3	23
<i>Wilmot</i>	2		1	2		2		5
<i>Winner</i>	24	9	6	1	3	18	12	49
<i>Wolsey-Wessington</i>	1					1		1
Total	558	154	209	176	126	333	281	1,279

ATTACHMENTS

None

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – M
DATE: December 5-7, 2017

SUBJECT

Efficiency Infographics

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

During their [August 2017](#) retreat the Board of Regents reviewed a report highlighting the various efficiency initiatives completed in the Regental system over the past decade. The report was developed in response for a presentation to the Joint Appropriations Committee delivered at their July 2017 meeting. In response to a number of questions from the Board during the retreat, a set of more detailed efficiency reports were presented during the October 2017 meeting. This included reports on [Section Size](#), [Course & Program Duplication](#), [Instructor Rank Classifications](#), and the creation of a new taskforce to explore [Open Education Resources](#).

Following the presentation on these items, Board members inquired how to distill the pertinent information down to key points that can be used during discussions with stakeholders and legislators. In response, an initial set of Infographics have been developed for six key efficiency areas. Additional infographics will be generated to address each of the major points discussed with the Joint Appropriations Committee.

IMPACT AND RECOMMENDATION

Each of the six infographics seek to identify Board of Regents initiatives and policy directives, and denote cost savings either to students or the institution. Infographics for each of the six efficiency topics below have been developed and can be found in the corresponding attachments.

Decreasing the Time to Completion

Campus advising staff have taken the challenge of encouraging students to complete 15 or more credits every semester in order to keep them on pace for graduation in four years or less. The Opportunity Scholarship program requirements were modeled after this structure and has helped ensure that a higher percentage of students are completing in a timely fashion. When considering costs

(Continued)

INFORMATIONAL ITEM

associated with an additional year of enrollment and lost wages, students have the opportunity to produce over \$60,000 in earnings and tuition savings.

Instructor & Lecturer Ranks

During the 2013 round of negotiations with the Council of Higher Education (COHE), the Board of Regents worked to develop a new Lecturer Rank structure separate from the Professorial Ranks that would allow for the hiring of faculty that could be focused solely on providing instruction to students. Since that time, the Lecturer Ranks have grown at each campus (18.3% vs. 26.7%) and in comparison are paid at 45% of full professors. A higher percentage of faculty are now dedicated to teaching rather than research to balance student and institutional research needs. It is estimated that \$5.5 million is saved annually across the Regental system due to this policy change.

Dual Credit Enrollment

State investment in the [High School Dual Credit](#) (HSDC) program has resulted in a significant reduction in the cost of GE courses for students who participate in this program during their Junior and Senior years. Students enroll at a reduced rate, and save over \$700 for each dual credit course they complete. Students who complete up to four dual credit courses save \$2,800 toward the total cost of their postsecondary education and place themselves almost a semester ahead of traditional freshman.

Managing Section Size

For almost two decades, the Board of Regents has maintained a 4/7/10 policy (embedded in BOR [Policy 5:17.4 Small Section Limitations](#)) establishing that selected courses must have enrollments of at least 4 Ph.D. students, 7 master's students, or 10 undergraduate students to be offered in the Regental system. Each campus may have up to 3% or 4% of their sections that fall below these thresholds without being in violation of the policy. The Board monitors these enrollments each year and receives a report annually (currently depicted in the [Section Size Dashboard](#)) to ensure compliance with these requirements. The goal of the policy is to ensure appropriate curriculum management and appropriate class size for students to engage with their peers in the subject matter. If under-enrolled sections increased by 1% statewide it would result in an additional \$619,000 in instructional costs each year.

Dakota's Promise

The Board of Regents have developed the framework for a new needs based scholarship program which operates under the principles of [shared responsibility](#). Basic assumptions were established for the resources that students, families, the federal government, and the state should contribute to the overall educational costs. The Board prioritized the Dakota's Promise scholarship program in their budget request to Governor Dugaard, with the understanding that additional grant and aid is necessary for the neediest students in South Dakota to have postsecondary

opportunities after high school. This infographic depicts the average investments from each of these critical partners to make the program a reality.

Course / Program Duplication

Currently, more than 40% of the undergraduate programs offered in the Regental system are considered unique. In many instances where duplication does occur, the overlap exists in common General Education, Teacher Education, STEM, or critical need programs for the state. Additionally, when duplication of online courses does occur, the average class size is traditionally three times the level required to meet the 4/7/10 rule established by the Board.

ATTACHMENTS

Attachment I – Efficiencies Analysis – Graduating in Four Years Infographic

Attachment II – Efficiencies Analysis – Faculty Rank Classifications Infographic

Attachment III – Efficiencies Analysis – Dual Credit Enrollment Infographic

Attachment IV – Efficiencies Analysis – 4/7/10 Rule: Policy on Section Size Infographic

Attachment V – Efficiencies Analysis – Dakota’s Promise Infographic

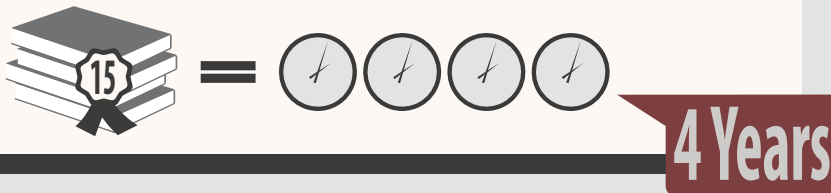
Attachment VI – Efficiencies Analysis – Course/Program Duplication Infographic



Graduating in Four Years

Graduating college in four years should be a goal of many students. However, some don't realize it takes at least 15 credit hours per semester to graduate from a 120-credit hour degree program. Regental institutions strongly encourage students to take 15 credit hours each semester because those who take more than four years to graduate miss out on an opportunity to enter the workforce early.

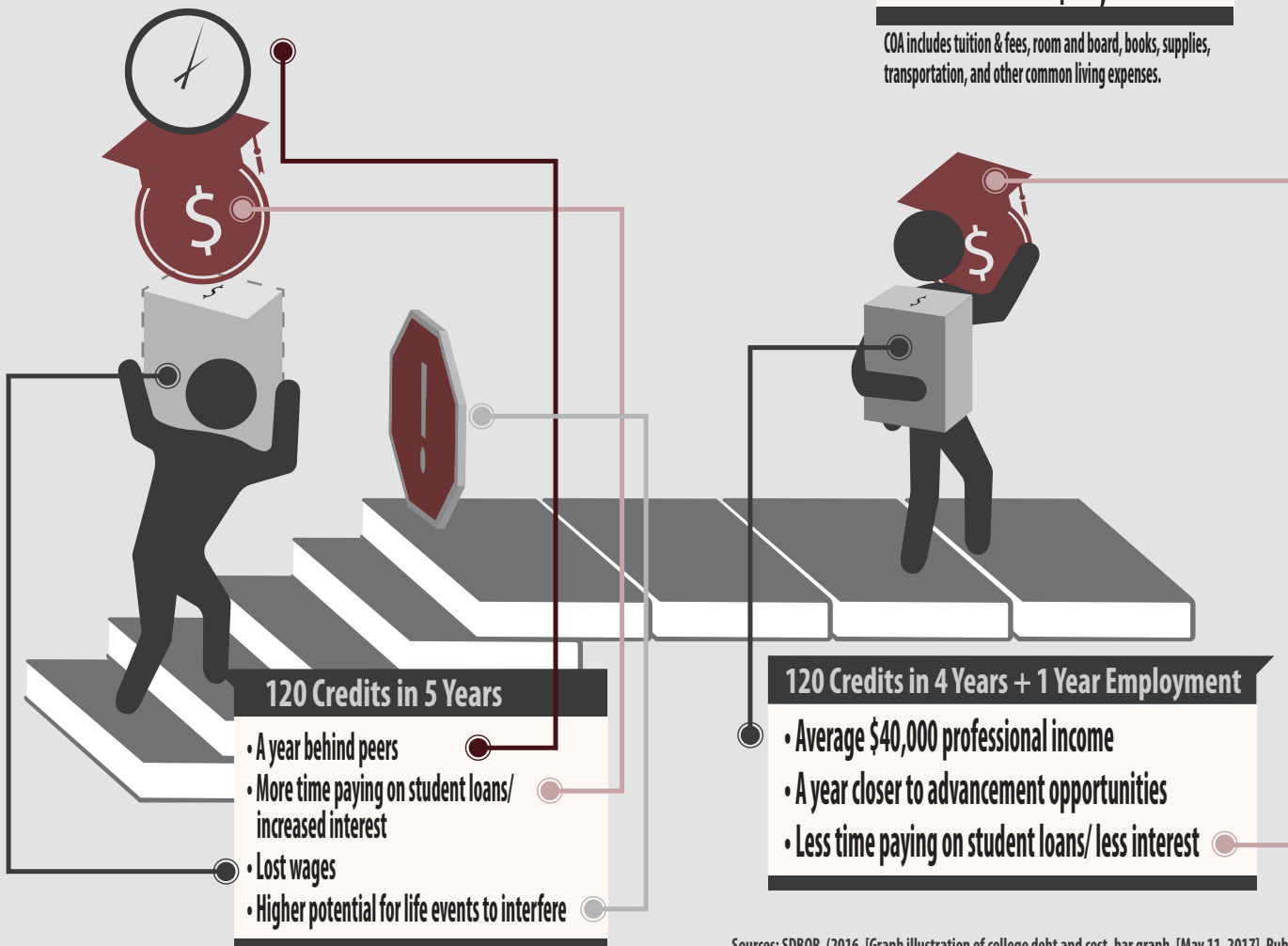
Years to Graduation Based on Credits per Semester



The Cost of Year 5

Lost Wages	\$40,000 (Approx.)	\$5,250 is debt
Average Cost of Attendance (COA)	\$21,778	
Total Cost	\$61,848	

COA includes tuition & fees, room and board, books, supplies, transportation, and other common living expenses.



Sources: SDBOR. (2016). [Graph illustration of college debt and cost, bar graph, [May 11, 2017]. Public university affordability dashboard. Retrieved from <https://www.sdbor.edu/dashboards/>
 SDBOR. (2016). Graph illustration of average annual pay, bar graph, [May 11, 2017]. Occupational wages dashboard. Retrieved from <https://www.sdbor.edu/dashboards/>
 Complete College America. (2014). Four-year MYTH: Make college more affordable. Retrieved from <https://completecollege.org/wp-content/uploads/2014/11/4-4-Year-Myth.pdf>

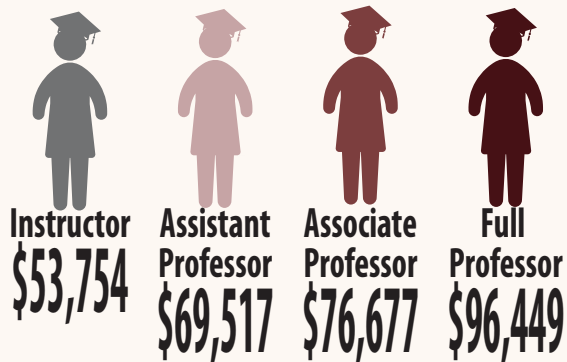


Efficiencies Analysis - Faculty Rank Classifications

This infographic provides an overview of how re-classification of faculty ranks in the South Dakota Regental System has reduced instructional expenditure without hindering the delivery of content to students.

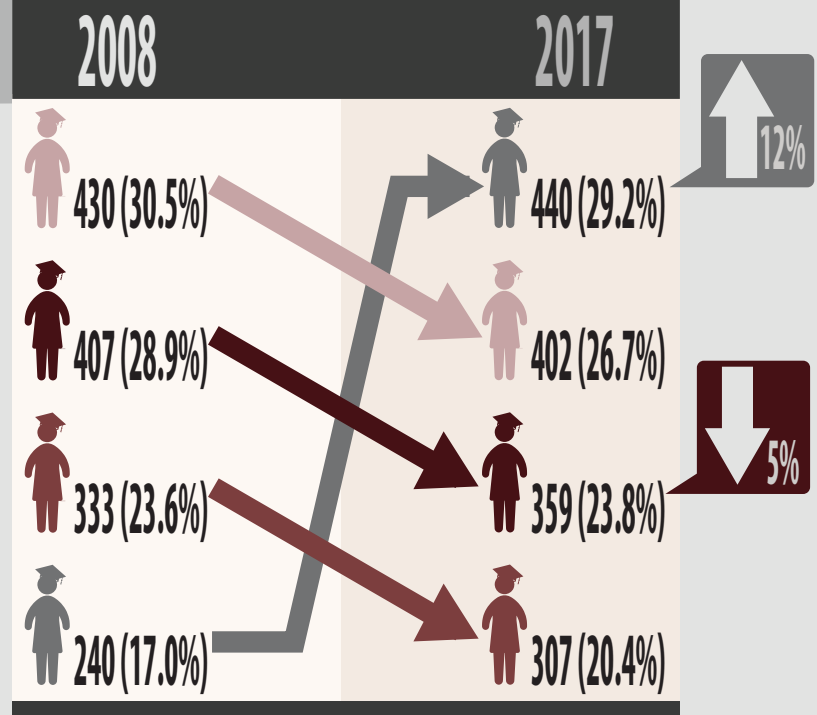
Personnel costs remain the highest expense at a university

Average Faculty Salaries 2017



56% Instructors & Asst. Professors are Untenured

Distribution of Faculty Rank Appointments During the Last Decade



If faculty rank appointments remained unchanged, the instructional expenditures in SD would be much higher

Instructional expenditure if ratios of faculty remained the same as 2008



Current Annual Instructional Expenditure

In fact, re-classification of faculty rank saves the regental system approximately \$5.5 million annually.

Dual Credit Enrollment

High school juniors and seniors enrolled at participating public, private, and tribal high schools can simultaneously enroll in courses at a reduced cost that qualify for both college and high school credit. Courses offered meet the System General Education requirements at all six Regental institutions in the state.



Tuition Cost of 3 Credit Hours

\$284/ credit hour

Undergraduate Resident* \$852

Dual Credit Student \$145

Savings per class \$707

Undergraduate, resident tuition averaged across Regental system

Dual Credit Saves Big

Completing 4 Dual Credit Classes in High School saves
\$2,832
and can put you 1 Semester ahead
of a traditional Freshman

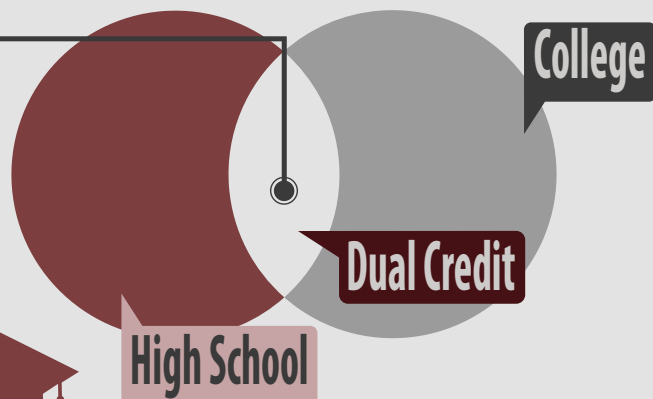


Completing 10 Dual Credit Classes in high school saves
\$7,070
and can put you 1 Year ahead
of a traditional Freshman



Eliminates Program Duplication

College general education courses count towards both college and high school graduation.



The Big Picture Savings to Students

If all 3,035 students take an average of 4 dual credit courses, the total savings could be near \$13.7m, or an average of \$4,516 per student per year.

Savings includes 1 semester of room and board, half of \$3,368 rate listed to the right

Potential Savings from Participation

10 Dual Credit Courses \$7,070

1 Year Room and Board \$3,368

Room and Board calculated using Double-Occupancy Room and Minimum Meal Plan rates, averaged across Regental System

Savings to Students \$10,438

Sources:

SDBOR. (2016). [Graph illustration of college debt and cost, line graph, Nov. 6, 2017]. SDBOR Fall Enrollment Dashboard.

Retrieved from <https://www.sdbor.edu/dashboards/>

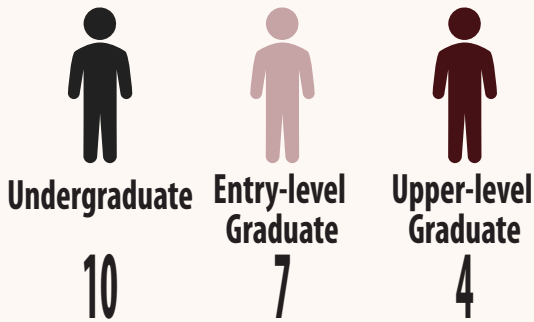
SDBOR. (2017). Fact Book: Fiscal Year 2017. Retrieved from <https://www.sdbor.edu/mediapubs/factbook/Documents/FY17Factbook.pdf>



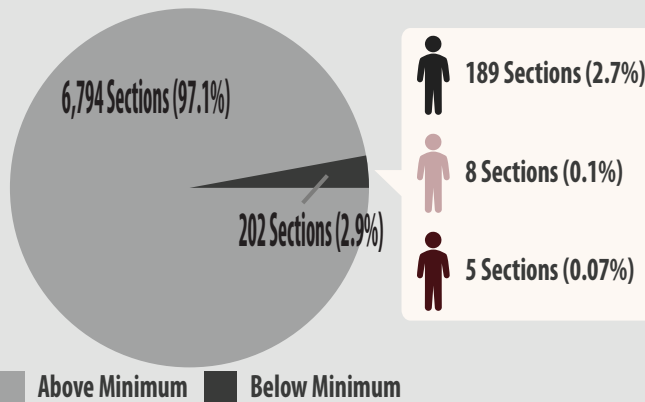
The 4-7-10 Rule: Policy on Section Size

Understanding the size of course sections in the state is critical to maintaining cost-effective, quality instruction, and services across the Regental system. This infographic discusses how the Board of Regents evaluates institutional performance based on managing section size.

Section Sizes Minimums, by Education Level



2017 Enrollments Under Section Size Limits



Note: Undergraduate course revenue subsidizes critical mission areas of a university.

**4 - 7 - 10 Rule
Helps Prevent**

If Percent of Under-Enrolled Courses Increase from 4 to 5% Systemwide

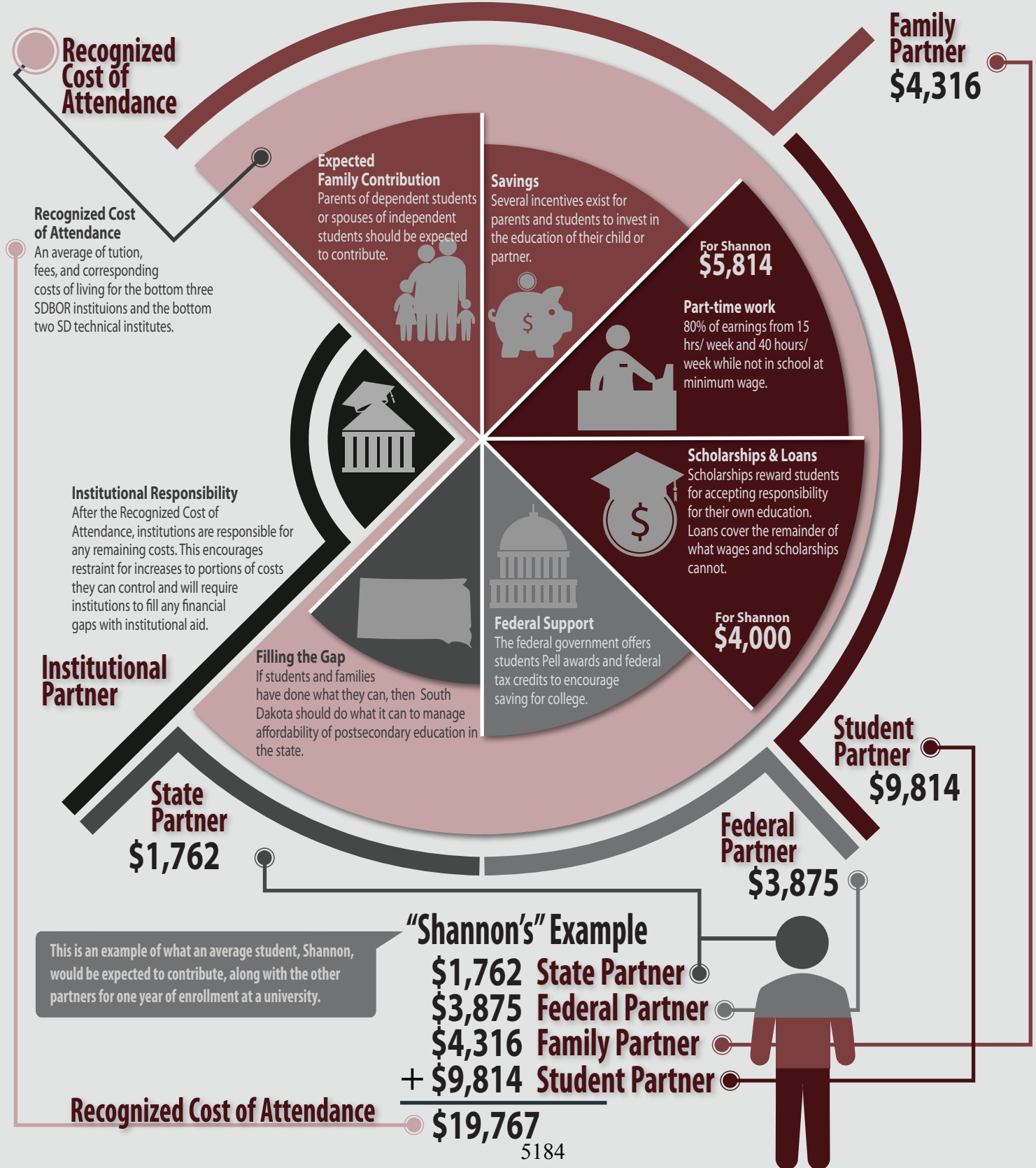
138 Extra Undergraduate Sections Under the Limit	6 Extra Entry-level Graduate Sections Under the Limit	4 Extra Upper-level Graduate Sections Under the Limit
\$857 Avg. Cost of Undergraduate 3 Credit-Hour Course	\$1,076 Avg. Cost of Entry-level Graduate, 3 Credit-Hour Course	\$1,076 Avg. Cost of Upper-level Graduate, 3 Credit-Hour Course
\$8,570 Avg. Revenue for At-Limit Enrollment	\$7,532 Avg. Revenue for At-Limit Enrollment	\$4,304 Avg. Revenue for At-Limit Enrollment
\$4,285 Avg. Revenue for Half-enrollment (5 students)	\$4,304 Avg. Revenue for Half-enrollment (4 students)	\$2,152 Avg. Revenue for Half-enrollment (2 students)
At-Limit Enrolled Net Earnings		
\$697k	\$24k	-\$21k
Half-enrolled Net Earnings		
\$106k	\$5k	-\$30k
Difference		
-\$591k	-\$19k	-\$9k

Resident, On-campus student, assuming an avg. \$33 discipline fee/ course; Upper-level Graduate courses are assumed to be taught at a cost of \$9,645. Other courses taught at a cost of \$3,519.

\$619,000 in lost funds
Annually



Dakota's Promise is a pathway to a more educated South Dakota, requiring several partners in order to be successful. Students, families, federal government, state government, and institutions all have essential roles in ensuring that any South Dakotan aspiring to attain a postsecondary credential can do so.





Course Duplication in the Regental System

It can often be seen as an inefficient to use resources to offer courses that are currently shared by other institutions in the Regental system. However, due to South Dakota's geography, having six campuses without overlap can challenge the educational quality of the state as a whole.

Online Sections, Systemwide

1,388

10 Most Common Duplicated Online

Course	# of Sections
Fundamentals of Speech	31
Composition I	19
College Algebra	16
General Psychology	13
Introduction to Sociology	11
Composition II	10
Human Relations	8
United States History I	8
American Government	7
Biology Survey I Lab	7

Regular Evaluation



Every alternating year, a review of undergraduate degree programs is conducted to ensure programs maintain an average of five graduates per year. Programs failing to meet these conditions are flagged for review.

Total Sections
130

In order to remain competitive with other online degree programs outside the Regental System, many schools must offer their courses online, thus contributing to the total number of duplicate courses.

Avg. Section
Size: 27

Program Duplication Stats

263 Distinct Associate's or Bachelor's degree programs

40% Programs unique to the system*

*Based on CIP Code

2017 Regental Graduates in Biology

53 BHSU

4 DSU

29 NSU

15 SDSMT

149 SDSU

94 USD

Total
344

Factors Associated with Managing Duplication



Provides Opportunity

Program duplication benefits those students unable to relocate to a campus by giving them an option closer to home.

General Education Drives Enrollment

For example, an under-enrolled biology program cannot be easily eliminated, especially since it is common for faculty to teach program-specific math courses, as well as biology courses that fulfill general education requirements.

Quality STEM Education

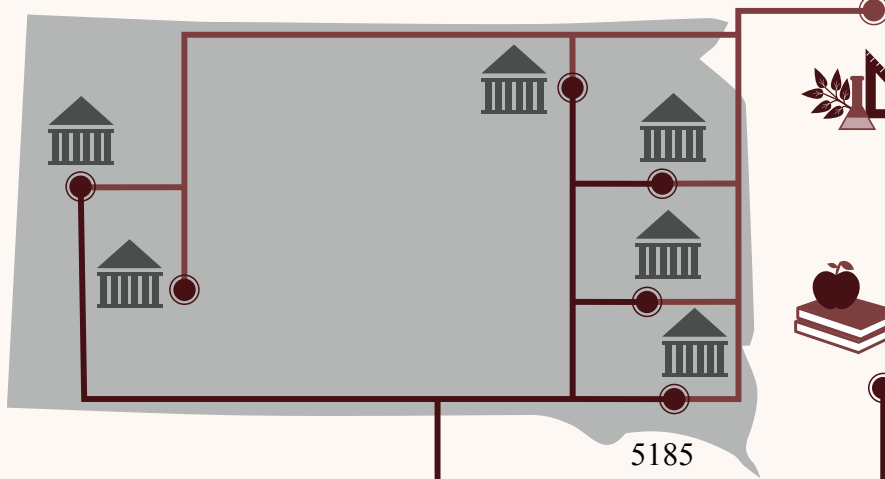


The proximity of available STEM-related instruction would impact the number of students graduating with related degrees.

Teacher Training



Teacher candidates receive the best guidance by residency instructors when the distance between school and college is closer.



SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – N
DATE: December 5-7, 2017

SUBJECT

SDBOR Strategic Plan Tracking

CONTROLLING STATUTE, RULE, OR POLICY

[SDBOR 2014-2020 Strategic Plan](#)

BACKGROUND / DISCUSSION

In [October 2014](#), the Board of Regents adopted the SDBOR 2014-2020 Strategic Plan. As a formal statement of the board's core goals, this plan provides a blueprint for advancing the university system's major priorities over the coming years. The plan identifies four priority areas – student success, academic quality and performance, research and economic development, and affordability and accountability. Each priority area is tied to a set of goals, outcomes, and action steps. Overall, the plan is meant to serve as a framework for facilitating systematic, goal-minded policymaking in the university system.

IMPACT AND RECOMMENDATION

A number of relevant trends in the report are important for the Board of Regents to consider, including:

- While the number of degrees awarded at both the undergraduate and graduate level have remained above the baseline, the number of degrees awarded to American Indian students has dropped below the baseline. If enrollment trends continue as they have, the overall number of degrees awarded could begin to decline as well.
- The number of STEM graduates from the system has increased in alignment with the emphasis on STEM fields for employment and economic development.
- System retention rates continue to rise as nearly 8 in 10 students return for their second year.
- The 4-year graduation rate has increased from the 24.2% baseline to 26% more recently. High School Dual Credit participation and campus efforts encouraging students to complete 30 credit hours each academic year should continue to improve this rate.

(Continued)

INFORMATIONAL ITEM

- The remediation rate has increased, and while this is not a direct reflection on the efforts of the Regental system, the need for remediation impacts a student's likelihood of being retained and eventually graduating from college.
- The metrics for grants and contracts expenditures show an increase in expenditures in the most recent year, while the metrics for license agreements has declined over the past two years after seeing a record number of agreements in FY14. Proposed budget and tax changes at the federal level could impact all of these metrics in future years.
- The 3-year federal loan default rate for the system continues to fall even though South Dakota students have some of the highest rates of borrowing in the nation. Our standing in the regional ranking for undergraduate tuition and fees remains unchanged, though the lack of grant aid makes our average net price one of the costlier in the nation.
- The percent of the operation budget funded by the state remained steady, though with the current revenue projections for the state that percentage could see declines in the near future.

Board members should be conscious of the continued progress on these metrics and how they impact the ability of South Dakota to reach the 65% Attainment Goal.

ATTACHMENTS

Attachment I – SDBOR Strategic Plan Tracking

SDBOR Strategic Plan Tracking

As part of the new strategic plan, a series of performance indicators was identified that would assist in tracking the university system's progress toward its stated goals. These indicators – which tie directly to the plan's four major priority areas – represent the aspects of the university system's overall performance that merit special focus over the life of the plan:

Table A Performance Indicators for SDBOR 2014-2020 Strategic Plan	
Priority Area	Performance Indicators
Student Success	Degrees Awarded, Undergraduate/Graduate Degrees Awarded to AIAN Students Retention Rate Graduation Rates (4-Year/6-Year) Remediation Rate
Academic Quality and Performance	Percent of Graduates Passing Licensure Exams Number of Accredited Programs Number of New Graduate Programs Students Participating in Experiential Learning
Research and Economic Development	Grants and Contracts Expenditures License Agreements Signed Licenses Signed with Start-Up Companies STEM Graduates
Affordability and Accountability	Three-Year Federal Loan Default Rate Regional Rank for Undergraduate Tuition and Fees Percent of Operating Budget Funded by the State Students Served by Special Schools (SDSD/SDSBVI)

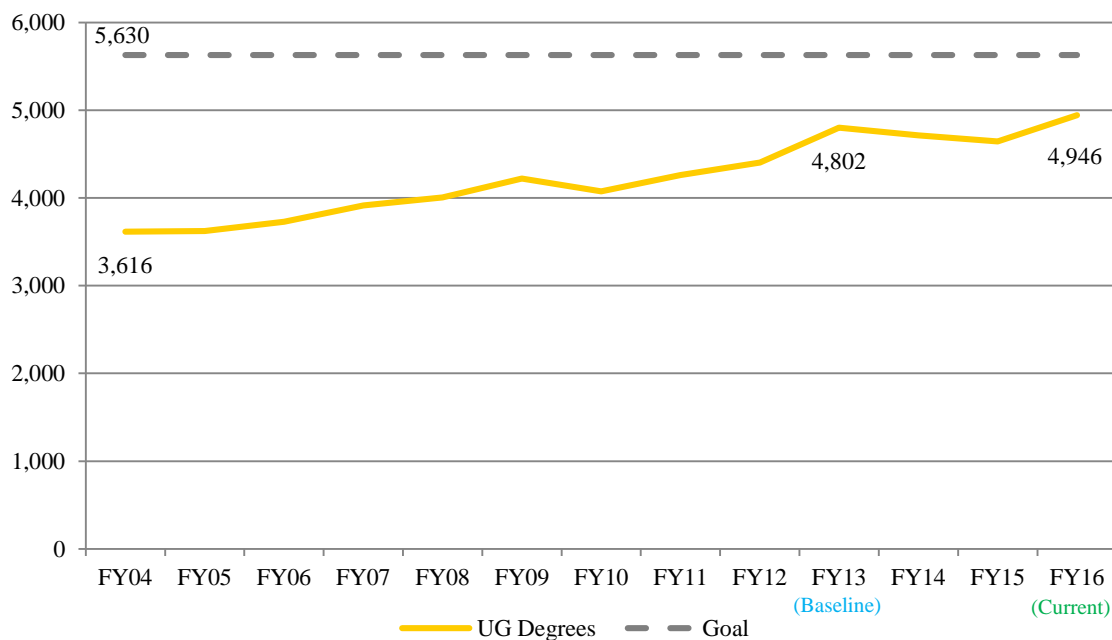
Each indicator is listed in the plan with a baseline (2014) measurement and a 2020 goal. Accordingly, the aim of this report is to update board members on the current status of each indicator, and to discuss factors affecting progress toward each goal. Though similar information is given on the [SDBOR Strategic Plan webpage](#), this report will explore these data in considerably greater detail.

Indicator 1**Student Success: *Degrees Awarded, Undergraduate*¹**

Status: In Progress

Summary: The number of undergraduate degrees awarded by regental universities has climbed steadily over the last decade, rising from 3,616 in FY2004 to 4,946 in FY2016, a change of 36.8 percent.

Figure 1
Degrees Awarded, Undergraduate



Discussion: Degree awards are a function of – among other things – enrollment. And as indicated in other recent analyses, system enrollment has continued to face considerable downward pressure.² Despite an increase in total headcount for the Regental system this year at 0.3%, much of this growth is accounted for by the increase in student participation in the High School Dual Credit (HSDC). Overall, FTE for the system increased by 0.1% this Fall; however, it has decreased by 0.6% over the past five years. If this trend continues, undergraduate awards may begin to fall unless advances are made with respect to graduation rates. It is expected that new system initiatives – such as the move to 120-credit degrees, the general education redesign, and the WICHE Passport project – will help to facilitate stronger completion numbers in future years.

¹ Defined as: Total undergraduate degrees awarded

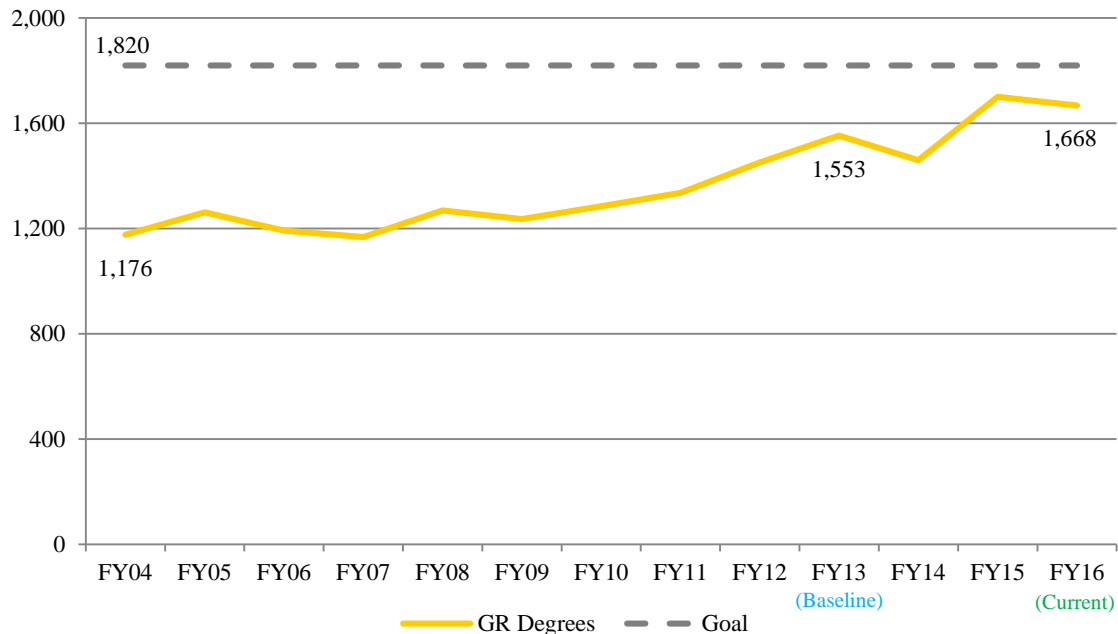
² See [Enrollment Trends in the University System](#)

Indicator 2**Student Success: *Degrees Awarded, Graduate*³**

Status: In Progress

Summary: Graduate degree awards have grown by a larger relative margin than have undergraduate degrees awards. From FY2004 to FY2015, graduate degree awards grew by 44.6 percent, compared to 28.5 percent growth in undergraduate degree awards. Consequently, the university system awarded about 500 more graduate degrees in FY2015 than it did in FY2004, though there was a 1.8 percent decrease from FY15 to FY16.

Figure 2
Degrees Awarded, Graduate



Discussion: Presently, graduate degree awards seem likely to follow a similar trajectory as is expected for undergraduate degree awards. From Fall 2010 to Fall 2015, graduate enrollments fell by 9.4 percent, from 6,530 to 5,930. Though student counts remain higher now than in Fall 2005, the small but consistent enrollment declines seen since the recession-era peak of Fall 2010 would seem to portend parallel future declines in graduate completions awards.

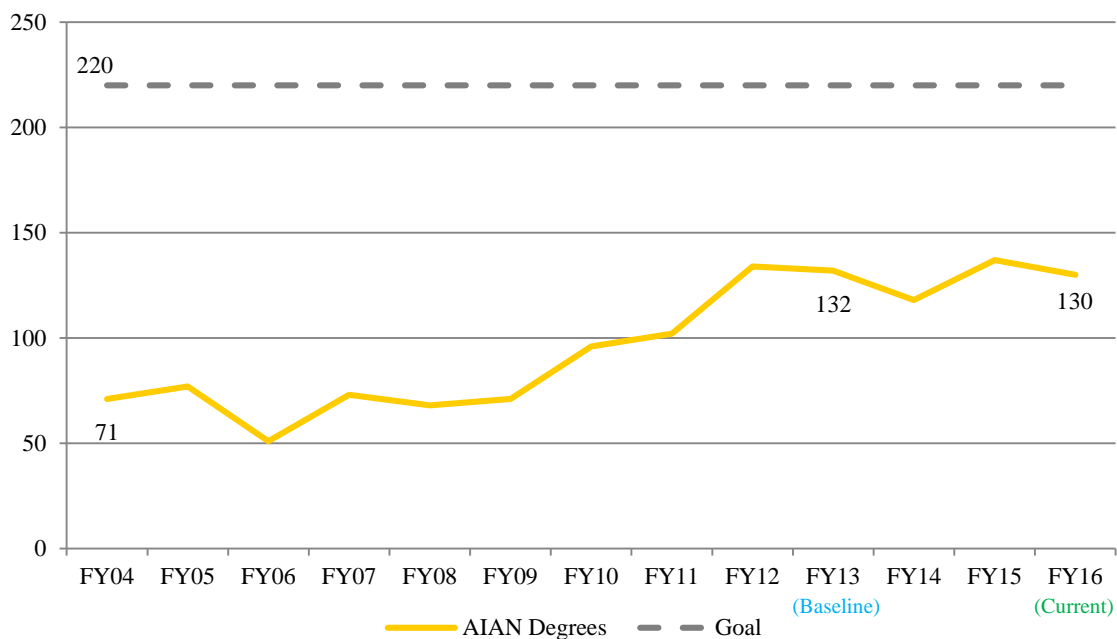
³ Defined as: Total graduate degrees awarded

Indicator 3**Student Success: *Degrees Awarded to American Indian Students*⁴**

Status: In Progress

Summary: From FY2004 to FY2012, the number of degrees awarded by regental universities to American Indian students nearly doubled (i.e., 88.7 percent growth). This measure has leveled somewhat in the interim. Generally, this trend closely mirrors the lines seen above for total undergraduate degree awards and total graduate degree awards.

Figure 3
Degrees Awarded to American Indian Students



Discussion: College-age American Indians will continue to be among the most important student demographics for the university system in coming years. These students not only have been historically underrepresented in the university system, but also are expected to grow considerably in number over the next decade.⁵ Consequently, the board has begun to place substantial emphasis on this group through targeted programs such as College Application Week, South Dakota Jump Start, and South Dakota GEAR UP. These efforts will be crucial in driving progress toward the board's degree production goal.

⁴ Defined as: Degrees awarded to students whose self-reported racial classification is (1) American Indian or Alaska Native alone, or (2) multi-racial including American Indian or Alaska Native

⁵ See <https://www.sdbor.edu/the-board/agendaitems/Documents/2013/August/PlanningSession/1.pdf>

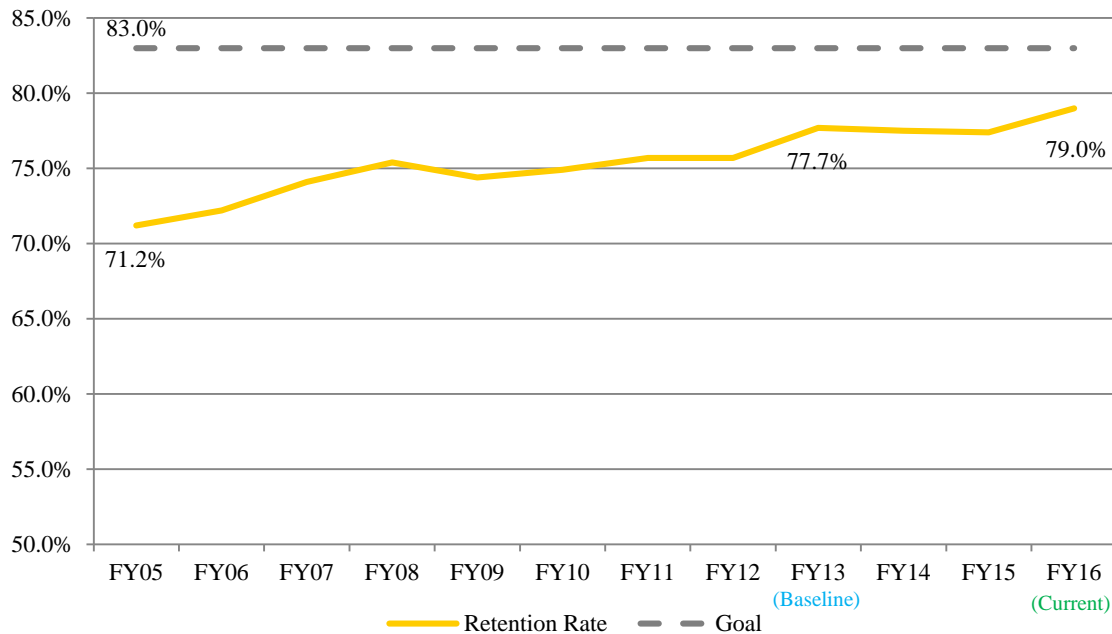
Indicator 4

Student Success: *Retention Rate*⁶

Status: In Progress

Summary: The in-system retention rate (i.e., the percentage of students returning to any regental university) has climbed steadily over the last ten years. Whereas only about seven in ten freshmen returned for a second year of study in FY2005, nearly eight in ten did so by FY2016. In fact, had retention rates remained at levels seen a decade ago, nearly 300 fewer students from the most recent starting cohort would have returned for a second year.

Figure 4
Retention Rate



Discussion: Retention rates are a classic immediate-term performance indicator. Due to the strong correlation between retention rates and graduation rates, retention rates can be understood as a bellwether for eventual student success. It is hoped that a combination of existing and new initiatives will continue to expand the tools available for fostering student success during the crucial first year.

⁶ Defined as: Percent of first-time, full-time, bachelor's degree-seeking students returning to any regental university for a second fall semester

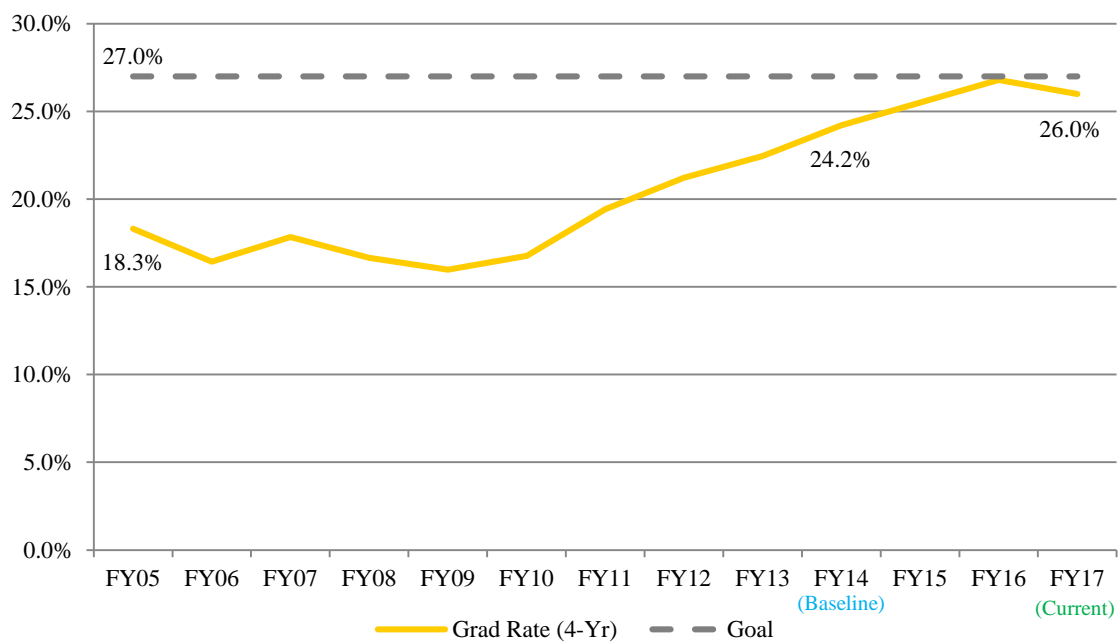
Indicator 5

Student Success: *Graduation Rate, Four-Year*⁷

Status: In Progress

Summary: Regental universities have made significant gains over the last decade with respect to four-year graduation rates (also known as “100 percent” graduation rates). While the system-wide rate stood at only 16.0 percent as recently as FY2009, considerable effort by the universities has raised this rate to more than 25 percent as of FY2017. These improvements are a major contributor to the consistent uptick in undergraduate degrees mentioned earlier. Continued strides in this area may allow the system to meet its stated 2020 goal of 27.0 percent.

Figure 5
Graduation Rate, Four-Year



Discussion: Completion rates are in many ways a cumulative measure of an institution’s entire academic enterprise. More than that, activities related to affordability, admission practices, financial aid, curriculum, academic support, student support, and a wide variety of other areas may ultimately affect an institution’s cumulative completion rate. Given that regental admission processes have not changed radically in the last decade, the steadily advancing graduation rate shown above should be taken as evidence of holistic improvement in the overall effectiveness of university processes.

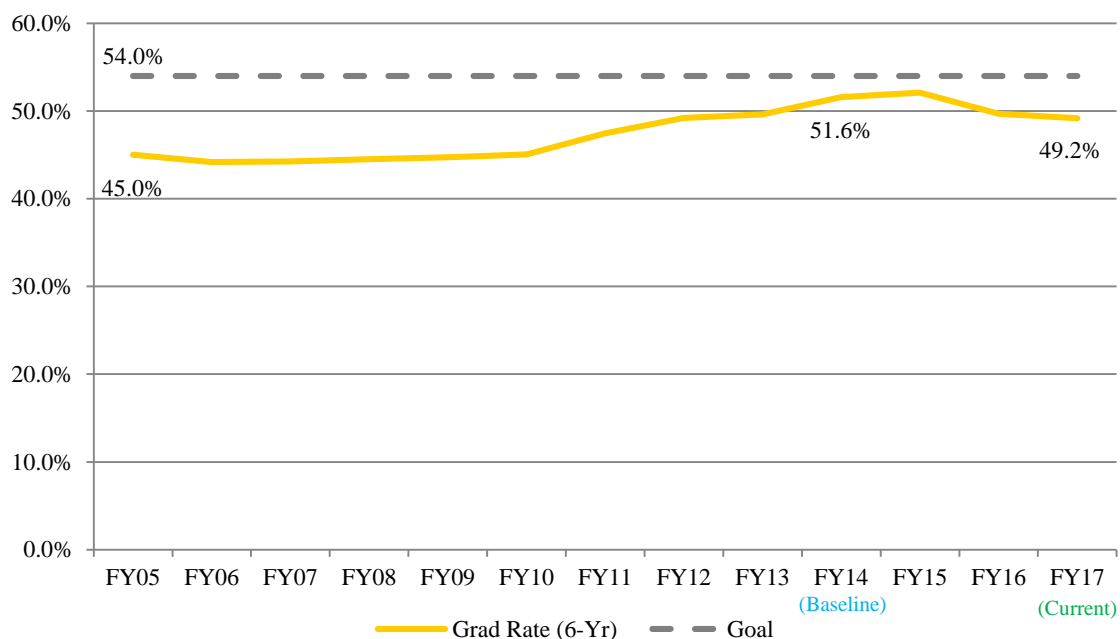
⁷ Defined as: Percent of first-time, full-time, bachelor's degree-seeking students graduating in four years or less at the starting institution

Indicator 6**Student Success: *Graduation Rate, Six-Year*⁸**

Status: In Progress

Summary: As with the four-year rates shown above, six-year graduation rates in the regental system have seen a modest upswing in recent years. Starting from a recent low of 44.2 percent in FY2006, the university system's six-year (or "150 percent") completion rate now stands at 49.2 percent.

Figure 6
Graduation Rate, Six-Year



Discussion: Though a six-year graduation rate of just under fifty percent may not seem immediately impressive, it should be noted that this rate is quite strong in the broader context of public higher education. Indeed, all six regental universities currently report a rate that is near – and typically above – analogous rates for US peer universities.⁹ This comparison is especially positive given the continued absence of a traditional community college system in South Dakota. Much like four-year rates, these six-year rates can be treated – despite their somewhat limited scope – as summative indicators of overall institutional effectiveness.

⁸ Defined as: Percent of first-time, full-time, bachelor's degree-seeking students graduating in six years or less at the starting institution

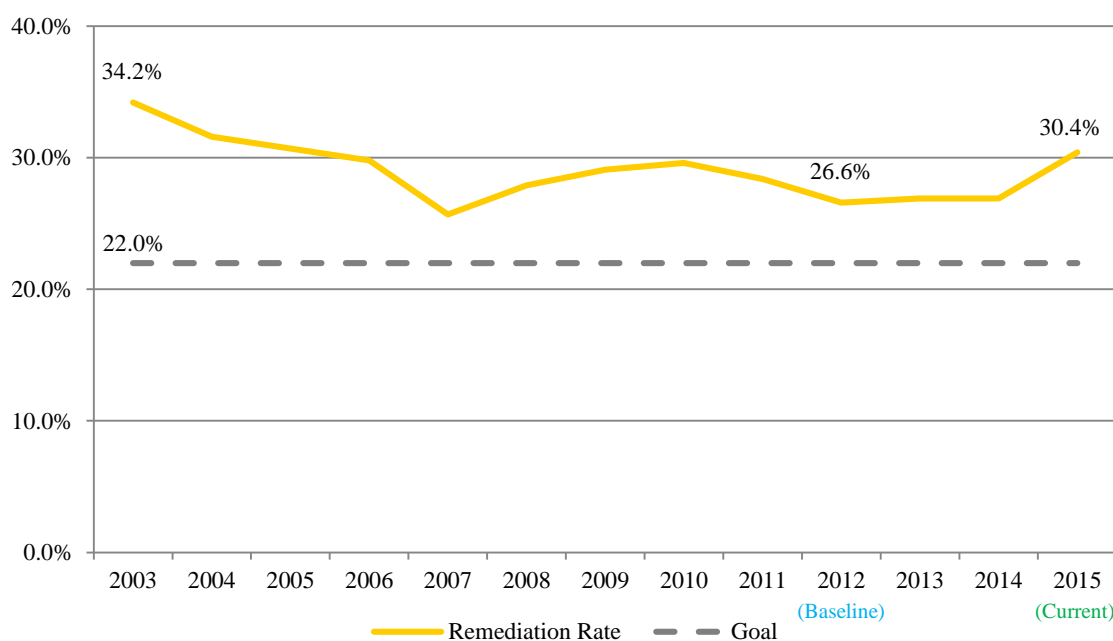
⁹ See <https://www.sdbor.edu/dashboards/Pages/Peer-Analysis-Dashboard.aspx>

Indicator 7**Student Success: *Remediation Rate*¹⁰**

Status: In Progress

Summary: System remediation rates – the percentage of incoming students requiring developmental coursework in math or English – have shown a somewhat uncertain pattern over the last decade. Though rates declined consistently from 2003 to 2007, they have again topped 30 percent. Consequently, a gap continues to exist between observed (30.4 percent) and targeted (22.0 percent) rates.

Figure 7
Remediation Rate



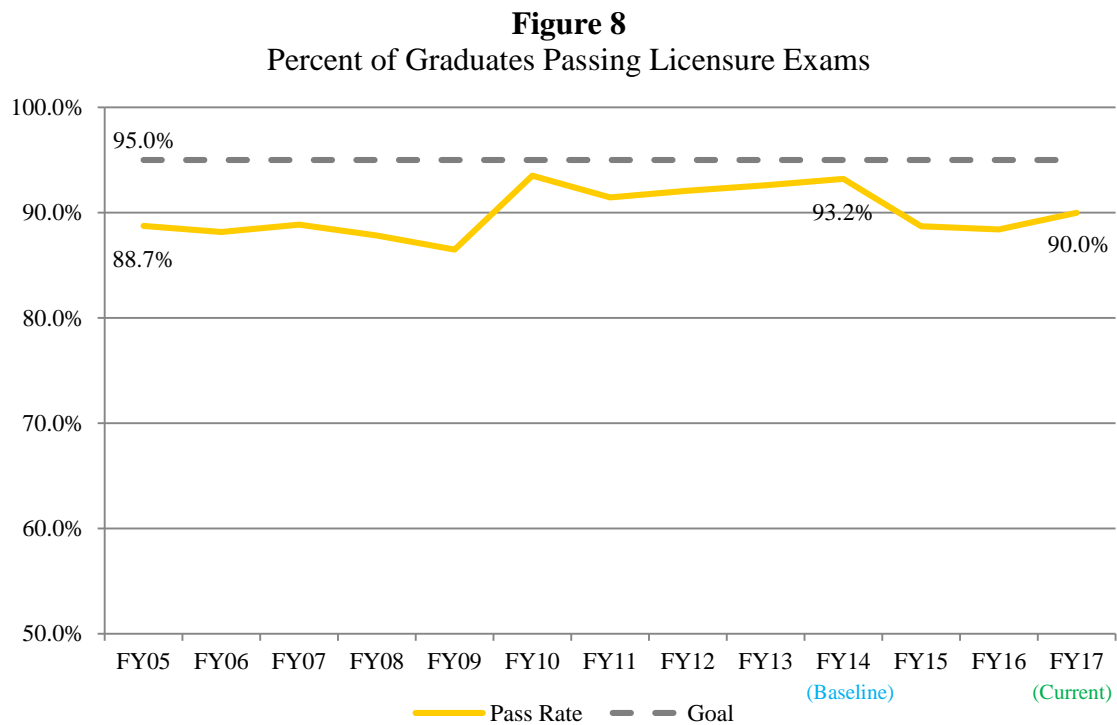
Discussion: Remedial placement is, fundamentally, a reflection of secondary (not postsecondary) education efficacy. Accordingly, remediation rates have a significant impact on university operations despite being largely beyond the control of the universities themselves. However, because the university system works collaboratively with the state's Department of Education on a number of joint initiatives (e.g., Smarter Balanced integration, College Readiness Coursework program), this measure of student preparedness does reflect the university system's effectiveness in working cooperatively with other educational partners to address a major threat to college success.

¹⁰ Defined as: Percent of first-time, full-time, degree-seeking students from SD high schools who were designated for remedial coursework in at least one subject (math or English)

Indicator 8**Academic Quality and Performance: *Percent of Graduates Passing Licensure Exams*¹¹**

Status: In Progress

Summary: Exam pass rates have long been an area of strength for the university system. In every year of the trend line depicted below, regental universities reported a cumulative pass rate above 85 percent. However, a slight dip in rates since FY2014 has resulted in a considerable gap between actual and targeted rates.



Discussion: University system students consistently outperform national comparison groups on certification and licensure exams. Indeed, many programs routinely report 100 percent passage rates on these assessments. The significant fall in passage rates recorded since FY2014 have resulted from modest declines in several larger programs, including law (USD), BS nursing (SDSU) and AS nursing (USD). Whether these drops were anomalous or part of a longer trend remains to be seen, but pending programmatic changes in some of these programs (e.g., USD law) eventually may result in improved testing outcomes.

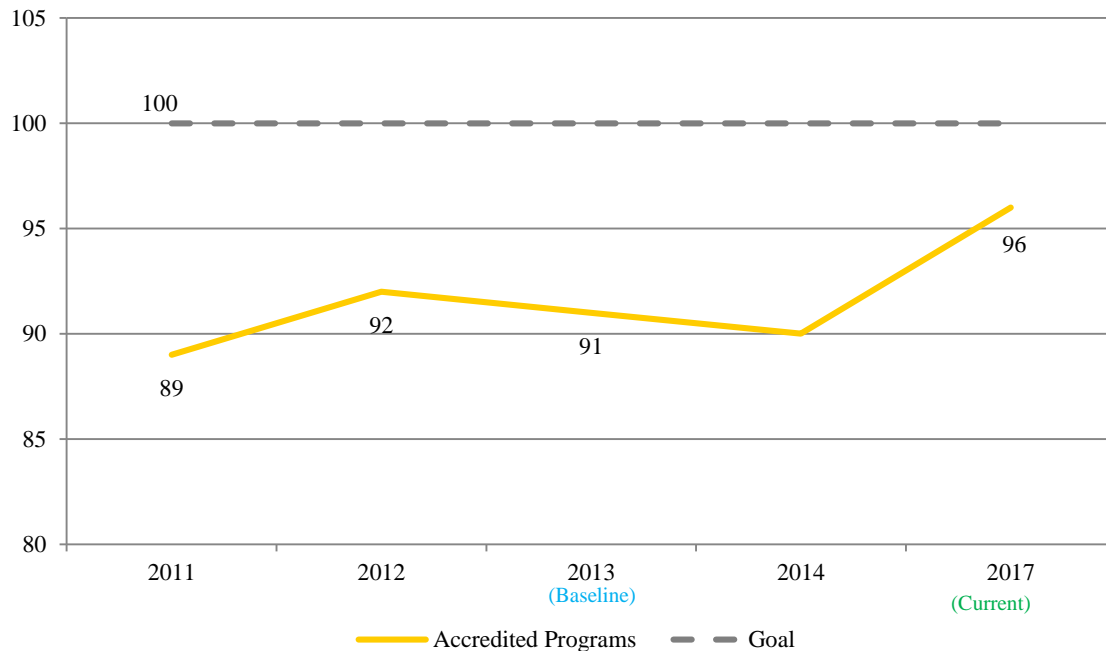
¹¹ Defined as: Percent of graduates who were tested and passed a licensure or certification exam in a professional field

Indicator 9**Academic Quality and Performance: *Number of Accredited Programs*¹²**

Status: In Progress

Summary: The number of accredited programs – that is, the number of regental degree programs that have been accredited or certified as meeting national standards – has hovered near ninety for all years with available data. While the number of nationally accredited programs has remained relatively unchanged in recent years, these counts nonetheless have risen dramatically with the proliferation of opportunities for certification.

Figure 9
Number of Accredited Programs



Discussion: National accreditation provides an objective measure of program quality. As such, regental institutions have begun to pursue these opportunities more vigorously than in the past. SDSU, for example, has identified accredited programs as an important focus of its own IMPACT 2018 strategic plan. As universities continue to advance efforts to acquire program accreditations, the trending seen above is likely to bend upward over time.

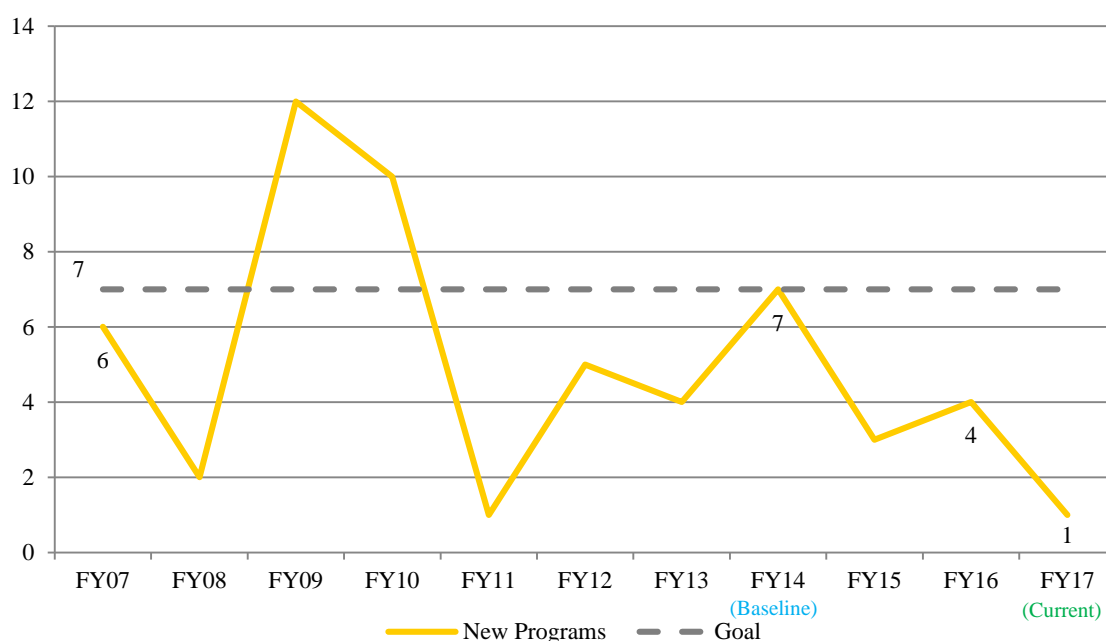
¹² Defined as: Number of degree programs with national accreditation or certification

Indicator 10**Academic Quality and Performance: *Number of New Graduate Programs*¹³**

Status: In Progress; (met in FY2014)

Summary: Perhaps more than any other performance goal in the SDBOR strategic plan, the goal of approving seven new graduate programs annually is one that is likely to vacillate between “met” and “unmet” from year to year. Not surprisingly then, the graph below shows that program approvals have indeed varied considerably over the analyzed timespan.

Figure 10
Number of New Graduate Programs



Discussion: Graduate programs epitomize the notion of university education. Graduate students – who receive instruction, teach courses, and conduct research – underpin much of the scholarly activity taking place at the state’s four-year universities, and are in many ways one of the university system’s most distinguishing features. Graduate degree completers also hold a special place in the modern knowledge-based economy by filling many of the high-paying, high-growth occupations in the state and national workforce. Consequently, the board continues to encourage universities to seek out new opportunities for graduate offerings that respond to market demand for well-educated and highly-skilled practitioners.

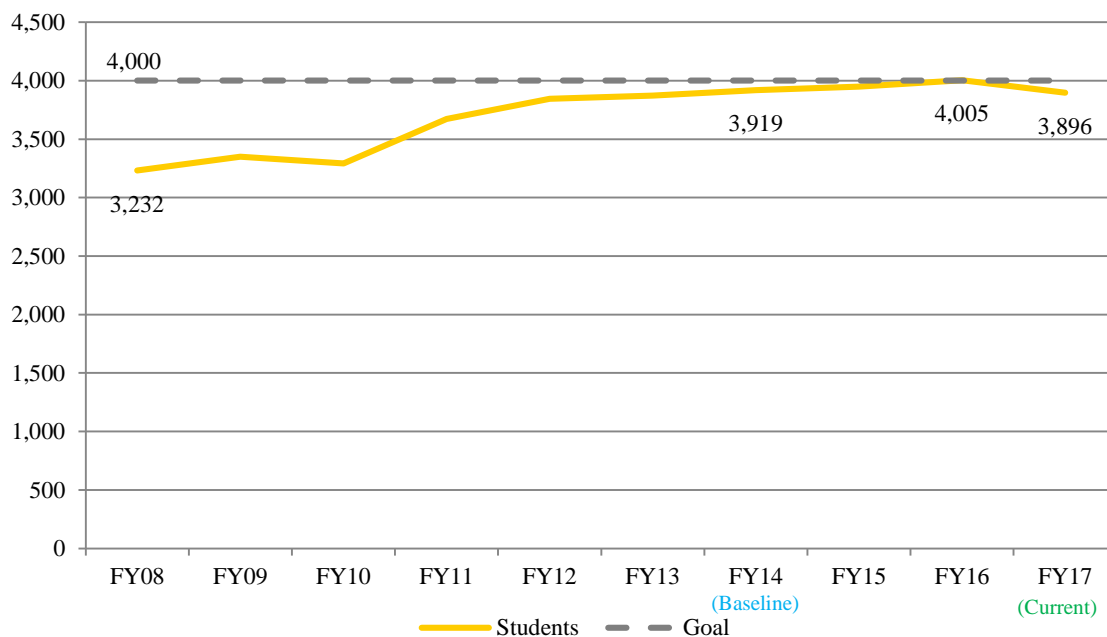
¹³ Defined as: Number of new graduate degree programs receiving final approval (per year) from the Board of Regents

Indicator 11**Academic Quality and Performance: *Students Participating in Experiential Learning*¹⁴**

Status: In Progress

Summary: “Experiential learning” is a blanket concept that encapsulates all forms of “on-the-job” educational opportunities offered in the university system, including internships, practicums, field experiences, and cooperative learning offerings. The number of regental students engaging in these opportunities has risen gradually over time, with nearly 3,900 students participating during the most recent year.

Figure 11
Students Participating in Experiential Learning¹⁵



Discussion: As the current trend toward skills-based education continues to rise, so too do related opportunities for experiential study in the state’s universities. Academic programs in the university system, including some of the system’s largest programs (e.g., nursing, teacher education), increasingly require students to complete an internship or practicum as a requirement for graduation. In many cases, these experiences also are required as a condition for professional certification. In this light, participation in these opportunities is expected to become more common among university students.

¹⁴ Defined as: Number of students enrolling in at least one internship, practicum, field experience, or cooperative learning experience

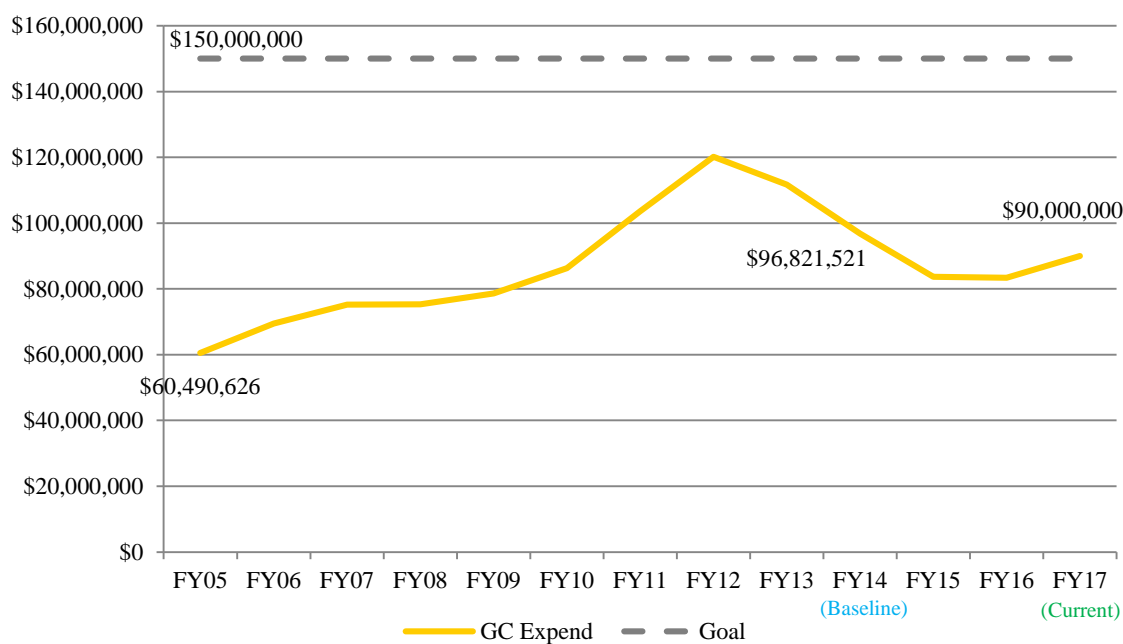
¹⁵ This figure and the associated metrics were updated in 2017 in its entirety after RIS staff identified a reporting error in the original coding that was used to generate this metric.

Indicator 12**Research and Economic Development: *Grants and Contracts Expenditures***¹⁶

Status: In Progress

Summary: Expenditures on federal, state, and private grants and contracts have contracted precipitously in the regental system in recent years. Spending in FY2017 stood at \$90 million, down 25 percent from the all-time high of \$120 million recorded in FY2011. However, this amount (\$90 million) represents respectable growth from the pre-recession figures seen in the chart below. While these figures are expected to make gradual gains in the coming years, the adopted 2020 goal of \$150 million in spending may not be attainable.

Figure 12
Grants and Contracts Expenditures



Discussion: Two important observations should be made about the data shown above. First, trends in research spending by regental universities largely mirror systemic trends seen at the national level. Second, grant awards were inflated in FY10, FY11 and FY12 by an influx in stimulus funding resulting from the American Recovery and Reinvestment Act, which was followed by federal sequestration and other budget challenges that have impeded the availability of additional research investment. Because *expenditures* (as opposed to *awards*) are shown above, the steep downward trend depicted above shows the somewhat delayed effect of tightened federal spending in the years just after the peak of the recession.

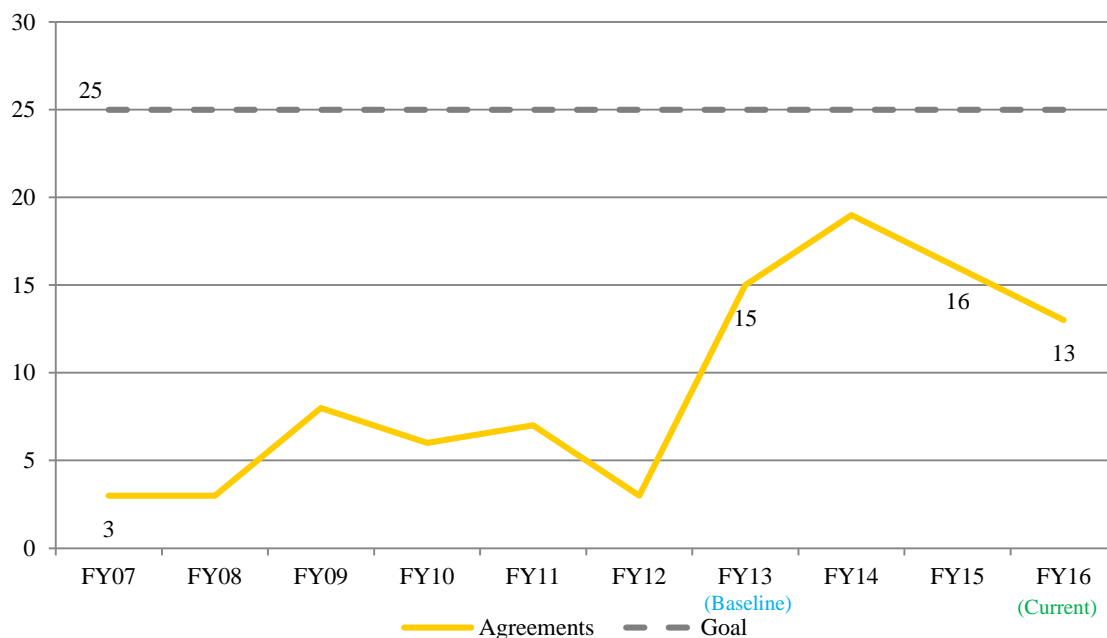
¹⁶ Defined as: Total spending on all federal, state, private, and other grant and contract research

Indicator 13**Research and Economic Development: *License Agreements Signed*¹⁷**

Status: In Progress

Summary: The number of signed license agreements had spiked since FY2012, reaching a new all-time high of 19 in FY2014. After averaging only five signed agreements per year from FY2007 to FY2012, the university system has averaged 16 new signed agreements over the last three years. However, following a high of 19 license agreements in 2014, the past two years has seen a decrease to only 16 and 13 signed agreements.

Figure 13
License Agreements Signed



Discussion: License agreements are a key measure of research commercialization. Until recently, South Dakota was relatively inactive in this area. However, with a newly insurgent emphasis on research and economic development at the university level, the university system now has begun to break into this arena. It is hoped that continued attempts to foster public-private commercialization relationships will produce additional progress in future years. SDSU has been particularly active in this area, and has been the chief driver of the system-wide upswing seen above.

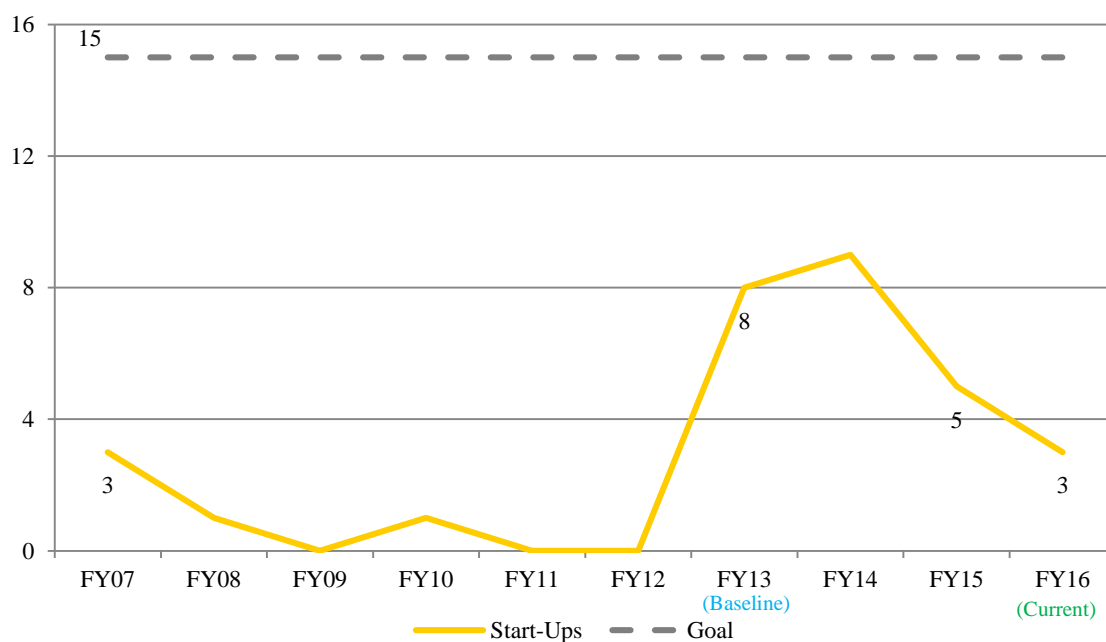
¹⁷ Defined as: Number of signed agreements authorizing a third party to develop university-generated intellectual property

Indicator 14**Research and Economic Development: *Licenses Signed with Start-Up Companies***¹⁸

Status: In Progress

Summary: As with signed license agreements, a small surge had occurred in the number of start-up companies founded to commercialize university-generated research from FY12 – FY14. Recent counts have declined to levels last seen prior to the recession.

Figure 14
Licenses Signed with Start-Up Companies



Discussion: The commercialization efforts underlying the increases seen above (both in signed license agreements and in start-up companies) have been driven by several long-term development activities. For example, the Governor's Research Center program was developed to accelerate research competitiveness and strengthen the state's economy by placing a greater emphasis on the translation of basic research into commercial endeavors. Other initiatives, such as the Graduate Education and Applied Research (GEAR) Center are intended to further cultivate a number of nascent entrepreneurial ventures, including start-up companies. Further, the development of research parks in Brookings and Sioux Falls has provided additional opportunities for innovation, commercialization, and entrepreneurship across the university system.

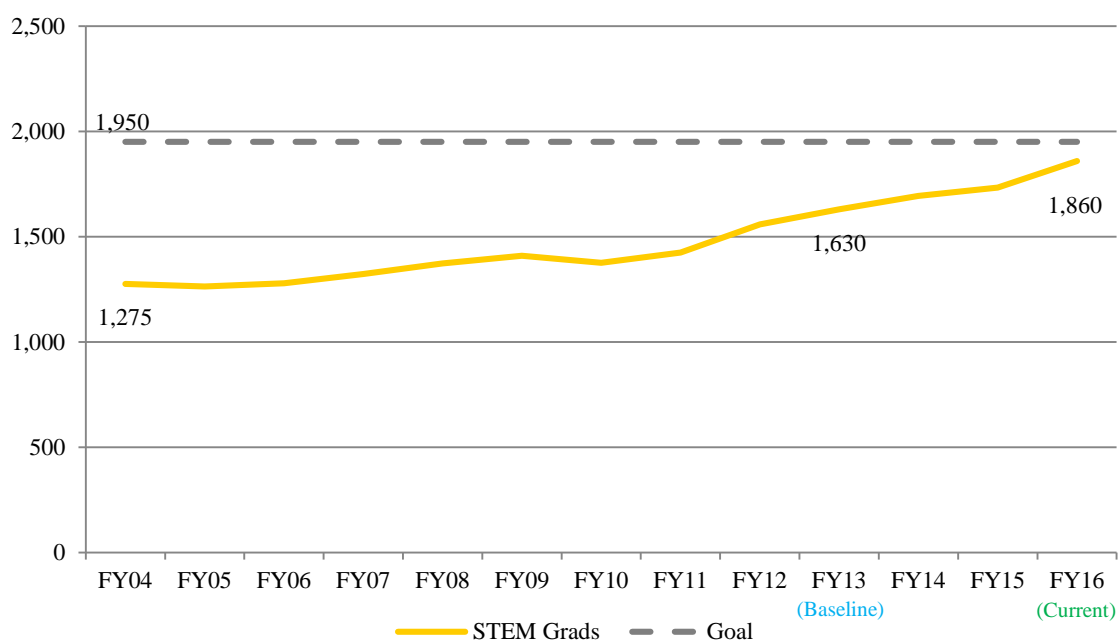
¹⁸ Defined as: Number of new companies launched that are designed to commercialize university-generated research

Indicator 15**Research and Economic Development: *STEM Graduates*¹⁹**

Status: In Progress

Summary: Loosely following the same trend seen for Indicator 1 (undergraduate degree awards) and Indicator 2 (graduate degree awards), the data below indicate a small but continuous rise in the number of students completing STEM-related majors in the university system. Extrapolated several more years, this trend appears poised to eclipse the board's goal of 1,950 STEM graduates by the year 2020.

Figure 15
STEM Graduates



Discussion: A chorus of observers – from policymakers to industry leaders to educators – continues to call for an increased focus on the development of a STEM-oriented workforce. These calls are well-founded in the context of the current skills-based economy, with STEM occupations frequently offering high pay and strong demand. In the regental system, growth in this area has been driven by a wide assortment of disciplines, but has been led mainly by agriculture, engineering, and biological sciences. At the institutional level, SDSU has recorded by far the largest gains in STEM graduates over the last decade, jumping from 538 graduates in FY2004 to 836 graduates in FY2015.

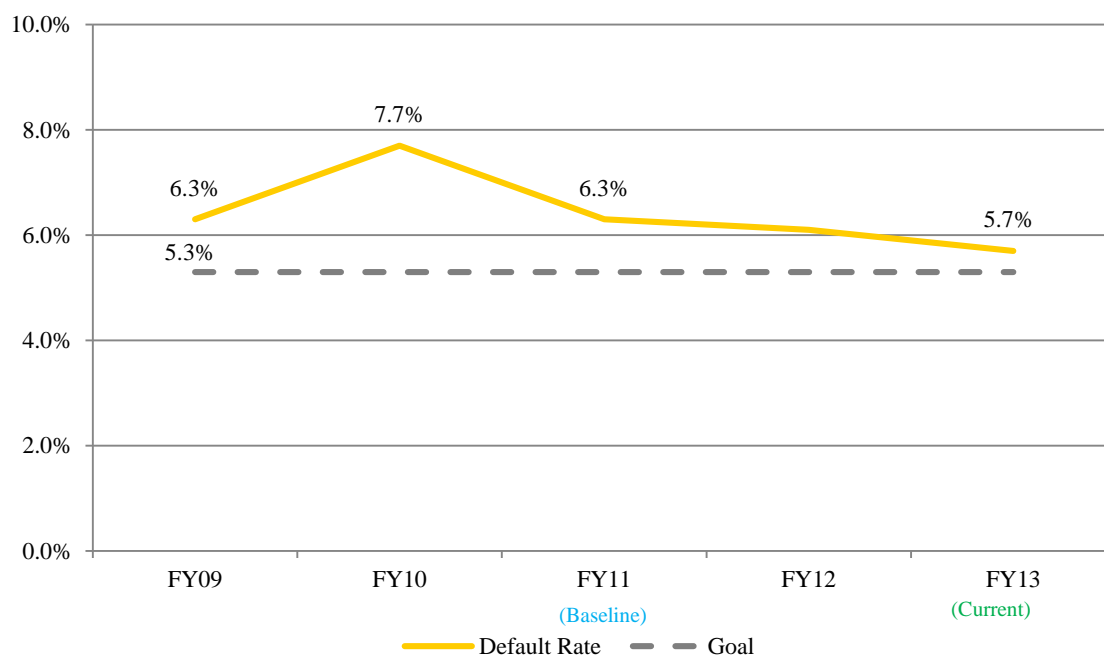
¹⁹ Defined as: Number of students completing a major in a science, technology, engineering, or mathematics field

Indicator 16**Affordability and Accountability: *Three-Year Federal Loan Default Rate*²⁰**

Status: In Progress

Summary: South Dakota's federal loan default rates (the proportion of students defaulting on federal student loans) have been dependably low for many years. South Dakota routinely ranks among the nation's best with respect to student loan default, and the regental system consistently outperforms all other institutional sectors in South Dakota specifically. For instance, the regental system's 2012 default rate of 6.1 percent was less than half of that recorded for the state's technical institutes (13.6 percent). Trend data continue to suggest the strong possibility of reaching the board's 2020 goal of 5.3 percent.

Figure 16
Three-Year Federal Loan Default Rate



Discussion: Default rates represent a cumulative effect of multiple dynamics, including college affordability, completion rates, and workforce conditions. That said, further improvement in national and state economic conditions may continue to push default rates downward. It should be noted that three-year default rate data have been available for a limited number of years, and hence restrict the scope of available trending. Further, default rates are calculated using cohorts of students who completed degrees more than two years prior, meaning that the data shown above are (by design) lagged somewhat.

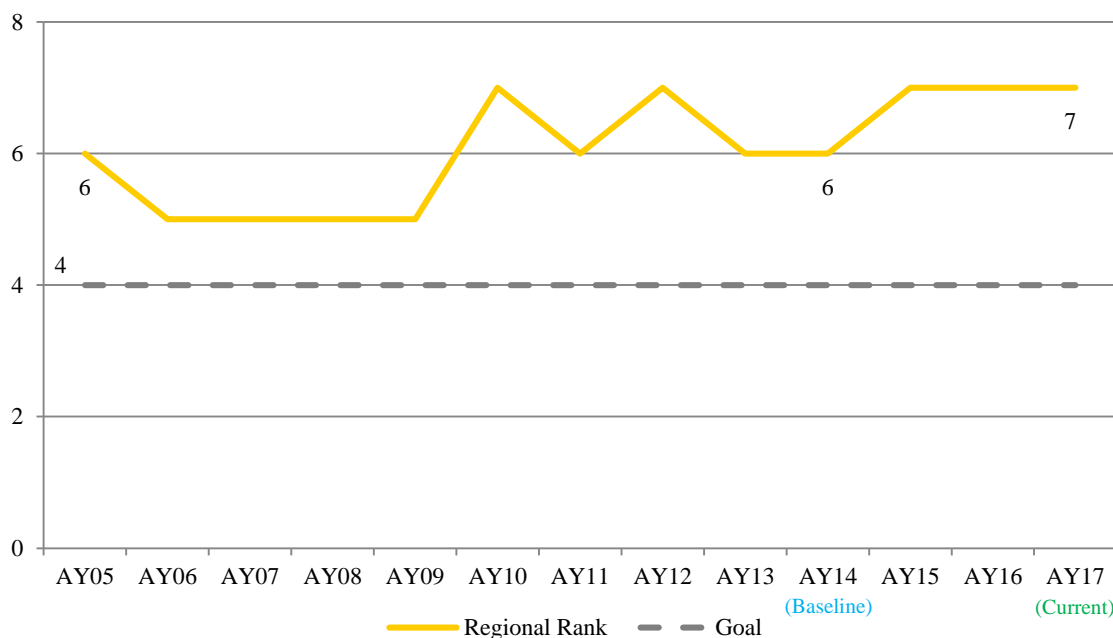
²⁰ Defined as: Percent of federal student loan borrowers entering repayment in a given fiscal year who default on their loans by the end of the second following fiscal year

Indicator 17**Affordability and Accountability: *Regional Rank for Undergraduate Tuition and Fees***²¹

Status: In Progress

Summary: Data indicate that, under this performance measure, South Dakota universities have become less affordable over the last decade in comparison with regional peers. While South Dakota once ranked near the middle of eight Midwestern states with respect to undergraduate costs, it since has moved decidedly toward the high end of the cost distribution. By 2016, only one neighboring state (Minnesota) charged more to resident undergraduates.

Figure 17
Regional Rank for Undergraduate Tuition and Fees



Discussion: Regional rank is merely a proxy for actual cost, and by the measure of actual cost, South Dakota's eroding affordability appears even more conspicuous. From 2005 to 2016, the eight-state average for resident undergraduate tuition and fees increased by 36.9 percent (from \$5,300 to \$7,200 per year). Over the same period, the analogous figure in South Dakota rose by 76.6 percent (from \$4,800 to \$8,500).²² Additional data suggest that this challenge is exacerbated by the state's comparative lack of student aid. In fact, in terms of average net price (total cost minus grant aid), South Dakota's public universities are now among the most expensive in the country.²³

²¹ Defined as: South Dakota's regional rank for tuition and fees for resident undergraduates at four-year public universities, out of eight regional neighbors

²² See <https://www.sdbor.edu/mediapubs/student-costs/Pages/default.aspx>

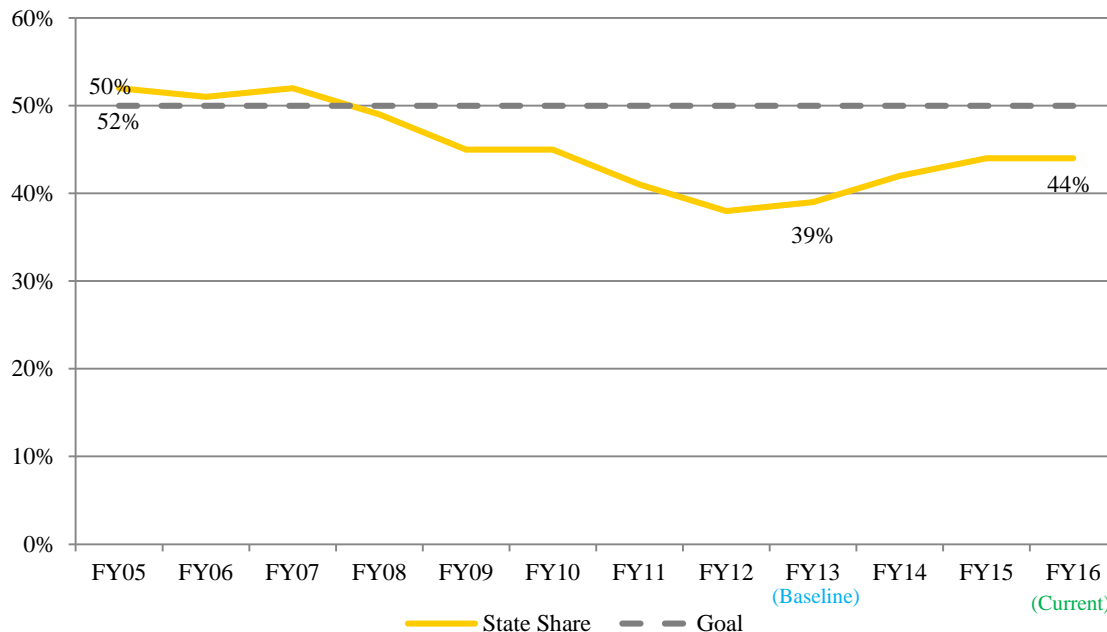
²³ See <https://www.sdbor.edu/dashboards/Pages/University-Affordability.aspx>

Indicator 18**Affordability and Accountability: *Percent of Operating Budget Funded by the State*²⁴**

Status: In Progress

Summary: Taken from what was once known colloquially as the board's "X-graph" (named for the "X" shape created by crossing trend lines), the data below indicate a distinct closing of the gap between state support and student support in the public university system. After reaching an all-time low of 38 percent in FY2012, several years of renewed investment by the state have led to a slow return of the state's share toward the targeted 50 percent mark.

Figure 18
Percent of Operating Budget Funded by the State



Discussion: Like so many performance measures in higher education, the "state share" indicator is subject to a host of moving parts, only some of which are under the direct control of the university system. The rebound in state support depicted above is attributable mainly to two recent tuition freeze requests supported by the governor and legislature. Given the affordability data presented on the previous page, this support from the state appears increasingly crucial.

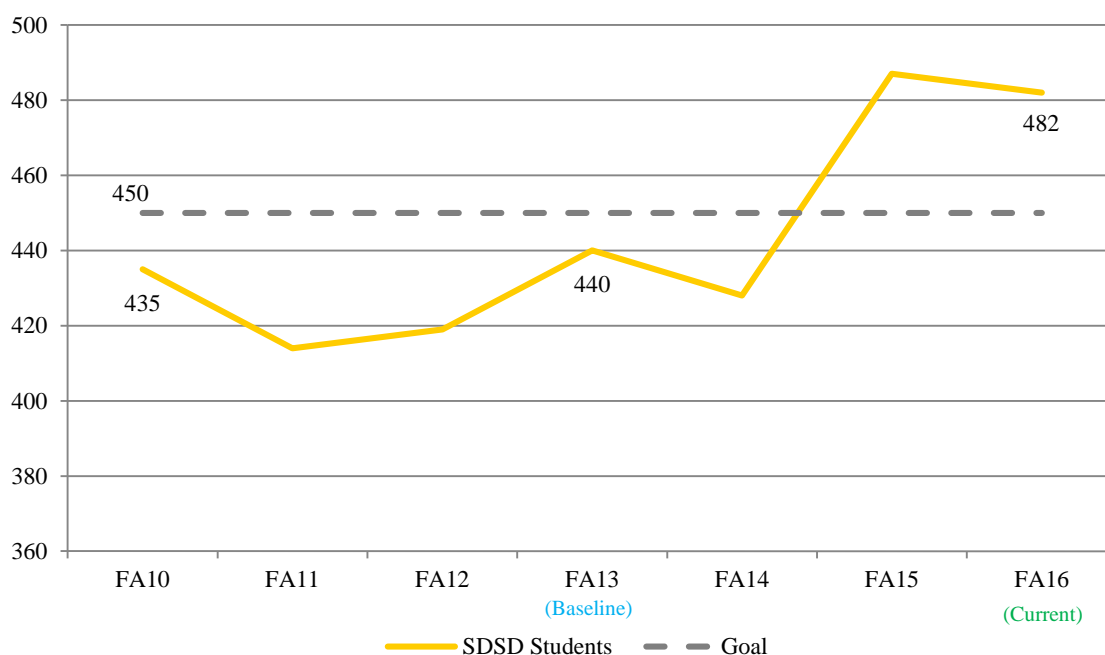
²⁴ Defined as: Percent of university operating budgets sourced from state general fund appropriations

Indicator 19**Affordability and Accountability: *Students Served by Special Schools, SDSD***²⁵

Status: Met

Summary: The South Dakota School for the Deaf serves students through partnerships with the Brandon Valley School District (Auditory-Oral program), the Harrisburg School District (Bilingual – American Sign Language and English program), and through various outreach services to families and schools. The graph below displays the combined fall participation history for all educational and consultative program areas offered by SDSD. In Fall 2015, participation numbers surged to 487, a number surpassing the board's 2020 goal, and also setting a new recent high. Typically, students participating in SDSD's outreach programs represent upward of 90 percent of the students depicted here. It should be noted that the above figures do not include students served by SDSD's Mobile Hearing Lab program, which provided audiological screenings to more than 13,000 children in FY2016.

Figure 19
Students Served by Special Schools, SDSD



Discussion: It should be noted that the board's strategic goal of increasing student participation in SDSD programs aligns well with SDSD's own strategic objectives, which include a focus on raising both the scope and the quality of services offered through the school.²⁶

²⁵ Defined as: Number of students served in any capacity by the South Dakota School for the Deaf

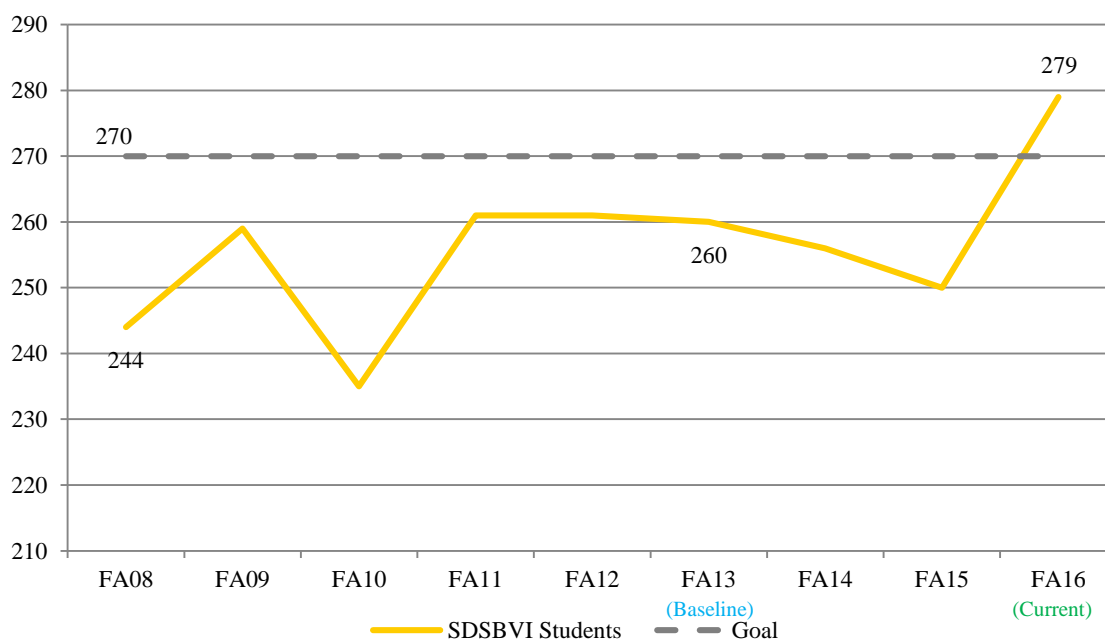
²⁶ See <http://sdsd.sdbor.edu/documents/SDSD-Strategic-Plan.pdf>

Indicator 20**Affordability and Accountability: *Students Served by Special Schools, SDSBVI*²⁷**

Status: Met

Summary: The range of services offered by the South Dakota School for the Blind and Visually Impaired includes on-campus instruction and residential services at SDSBVI's campus in Aberdeen, summer school programming, off-campus outreach services, and diagnostic evaluations. Combined fall participation data for these program areas are shown below. On average, approximately 250 students are served each year by SDSBVI, led mainly by those participating in the school's various outreach programs. These figures do not include diagnostic evaluations delivered by the school.

Figure 20
Students Served by Special Schools, SDSBVI



Discussion: As with the South Dakota School for the Deaf, the South Dakota School for the Blind and Visually Impaired has established the expansion of statewide services as a major strategic objective.²⁸ So while both SDBOR and SDSBVI have placed an emphasis on increasing student participation, SDSBVI is careful to point out that other goals – such as building resource networks, fostering public awareness, and collaborating with partner institutions – are likewise important.

²⁷ Defined as: Number of students served in any capacity by the South Dakota School for the Blind and Visually Impaired

²⁸ See <http://sdsbvi.northern.edu/documents/Strategic-Plan.pdf>

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – O
DATE: December 5-7, 2017

SUBJECT

SD High School Matriculation Report (Updated)

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

During the Regents Workshop at the October 2017 Board of Regents meeting a SD High School Matriculation Report was provided. Board members raised questions about total number of graduates enrolling across the four postsecondary sectors depicted in the report. When summing across each sector, the total number of matriculated students exceeded the overall total reported for the state.

Data in the [College Matriculation Dashboard](#) tracks students' postsecondary enrollments 16 months after graduation. Because of this extensive time window, students who matriculate are also likely to enroll in more than one institution (i.e., transfer or simultaneous enrollments) causing duplication in the reporting of the data. To address this issue and establish an unduplicated headcount for Table 1 and 2 of the report, a hierarchical approach was used by counting a student's matriculation into the Regental system first, followed by technical institutes, private/proprietary, and then out-of-state institutions.

IMPACT AND RECOMMENDATION

The updated Matriculation report portrays data on the number of South Dakota high school graduates who enroll in postsecondary institutions within 16 month of graduation. The most recent data provide a snapshot of the college-going patterns for the 2015 graduates, along with the four previous graduation cohorts.

The Board of Regents has adopted a 65% Attainment Goal to increase the percentage of citizens in the state with postsecondary credentials. The data in this report indicate that a consistent number of South Dakota high school graduates are matriculating into postsecondary institution over the past five years. Specifically, the percentage has held consistently at 66% to 67%, with enrollment patterns at Regental institutions, Technical Institutes, private/proprietary, and out of state institutions remaining flat.

ATTACHMENTS

Attachment I – Special Data Analysis: South Dakota High School Graduate Matriculation

INFORMATIONAL ITEM



*** Special Data Analysis ***

South Dakota High School Graduate Matriculation

Over the last several decades, an increasing percentage of South Dakota's high school graduates have chosen to pursue postsecondary education following graduation from high school. As recently as 1986, only about 35.5 percent of South Dakota's high school graduates continued on to college in the fall term after high school graduation; by 2010, this figure was 71.8 percent, fifth highest in the United States (Source: Postsecondary Education Opportunity, 2015). Of the state's 8,802 graduates in 2014-15, 67.7 percent enrolled in a postsecondary institution within 16 months of high school graduation. A total of 53.5 percent of students enrolled in an in-state institution, with 34.4 percent enrolling in one of the state's public universities.

Each year data are obtained from the SD Department of Education and matched against the National Student Clearinghouse to determine postsecondary enrollment within 16 months of graduation. Data made available through this data matching process have been made available in the SDBOR College Matriculation Dashboard,¹ and for the most recent data available of the state's 8,802 graduates in 2014-15, 67.6 percent enrolled in a postsecondary institution within 16 months of high school graduation. A total of 53.5 percent of all graduates enrolled in an in-state institution, with 34.4 percent enrolling in one of the state's public universities.

Table 1 and 2 below provide the frequency and percentage of the SD Public High School Graduates who matriculated to postsecondary institutions across the country within the 16-month timeframe. Data are also depicted for 2011 through 2015 graduates to allow for trend analysis of the data across various postsecondary types. The first row depicts the total number of students for each graduating class that did not enroll, followed by those that did emerge through the Clearinghouse analysis. From that total "attended" column the bottom portion of the table reflects the placements of those students based on their enrollments at institutions outside the state, in the Regental system, a Technical Institute, or one of the other Private/Proprietary/Tribal institutions in the state. Over the five-year period a total of 44,537 students graduated from public high schools in the state with the majority (35.7%) attending Regental institutions when pursuing postsecondary opportunities. An average of 13.9% of the students attended postsecondary outside the state, along with 11.5% attending Technical Institutes, and 5.6% at Private/Proprietary/Tribal institutions in the state.

¹ The South Dakota Board of Regents College Matriculation Dashboard provides a summary of South Dakota matriculation data, along with the opportunity to explore the matriculation patterns for each public high school in the state. Three separate tabs available in the tool allow for exploration of these data against a variety of academic and demographic indicators including Gender, Race, Free/Reduced Lunch, and student ACT scores. The Dashboard is available at the following link and is best viewed using Google Chrome or Firefox: <https://www.sdbor.edu/dashboards/Pages/College-Matriculation.aspx>

Table 1
Unduplicated Headcount for South Dakota Public High School Graduates Matriculating to Postsecondary within 16 Month following Graduation²

	2010-11	2011-12	2012-13	2013-14	2014-15	Total
1 Did not Attend	2,980	3,014	2,965	3,021	2,846	14,826
2 Attended	5,939	5,941	5,922	5,953	5,956	29,711
Total	8,919	8,955	8,887	8,974	8,802	44,537
3 Out of State	1,256	1,223	1,191	1,272	1,250	6,192
4 Regental	3,207	3,234	3,273	3,136	3,030	15,880
5 Technical Institutes	972	994	983	1,016	1,155	5,120
6 Private/Proprietary	504	490	475	529	521	2,519

Table 2
Percentage of Unduplicated Headcount for South Dakota Public High School Graduates Matriculating to Postsecondary within 16 Month following Graduation

	2010-11	2011-12	2012-13	2013-14	2014-15	Average
1 Did not Attend	33.4%	33.7%	33.4%	33.7%	32.4%	33.3%
2 Attended	66.6%	66.3%	66.6%	66.3%	67.6%	66.7%
Total						
3 Out of State	14.1%	13.6%	13.4%	14.1%	14.2%	13.9%
4 Regental	36.0%	36.1%	36.8%	35.0%	34.4%	35.7%
5 Technical Institutes	10.9%	11.1%	11.1%	11.3%	13.1%	11.5%
6 Private/Proprietary	5.6%	5.5%	5.3%	5.9%	5.9%	5.6%

As an additional point of comparison, the matriculation numbers for both the individual Regental and Technical Institutes campuses have been reported in Tables 3 and 4. Data in these two tables indicates that the highest percentage of college going students enroll at SDSU (14%) each year followed by USD (9%). The five year averages reported for all South Dakota public postsecondary institutions indicates limited fluctuations from year to year in the matriculation patterns for students as reported by the National Student Clearinghouse.³

² The College Matriculation Dashboard tracks students' postsecondary enrollments 16 months after graduation. Because of this extensive time window, students who matriculate are also likely to enroll in more than one institution (i.e., transfer or simultaneous enrollments) causing duplication in the reporting of the data. To establish an unduplicated headcount for Table 1 and 2, a hierarchical approach was used by counting a student's matriculation into the Regental system first, followed by technical institutes, private/proprietary, and then out-of-state institutions.

³ The National Student Clearinghouse is a nonprofit organization designed to provide services to postsecondary institutions to provide educators and policymakers with accurate longitudinal data on student outcomes. More than 3,600 colleges and universities participate in the Clearinghouse by reporting enrollment and degree information. These 3,600 colleges/universities enroll 98% of all students in public and private institutions in the United States. Additional information about the services and activities of the National Student Clearinghouse can be found at: <http://www.studentclearinghouse.org/about/>

Table 3
Duplicated Headcount for South Dakota Public High School Graduates Matriculating to Postsecondary within 16 Month following Graduation⁴

	2010-11	2011-12	2012-13	2013-14	2014-15	Total
<i>BHSU</i>	433	384	422	358	379	1,976
<i>DSU</i>	236	239	252	214	236	1,177
<i>NSU</i>	278	291	296	256	277	1,398
<i>SDSM&T</i>	214	211	213	260	193	1,091
<i>SDSU</i>	1,412	1,395	1,403	1,374	1,316	6,900
<i>USD</i>	824	921	895	855	862	4,357
<i>Regental</i>	3,397	3,441	3,377	3,317	3,213	16,745
<i>LATI</i>	379	367	368	442	490	2,046
<i>MTI</i>	265	268	322	312	316	1,483
<i>STI</i>	379	381	368	329	362	1,819
<i>WDTI</i>	117	115	107	87	122	538
<i>Technical Institutes</i>	1,140	1,131	1,165	1,170	1,290	5,896

Table 4
Percentage of Duplicated Headcount for South Dakota Public High School Graduates Matriculating to Postsecondary within 16 Month following Graduation

	2010-11	2011-12	2012-13	2013-14	2014-15	Average
<i>BHSU</i>	4.4%	3.9%	4.5%	3.6%	3.9%	4.1%
<i>DSU</i>	2.4%	2.4%	2.6%	2.2%	2.4%	2.4%
<i>NSU</i>	2.8%	2.9%	3.0%	2.6%	2.4%	2.7%
<i>SDSM&T</i>	2.2%	2.1%	2.2%	2.6%	2.0%	2.2%
<i>SDSU</i>	14.3%	14.1%	14.3%	14.0%	13.6%	14.1%
<i>USD</i>	8.4%	9.3%	9.1%	8.7%	8.9%	8.9%
<i>Regental</i>	34.5%	34.7%	35.7%	33.7%	33.3%	34.4%
<i>LATI</i>	3.8%	3.7%	3.7%	4.5%	5.1%	4.2%
<i>MTI</i>	2.7%	2.7%	3.3%	3.2%	3.3%	3.0%
<i>STI</i>	3.8%	3.8%	3.7%	3.3%	3.7%	3.7%
<i>WDTI</i>	1.2%	1.2%	1.1%	0.9%	1.3%	1.1%
<i>Technical Institutes</i>	11.5%	11.4%	11.8%	11.9%	13.4%	12.0%

⁴ The number of matriculated students in Table 3 is higher for both the Regental and Technical Institutes when compared to data in Table 1 and 2. Students enrolling at multiple institutions during the 16 month reporting window result in duplication in the College Matriculation Dashboard. Data in Table 1 and 2 were unduplicated for this report using a hierarchy for counting only one postsecondary placement for students (see note 2). However, to provide an accurate number of graduates attending each of the 10 public institutions in the state, duplicate counts are necessary. Establishing a hierarchy for counting enrollment at one institution results in data misrepresentation at all other postsecondary institutions.

Historically Under-Represented Populations

Differences in race remain fairly consistent when compared to those white and non-white high school graduates attending any postsecondary institution, and those attending only BOR institutions. During the 2010-2015 timeframe, approximately 45.5% of non-white students enroll at any institutions, which accounts for approximately 9.5% of the total high school graduates. White students, however, enroll at a 71.2% rate and account for 90.5% of the total high school graduates. In 2014, a program was launched to help eliminate one of the barriers that underrepresented students faced when trying to apply for college. Students in selected schools (many of which were initially located within low-income or Native American communities) were able to apply to South Dakota institutions free of charge. In 2016, 40 South Dakota schools participated in the program, with a total of 80 participating in 2017. The largest segment listed in Tables 1 and 2 are those students who have chosen to not enroll in any form of postsecondary education.

Of particular interest for those students choosing not to enroll in postsecondary after high school include graduates who have demonstrated high levels of academic performance. Across the six graduate cohorts from 2010 through 2015, just over 2,900 students had earned an 18 or higher on the ACT and did not enroll within 16 months of graduation. This accounts for roughly 11% of the “Did not Attend” students depicted in Table 1 and 2 annually.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – P
DATE: December 5-7 2017

SUBJECT

Discipline Council Reports: 2016-17

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:7:8](#) – Discipline Council

[AAC Guideline 6.4](#) – Discipline Council Guidelines

BACKGROUND / DISCUSSION

In 1997 the Board of Regents formed a set of discipline councils to allow for stronger coordination among faculty across common discipline areas within the Regental system. Operating as sub-committees of the Academic Affairs Council (AAC), the discipline councils engage each year to ensure common and consistent approaches in the delivery of higher education curriculum and services. Currently, six active discipline councils continue to meet routinely to discuss common system and institutional issues.

Each year, the Discipline Councils provide a report to the Board of Regents describing their activities for the year, as is required under Board Policy 1:7:8. Following a directive from the Board in 2015, a common template was developed for Discipline Council chairs to provide a brief update on activities during the previous year.

IMPACT AND RECOMMENDATIONS

During the 2016-17 academic year, the various discipline councils engaged in a number of discussions for furthering collaboration, common placement requirements, and revisions necessary for advancing the General Education redesign. Specific highlights include:

- Advanced proposed changes to the South Dakota Teacher Certification rules approved by the Board of Education & Standards (*Education*).
- Evaluated common resources for facilitating curriculum development and assessment practices on campus (*Education*).
- Participated in the PRAXIS exam cut score setting process managed by the Department of Education (*Education*).
- Coordinated discipline-oriented curriculum and prefix changes for common programs within the Regental system (*HPER*).

(Continued)

INFORMATIONAL ITEM

- Developed a program fees request for consideration by the Board of Regents in courses with high cost equipment and supplies (*HPER*).
- Evaluated the impact of the High School Dual Credit program on Arts and Science programs in the Regental system (*Humanities, Math & English*).
- Assisted in the development of common General Education assessment guidelines to align with Board of Regents Policy 2:11 Assessment (*Humanities, Math & English*).
- Evaluated current Student Learning Outcomes and created common rubrics for the new General Education assessment process (*English & Math*).
- Finalized efforts to fully implement the Math Index score into the system placement structure and began work on an additional index for appropriate placement into *Calculus (Math)*.

ATTACHMENTS

Attachment I – Education Discipline Council Report

Attachment II – Fine Arts Discipline Council Report

Attachment III – HPER Discipline Council Report

Attachment IV – Humanities Discipline Council Report

Attachment V – Mathematics Discipline Council Report

Attachment VI – English Discipline Council Report

SDBOR Discipline Council Annual Report**Academic Year:** 2016-2017**Discipline Council:**☒ Education☐ Humanities☐ English☐ Mathematics☐ Fine Arts☐ Libraries☐ HPER**Leadership:** Chair: Kelly Duncan (NSU)

Vice Chair: _____

If you have recommendations to make for Council leadership next year, please list the names below.

Chair: Jill Thorngren (SDSU)

Vice Chair: _____

Names of the remaining Campus Representatives on this Council:1) Crystal Pauli7) Karen Kindle2) Sharman Adams8) Micheline Nelson3) Donald Easton-Brooks9) Kristine Harms4) Kathleen Matthew10) Carol Knecht5) Alan Neville11) Marsha Klein6) Andrew Stremmel12) Robin Wiebers**Meeting Dates and Type** (e.g. October 10, face to face in Chamberlain; conference call):October 21, 2016
December 21, 2016
April 6, 2017Conference Call
Conference Call
Face-to-Face

Oacoma, SD

Overview of Council Activities this year:

- + Discussion and participation into proposed changes to SD Teacher Certification rules.
- + Continued discussion and review of assessments including PPAT, NOTE, and EdTPA.
- + Curriculum discussions including a decision to work as a discipline council to move EDFN 475 to a 200-level course for consideration as a SGR under Category #4.
- + Continued updates and discussion regarding CAEP Standards.
- + Teacher candidate background checks discussed but no system-wide action taken.
- + PRAXIS exam discussions and participation in cut score setting in conjunction with the SD Dept of Ed and ETS.
- + Discussion of P12 Impact Data and Assessment Instruments programs may consider for use.

Response to Initiatives for Council Consideration Suggested by the Executive Director:

+ EP's responded to Executive Director's request to plan Teacher of the Year visits to maximize travel and time.

Other Council Activities:

+ Several Council members assisted the SD Dept. of Education with the cut score setting for various PRAXIS/ETS assessments.

Recommendations for AAC Consideration:

EDFN 475 to a 200-level course for consideration as a SGR under Category #4.

Suggestions for Council Work Plan for Upcoming Year:

Suggest a conference call in August to finalize plans to move forward the requests on individual campuses to renumber EDFN 475 to a 200-level course for consideration as a SGR under Category #4.

Suggest a conference call in August to have EP's share curricular changes so that any common changes can move through the system in tandem.

SDBOR Discipline Council Annual Report**Academic Year:** 2016-2017**Discipline Council:**☐ Education☐ Humanities☐ English☐ Mathematics☒ Fine Arts☐ Libraries☐ HPER**Leadership:** Chair: Jon Nero

Vice Chair: Alan Montgomery

If you have recommendations to make for Council leadership next year, please list the names below.

Chair: _____

Vice Chair: _____

Names of the remaining Campus Representatives on this Council:

1) Joe Ren

7) Darlene Fett

2) William Wieland

8) Michael Hook

3) Sara Christensen-Blair

9) _____

4) Deborah Mitchell

10) _____

5) David Reynolds

11) _____

6) Michael Steele

12) _____

Meeting Dates and Type (e.g. October 10, face to face in Chamberlain; conference call):

None

Overview of Council Activities this year:

None

Response to Initiatives for Council Consideration Suggested by the Executive Director:

None

Other Council Activities:

None

Recommendations for AAC Consideration:

Perhaps appoint a fine arts administrator as chair rather than a faculty member.

Suggestions for Council Work Plan for Upcoming Year:

None

SDBOR Discipline Council Annual Report**Academic Year:** 2016-2017**Discipline Council:**☐ Education☐ Humanities☐ English☐ Mathematics☐ Fine Arts☐ Libraries☒ HPER**Leadership:** Chair: Suzanne Williams (USD)Vice Chair: Scott Klungseth (DSU)

If you have recommendations to make for Council leadership next year, please list the names below.

Chair: Betsy Silva (BHSU) - next in rotation

Vice Chair: _____

Names of the remaining Campus Representatives on this Council:1) Betsy Silva (BHSU)7) Jason Henry (SDSMT)2) Corey Selland (BHSU)8) Matt Vukovich (SDSU)3) Scott Klungseth (DSU)9) Tracy Nelson (SDSU)4) Scott Staiger (DSU)10) Robin Ammon (USD)5) Tom Orr (NSU)11) Nathan Lukkes (BOR)6) Mario Fontana (NSU)

12) _____

Meeting Dates and Type (e.g. October 10, face to face in Chamberlain; conference call):

1. October 27, 2016, face-to-face in Deadwood in association with SHAPE SD conference.
2. April 12, 2017, conference call.

Overview of Council Activities this year:

1. Prefix changes from PE to EXSC-related prefix (see Addendums A,B).
2. Nathan presented BOR relevant news, policy, agenda item updates.
3. Discussions:
 - a. Discipline/program fees
 - b. Name/program changes and adjustments
4. Miscellaneous discussions/exchanges:
 - a. Common course approval requests among BOR institutions
 - a. Wellness requirement
 - b. Year-long residency
5. Betsy presented information on CAEP accreditation and ARSD revisions.

Response to Initiatives for Council Consideration Suggested by the Executive Director:

N/A

Other Council Activities:

1. USD added Kinesiology and Sport Management (KSM) Division Chair to HPER Discipline Council to ensure proper representation.

Recommendations for AAC Consideration:

HPER Discipline Council has had numerous discussions related to HPER-related prefix changes and discipline/program fee adjustments at various campuses. Council representatives will continue to work these issues through their provosts, which will come before AAC for consideration, if approved at the campus level.

Suggestions for Council Work Plan for Upcoming Year:

1. Continue to investigate institution of discipline/program fees.
2. Relevant ARSD-related changes [including governing organization name change to Society for Health and Physical Educators (SHAPE)].

Addendum A
HPER Discipline Council Modifications

Current Type	Proposed Type	Course Prefix	New Prefix#	Course Title	Current Course Description	Notes	Credit Hours	Schools currently offering course	Schools potentially going to offer	Curriculum Form to use.
UNQ	UNQ	PE 300	EXS 275	Applied Sport/Exercise Science	This course is an introduction to exercise, sport physiology and biomechanics, designed to give students an opportunity to explore the physiological and biomechanical foundations of exercise and sport.	SDSU will need to change number in conversion to EXS.	3.00	SDSU		Minor Course Modification Section 2 - change course number
COM	COM	PE 350	EXS 350	Exercise Physiology	Study of physiological responses and adaptations to exercise related to human performance limitations, training effects, and health-related benefits.		2.0-3.0	BHSU, DSU, NSU, SDSU, USD		In the case that PE xxx exists, and SDSU wants to teach it only under the EXS prefix: just submit an authority to offer existing course request and specify (put it in bold) that SDSU (and XXX) intend(s) to offer the course with the EXS (and only with) prefix. No course deletion request is necessary.
UNQ	COM	PE 350L	EXS 350L	EP-lab	Laboratory experience that accompanies PE 350.	Change to COM	1.00	DSU		In the case that PE xxx exists, and SDSU wants to teach it only under the EXS prefix: just submit an authority to offer existing course request and specify (put it in bold) that SDSU (and XXX) intend(s) to offer the course with the EXS (and only with) prefix. No course deletion request is necessary.
COM	COM	PE 354	EXS 354	Prevention & Care of Athletic Injuries	Course teaches general and emergency treatment of athletic injuries, competitive or noncompetitive. Emphasis is placed on practical preventive and rehabilitative exercises and taping/bandaging/wrapping.	Dual list as PE and EXS.	2.0-3.0	BHSU, DSU, NSU, SDSU, USD		Minor Course Modification (cross-list and equate). Each campus has to submit their own request. There is not a way to do this on the minor modification for everyone.
COM	COM	PE 354L	EXS 354L	Lab - prevention & care	Required skills component for application of practical injury recognition, preventive, and rehabilitative exercises, and taping, bandaging, wrapping, and splinting.	Dual list as PE and EXS.	0.0-1.0	BHSU, NSU, SDSU		Minor Course Modification (cross-list and equate). Each campus has to submit their own request. There is not a way to do this on the minor modification for everyone.
unq		PE 367		Health and Human Performance	This course is designed to apply the concepts of exercise physiology for health, fitness, and athletic performance. The course will give special emphasis to principles specific to resistance training and program design using a variety of methods for various populations.	DROP Course In ExSci major will need to do substantial curriculum modification to replace PE 367 with EXS 482	3.00	SDSU		In addition to the program modification for Ex Sci, PE 367 could be deleted with a minor course modification.
COM	COM	PE 400	EXS 400	Exercise Test and Prescription	This course is designed to provide the student with the knowledge, skills, and abilities to assess different areas of physical fitness and prescribe individual exercise programs based on these objective measures.		3.00	DSU, NSU, SDSU		In the case that PE xxx exists, and SDSU wants to teach it only under the EXS prefix: just submit an authority to offer existing course request and specify (put it in bold) that SDSU (and XXX) intend(s) to offer the course with the EXS (and only with) prefix. No course deletion request is necessary.
COM	COM	PE 400L	EXS 400L	LAB-Exercise Test and Prescription	This course will provide hands-on experience in the laboratory to supplement the theoretical classroom discussion in PE 400 and will prepare the student to take entry-level certification such as the American College of Sports Medicine Health and Fitness Instructor Certification.	Change to COM	0.00	SDSU		In the case that PE xxx exists, and SDSU wants to teach it only under the EXS prefix: just submit an authority to offer existing course request and specify (put it in bold) that SDSU (and XXX) intend(s) to offer the course with the EXS (and only with) prefix. No course deletion request is necessary.
UNQ	COM		EXS 401	Fitness for Special Populations	A study of health and fitness programs and adapted physical activities for special populations including, but not limited to elderly, obese, diabetic, asthmatic and cardiac rehabilitation patients.	Change title to Clinical Exercise Physiology change to COM and variable credit 2-3 make dual listed EXS 501. In ExSci major will need to do substantial curriculum modification to replace	3.00	DSU	BHSU, SDSU, NSU	Authority to Offer EXS 401. Revised Course Request - Common to change the credits, title, dual list 400-500.
	COM		EXS 401L			add new lab 1.0 credit with title Clinical Exercise Physiology				New Course Request
UNQ	COM	PE 410	EXS 410	Personal Training	This course is designed to provide theoretical knowledge and practical skills in preparation for a national certification exam in personal training. Topics include guidelines for instructing safe, effective, and purposeful exercise, essentials of the client-trainer relationship, conducting health and fitness assessments, and designing and implementing appropriate exercise programming. This course is also designed to enhance student knowledge of anatomic and physiologic systems in order to translate this information into the design and implementation of effective programs for individuals	Dual list with EXS 510, make COM	3.00	NSU	BHSU, SDSU, NSU	Authority to Offer PE 410 at SDSU and BHSU. Minor Course Modification to dual-list it at the 400/500 level. Each campus has to submit their own request. There is not a way to do this on the minor modification for everyone.
UNQ		PE 450/550		Clinical Exercise Physiology	This course is designed to provide the clinical exercise physiology student with assessment and prescription techniques appropriate to special populations.	SDSU will change to Change to EXS 401/501. Will eliminate PE 450/550. In ExSci major will need to do substantial curriculum modification to replace	3.00	SDSU		Authority to Offer EXS 401. Indicate SDSU only wants to teach this with the EXS (and only with) prefix. Minor Course Modification to dual-list it at the 400/500 level. Each campus has to submit their own request. There is not a way to do this on the minor modification for everyone.
UNQ	COM	PE 455/555	EXS 455/555	ECG & Clinical Exercise Physiology	This course is designed to fill the needs of students who desire the ability to interpret the normal and abnormal, resting and exercise ECG, as well as provide opportunities to learn and practice the basic components of maximal stress testing during a variety of exercise conditions. Since clinical stress testing and ECG interpretation is a vital component of the laboratory skills needed by today's exercise physiologist, emphasis in this course will be focused on understanding and interpreting ECG tracings and related pathophysiology, preparation of the exercise 12-lead ECG, and interpretation of maximal stress test results regarding exercise tolerance for various clinical populations and comparing them to normal individuals. In addition, an overview of other diagnostic procedures that involve the use of exercise will be given.	Make Common	3.00	SDSU		Minor Course Modification to change the Prefix if this will not be equated under both prefixes.
	COM	PE 482/582	EXS 482/582	Theory Strength Training & Conditioning	This course is designed to help students learn the specific scientific foundation knowledge and the practical/applied knowledge necessary to be an effective strength and conditioning coach. The emphasis is on optimal human performance in sport. (Spring)	Make common. SDSU Will use this instead of PE 367. In ExSci major will need to do substantial curriculum modification to replace	3.00	BHSU NSU	SDSU	In the case that PE xxx exists, and SDSU wants to teach it only under the EXS prefix: just submit an authority to offer existing course request and specify (put it in bold) that SDSU (and XXX) intend(s) to offer the course with the EXS (and only with) prefix. No course deletion request is necessary.

Addendum A
HPER Discipline Council Modifications

Current Type	Proposed Type	Course Prefix	New Prefix#	Course Title	Current Course Description	Notes	Credit Hours	Schools currently offering course	Schools potentially going to offer	Curriculum Form to use.
	COM	PE 510	EXS 510	Personal Training	This course is designed to provide theoretical knowledge and practical skills in preparation for a national certification exam in personal training. Topics include guidelines for instructing safe, effective, and purposeful exercise, essentials of the client-trainer relationship, conducting health and fitness assessments, and designing and implementing appropriate exercise programming. This course is also designed to enhance student knowledge of anatomic and physiologic systems in order to translate this information into the design and implementation of effective programs for individuals	Cross list with EXS 410 - make COM	3.00	NSU	SDSU	?? Duplicate line to row above. Just changed locations.
	UNQ	PE 705	EXS 705	Sports Medicine	A review of the basic fundamentals of athletic training and exposure to recent developments in the sports medicine field. P, undergraduate Prevention and Care of Athletic Injuries or consent.		2.00	SDSU	SDSU	Minor Course Modification to change the Prefix if this will not be equated under both prefixes.
UNQ	UNQ	PE 745	EXS 745	Applied Biomechanics	This course provides students with an advanced application of mechanical principles to human movement. Specific topics will include the force-motion relation, kinetics and kinematics of human motion, and neuromuscular adaptations. Emphasis within these topics will be placed on evaluating and developing rehabilitation and performance techniques using motion capture, force platforms, and electromyography. Current research literature in each of the areas will be discusses and critically reviewed.		3.00	SDSU	SDSU	Minor Course Modification to change the Prefix if this will not be equated under both prefixes.
UNQ		PE 750	EXS 750	Advanced Exercise Physiology	Physiological basis of factors which influence physical fitness and physical performance; application of physiological measures to fitness programs, critical analysis of current literature; emphasis on bioenergetics, neuromuscular and circulorespiratory function, body composition and physical training.		3.00	SDSU	SDSU	Minor Course Modification to change the Prefix if this will not be equated under both prefixes.
		PE 751		Lab Techniques in Exerc. Phys	Laboratory experience using methods, measurements, and instruments for conducting research in the area of exercise physiology.	SDSU Will Eliminate this course	2.00	SDSU		Minor Course Modification to delete.
COM	COM	PE 751	EXS 751	Lab Tech/exercise physiology	A study of methods measuring the effects of physical exercise including tests, and statistical manipulation of the results of specific evaluation tools. These tools include the methods of determining surface area of humans; resting and exercise blood pressure in humans; vertical, horizontal and lateral center of gravity in humans; determination of adipose tissue via skinfold and hydrostatics in humans; measurement of dynamic flexibility; evaluation of static flexibility; evaluation of lung capacities; measurement of lung volumes; measurement of bench press strength at three angles of elbow flexion; determination of leg extension strength; determination of knee flexion; determination of generated horse power in humans; prediction of oxygen uptake via sub-maximal treadmill test in humans.	SDSU Will use this EXS 751 rather then the above course.	3.00	USD	SDSU	In the case that PE xxx exists, and SDSU wants to teach it only under the EXS prefix: just submit an authority to offer existing course request and specify (put it in bold) that SDSU (and XXX) intend(s) to offer the course with the EXS (and only with) prefix. No course deletion request is necessary.
COM	COM	PE 751L	EXS 751	Lab - lab techniques in Exerc. Phys.		SDSU Will use this EXS 751 rather then the above course.	0.00	SDSU	SDSU	Minor Course Modification to delete. I assume we only need the EXS 751 in line above and not a separate EXS 751L.
COM	COM	PE 755	EXS 755	Applied Exercise Physiology	Focuses on the applied aspect of exercise physiology. Includes areas of environmental influences on performance, optimizing performance by developing and implementing training programs appropriate to the individual. In addition, training and performance characteristics of adolescent athletes and older adults as well as gender differences will be discussed.		3.00	SDSU, USD	SDSU	This is actually a unique course (not at USD). Minor Course Modification to change prefix from PE to EXS prefix.

Addendum B***USD Curricular Changes***

Approved curricular changes (bold, italicized):

PE – KSS

PE 350 Exercise Physiology	- <i>KSS</i> 350 Exercise Physiology
PE 453 Sport Psychology	- <i>KSS</i> 453 Sport Psychology
PE 454 Biomechanics	- <i>KSS</i> 454 Biomechanics
PE 749 Psychological Aspects of Sport	- <i>KSS</i> 749 Psychological Aspects of Sport
PE 750 Applied Physiology of Exercise	- <i>KSS 755 <i>Applied Exercise Physiology</i></i>
PE 751 Lab Techniques/Biomechanics	- <i>KSS</i> 751 Lab Techniques/Biomechanics
PE 752 Mechanics of Motor Learning	- <i>KSS</i> 752 Mechanics of Motor Learning
PE 765 Evaluation of Research in KSS	- <i>KSS</i> 765 Evaluation of Research in KSS
PE 798 Thesis in PE	- <i>KSS</i> 798 Thesis in <i>KSS</i>

KSS – KSM

KSS 353	Kinesiology	- <i>KSM</i> 353	Kinesiology
KSS 395	Practicum	- <i>KSM</i> 395	Practicum
KSS 400	Exercise Test & Prescription	- <i>KSM</i> 400	Exercise Test & Prescription
KSS 490	Seminar	- <i>KSM</i> 490	Seminar
KSS 491	Independent Study	- <i>KSM</i> 491	Independent Study
KSS 492	Topics	- <i>KSM</i> 492	Topics
KSS 494	Internship	- <i>KSM</i> 494	Internship
KSS 790	Seminar	- <i>KSM</i> 790	Seminar
KSS 792	Topics	- <i>KSM</i> 792	Topics
KSS 794	Internship	- <i>KSM</i> 794	Internship

SDBOR Discipline Council Annual Report

Academic Year: 2016-17

Discipline Council:

☐ Education

☒ Humanities

☐ English

☐ Mathematics

☐ Fine Arts

☐ Libraries

☐ HPER

Leadership: Chair: Robert Turner (USD)

Vice Chair: _____

If you have recommendations to make for Council leadership next year, please list the names below.

Chair: Robert Turner

Vice Chair: Jason Daniels

Names of the remaining Campus Representatives on this Council:

1) Fashbaugh, Martin [BHSU]

7) Baggett, Marie-Pierre [SDSU]

2) Daniels, Jason [BHSU]

8) Rozum, Molly [USD]

3) Kemper, Kurt [DSU]

9) Turner, Robert [USD]

4) Conover, Susan [DSU]

10) Marmorstein, Art [NSU]

5) Lewis, Ginny [Northern]

11) _____

6) Adkins, M. King [SDSMT]

12) _____

Meeting Dates and Type (e.g. October 10, face to face in Chamberlain; conference call):

April 26: conference call

Overview of Council Activities this year:

In April meeting:

Election of Vice Chair: Jason Daniels by unanimous vote. There had been no Vice Chair for the 2016-17 year.

Kurt Kemper brought of the idea of putting history courses in the Humanities/Fine Arts. We discussed the problem with the split of Social science for US history, and Humanities for other history courses. Concerns about how it effects enrollments as students fill their requirements. No action was suggested.

Dual Enrollment: Multiple members expressed concern with the maturity level of high school students taking some courses, as well as the funding model. There is concern that the continued changes to how and when students take introductory courses may require changes to how the university is funded.

Gen Ed changes and assessment: Discussion of the way it will function and how we are involved. We expect to be involved in rubric formation etc. in future years.

Response to Initiatives for Council Consideration Suggested by the Executive Director:

na

Other Council Activities:

na

Recommendations for AAC Consideration:

Nope currently

Suggestions for Council Work Plan for Upcoming Year:

Participate in rubric creation for the humanities portion of general education assessment

SDBOR Discipline Council Annual Report

Academic Year: 2016-2017

Discipline Council:

☐ Education

☐ Humanities

☐ English

☒ Mathematics

☐ Fine Arts

☐ Libraries

☐ HPER

Leadership: Chair: Dan Van Peursem

Vice Chair: Rich Avery

If you have recommendations to make for Council leadership next year, please list the names below.

Chair: Rich Avery

Vice Chair: Kurt Cogswell

Names of the remaining Campus Representatives on this Council:

- | | |
|-----------------------------------|---|
| 1) <u>Dan Van Peursem (USD)</u> | 7) <u>Rich Avery (DSU)</u> |
| 2) <u>Catalin Georgescu (USD)</u> | 8) <u>Jeff Palmer (DSU)</u> |
| 3) <u>Kurt Cogswell (SDSU)</u> | 9) <u>Daluss Siewert (BHSU)</u> |
| 4) <u>Dan Kemp (SDSU)</u> | 10) <u>Dan Swenson (BHSU)</u> |
| 5) <u>Kyle Riley (SDSMT)</u> | 11) <u>Ricardo Rojas (NSU)</u> |
| 6) <u>Don Teets (SDSMT)</u> | 12) <u>Need replacement for Abid at (NSU)</u> |

Meeting Dates and Type (e.g. October 10, face to face in Chamberlain; conference call):

October 25; face to face in Chamberlain
March 10; conference call

Overview of Council Activities this year:

Agenda items from f2f meeting

- 1) Confirmed rotation schedule of leadership for MDC (house keeping item)
- 2) Discussed new BOR policy and guidelines (informational)
- 3) Discussed SLO for new Goal #5 (action item)
- 4) Discussed WICHE Passport (review/action item)
- 5) Discussed dual credit review (informational)
- 6) Discussed new interactive dasboards (informational)
- 7) Discussion on Math 103 enrollments and progress (action item)
- 8) Discussion on AMS mismatch in College America (action item)
- 9) Discussion on transfer courses and substitutions. (action item)

Agenda items from conference call

- a) General Education Learning Outcomes (action item)
- b) Placement guidelines (action item)
- c) Math Pathways (review item)

Response to Initiatives for Council Consideration Suggested by the Executive Director:

Specific action items from agenda items above

3) MDC discussed our current SLO's and if we wanted to incorporate any other format ie LEAP or WICHE. MDC members decided to stick with 2 of the 3 current SLO's (5.1 and 5.2) and eliminate 5.3 as there was a feeling that it was difficult to measure/demonstrate this learning objective in any meaningful way.

4) Had a discussion on the WICHE passport and there was nothing further for us to do at this time as we did most of this work last year.

7,8) Items 7 and 8 were both tied to developing meaningful general education courses. All institutions dealing with general education math courses implemented Math 103 several years ago. Feelings of the members was that this course was developed exactly for these reasons and the course was starting to gain traction on campuses with enrollments so nobody wanted to make any name changes or other changes at this time.

9) There were discussions that brought up real concerns about some for profit institutions transcribing courses without any concern for the integrity of the content being delivered. Specific examples were Straighter Line, Omega 3, etc.

a) Discussions were held on the achievement level descriptors for our two SLO's. Dr. Turman approached English and they agreed to work within our framework of the 3 indicators (inadequate, proficient, and exemplary) that math put forward.

b) Discussion was held on what to do with placement for some students that didn't have GPA or ACT to get a MI and wanted to place into Math 123. MDC decided to use the Accuplacer starting at the College Level for for these students to see if they could get the required score to go to the calculus readiness exam for calculus placement. This also brought up the question for those students that wished to challenge the math placement for calculus that didn't have the 1300 or greater MI score. Dr. Cogswell and his SDSU colleagues were going to run data to make recommendations to the group for these students.

c) Math 103 is being reviewed by Dr. Turman to see how the system might be able to handle the various pre-req options for a common course in colleague.

Other Council Activities:

Recommendations for AAC Consideration:

In lieu of 9) above, the MDC asked AAC to consider a list of places that the system would not allow transfer courses to come from. Also, it was asked that departments would not receive transfer courses to review from institutions on this list if at all possible. Dr. Turman was going to take this to the AAC meeting in January.

Suggestions for Council Work Plan for Upcoming Year:

- Continue looking into common courses and the various pre-requisites the different campuses have on the courses.
- After Dr. Cogswell and his colleagues run the data for students wishing to challenge their math placement to get into Math 123 without a 1300 or higher MI, the group will need to make recommendations.

SDBOR Discipline Council Annual Report

Academic Year: 2016-17

Discipline Council:

☐ Education

☐ Humanities

☒ English

☐ Mathematics

☐ Fine Arts

☐ Libraries

☐ HPER

Leadership: Chair: Michael Keller (SDSU)

Vice Chair: Sally Palmer (SDSMT)

If you have recommendations to make for Council leadership next year, please list the names below.

Chair: David Cremean (BHSU)

Vice Chair: TBD

Names of the remaining Campus Representatives on this Council:

- | | |
|---------------------------------|---|
| 1) <u>Paul Formisano (USD)</u> | 7) <u>Lysbeth Benkert-Rasmussen (NSU)</u> |
| 2) <u>Darlene Farabee (USD)</u> | 8) <u>Peter Ramey (NSU)</u> |
| 3) <u>Michael Keller (SDSU)</u> | 9) <u>Christy Tidwell (SDSMT)</u> |
| 4) <u>Paul Baggett (SDSU)</u> | 10) <u>David Cremean (BHSU)</u> |
| 5) <u>John Nelson (DSU)</u> | 11) <u>Courtney Huse-Wike (BHSU)</u> |
| 6) <u>Stacey Berry (DSU)</u> | 12) _____ |

Meeting Dates and Type (e.g. October 10, face to face in Chamberlain; conference call):

Conference call on December 7, 2016

Face-to-face meeting in Chamberlain on February 6, 2017

Overview of Council Activities this year:

At the meeting in February, the EDC discussed several issues. First the High School Dual Credit program was discussed, and EDC reviewed the BOR Analysis of the program. Two primary concerns were brought up, which included grade inflation and monetary impact. The other major topic was the General Education Assessment redesign, which gets rid of the CAAP exam. The group discussed the Student Learning Outcomes, and possible models for assessment rubrics.

Response to Initiatives for Council Consideration Suggested by the Executive Director:

NA

Other Council Activities:

NA

Recommendations for AAC Consideration:

The EDC recommends that minimum qualifications for high school students taking dual-credit English 101 be raised, and we would like to see data tracking such students' performance in English 201. Limited data--though troubling nonetheless--suggest that those dual-credit classes offered in the high schools do not assess student performance as rigorously as those classes offered on the college campus or online.

Suggestions for Council Work Plan for Upcoming Year:

Monitor general education review for English.
Revise Student Learning Outcomes for English 101 and 201.
Continue monitoring the impact of dual-credit general education classes on college budgets (a serious issue on several campuses) and on the integrity of these classes.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – Q
DATE: December 5-7, 2017

SUBJECT

Graduate Placement Analysis

CONTROLLING STATUTE, RULE, OR POLICY

None

BACKGROUND / DISCUSSION

The annual Graduate Placement Report provides a summary of graduate placements in South Dakota one year after graduation. 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 FY2015 university system graduation cohort.

The analysis is made possible through a data sharing agreement established with the Department of Labor & Regulation in 2010. For additional information, visit the interactive SDBOR Graduate Placement Dashboard at <https://www.sdbor.edu/dashboards>.

IMPACT AND RECOMMENDATION

A number of relevant trends in the report are important for the Board of Regents to consider, including:

- One year after graduation 55.2% of all students were found to be either employed or enrolled in South Dakota. This percentage increased to 58.5% for undergraduates.
- The placement percentage is this year is the lowest since the report was first generated for FY06 graduates. However, despite a 57% placement rate in FY06, the most recent rate has resulted in an additional 674 graduates remaining in the state when comparing raw numbers.
- South Dakota residents who graduate from the Regental system are placed at a rate of 70.5%. Over 30% of non-residents students are placed a year after graduation.

(Continued)

INFORMATIONAL ITEM

- Sixty-four percent of students with ongoing postsecondary enrollments, are enrolled in South Dakota.
- The most common industry of employment for graduates place in South Dakota is Health Care (28.4%) followed by Educational Service (22.2%).

Board members should be conscious of the slight decline in the graduate placement percentages.

ATTACHMENTS

Attachment I – Special Data Analysis: Graduate Placement Analysis



*** 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 2014 and 2024, more than 32,000 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 9.0 percent in the United States between 2014 and 2024, while jobs requiring a high school diploma will grow by only 3.9 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 (2016). *Occupational Employment Projections 2014-2024*.

² United States Bureau of Labor Statistics (2016). *Occupational Employment Projections to 2024*.

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 37.7 percent of working-age South Dakotans currently hold an associate degree or higher.⁵ The US Census Bureau estimates that only 27.0 percent of adults in South Dakota hold a bachelor's degree or higher, and that a mere 8.0 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 (2015). *ACS Table S1501*.

⁶ US Census Bureau, American Community Survey 1-Year Estimates (2015). *ACS Table S1501*.

⁷ US Bureau of Labor Statistics (2016). *Earnings and Unemployment Rates by Educational Attainment*. According to BLS, American working-age adults with only a high school diploma currently earn about \$36,000 per year. By comparison, workers with a bachelor's degree earn about \$60,000 per year. Master's degree holders earn roughly \$72,000 per year, while doctorate-holders earn \$87,000 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 FY2015 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 (FY2015) 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 FY2015 cohort comprises graduates from SU2014, FA2014, and SP2015. 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.

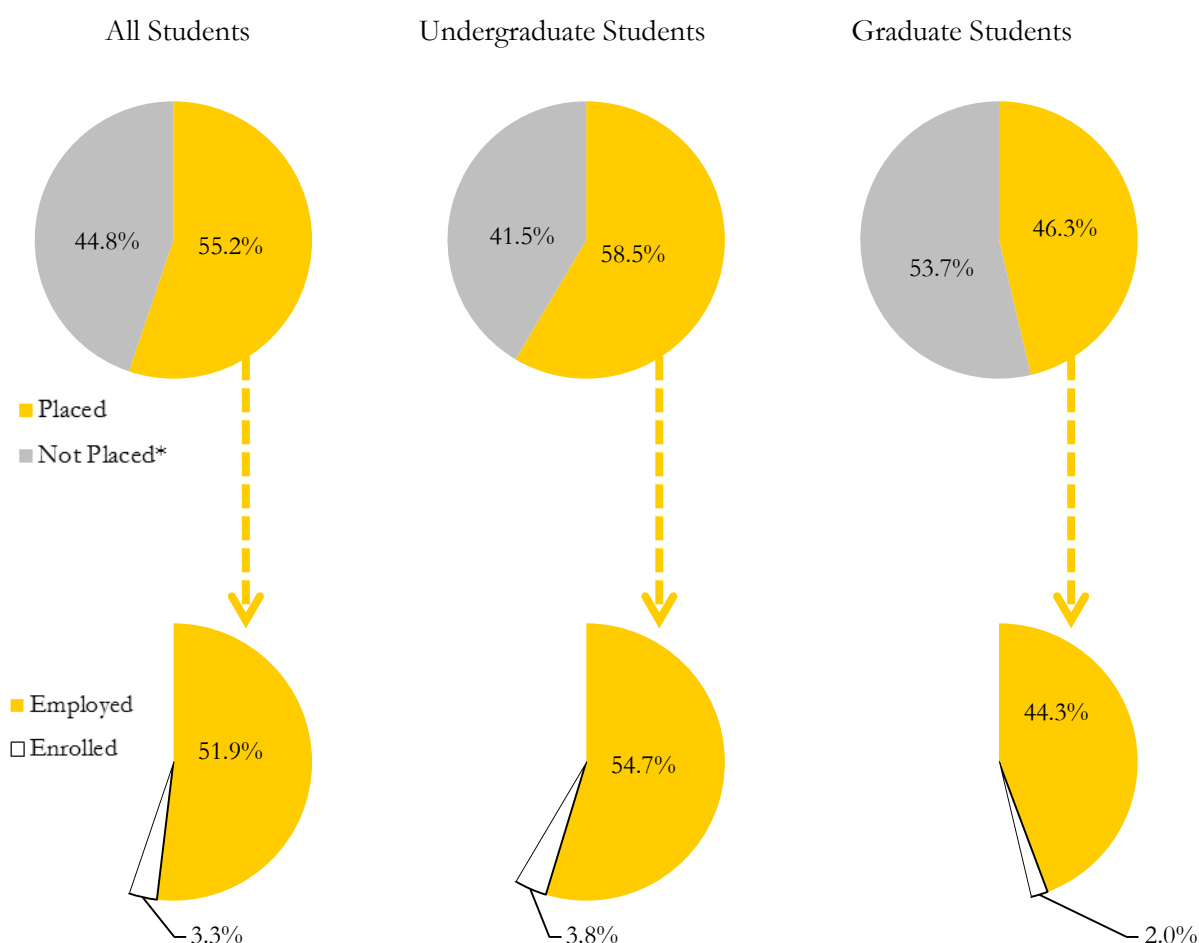
¹¹ Approximately 3,600 US postsecondary institutions report enrollment data to NSC. NSC asserts that its data stores account for more than 98 percent of all US college students.

Analysis

Placement in South Dakota

Of the 6,301 degree completers in the FY2015 graduation cohort, 55.2 percent ($n=3,478$) were found to be either employed in South Dakota or enrolled in a postsecondary institution in South Dakota one year after graduation. Specifically, 51.9 percent of graduates had been hired into the South Dakota workforce, and an additional 3.3 percent had enrolled in further collegiate coursework at an in-state institution.¹² Undergraduate-level completers produced a higher placement rate than did graduate-level completers, at 58.5 percent and 46.3 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 Graduates who were found to be both employed and enrolled are reported under the "Employed" category throughout this report.

Figure 2 indicates that the FY2015 cohort's in-state placement rate of 55.2 percent is relatively low in comparison with rates recorded by other recent cohorts. Yet due to a general increase in cohort size, the number of placed students is significantly larger now than in FY2006. In fact, these data indicate that more than 600 additional graduates were placed in FY2015 than in FY2006.

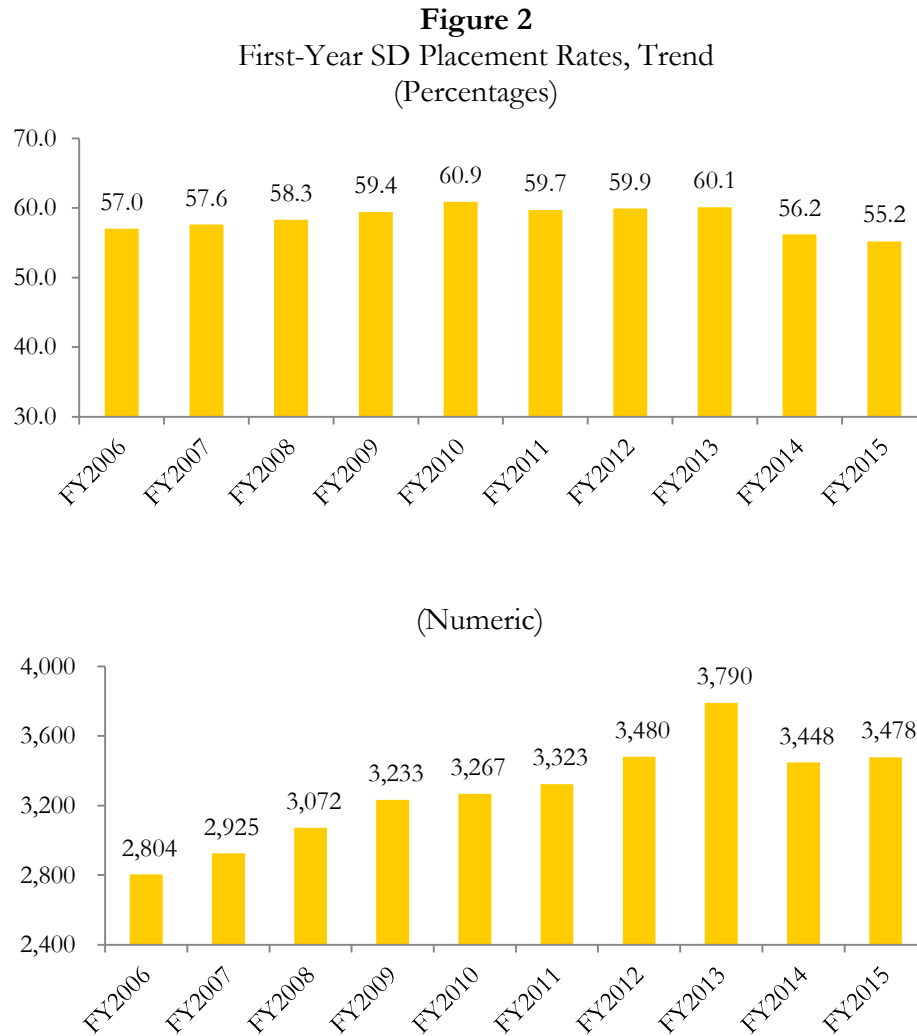
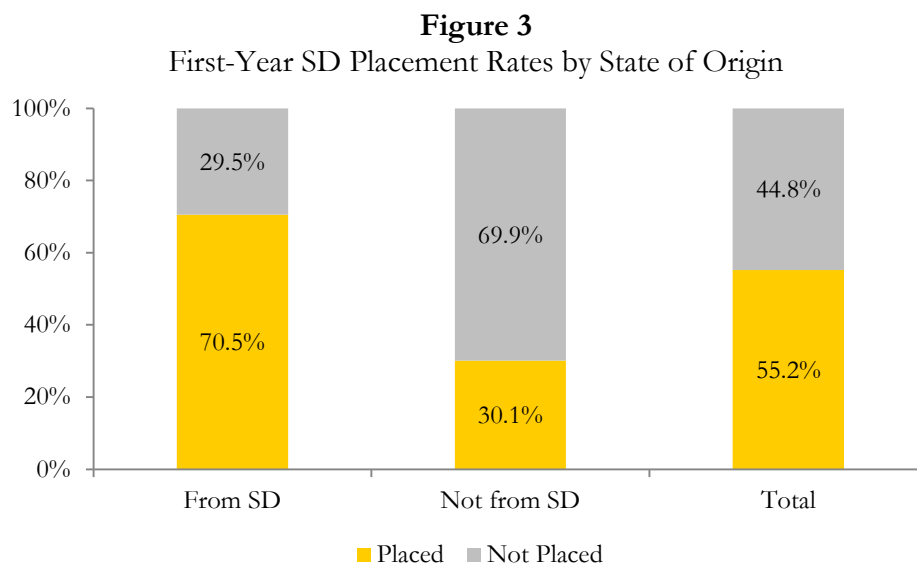


Figure 3 (next page) breaks down in-state placements by students' states of origin. Among degree completers matriculating from South Dakota, the in-state placement rate was 70.5 percent; among out-of-state degree completers, this figure was 30.1 percent. In practical terms, this means that more than 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 more than 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 70.5 percent of in-state students were placed in South Dakota (67.4 percent employed, 3.1 percent enrolled), compared to 30.1 percent of out-of-state students (26.4 percent employed, 3.6 percent enrolled).¹³ For both groups, placement rates were somewhat lower for graduate students (GR) than for undergraduate students (UG). For example, only 21.6 percent of out-of-state graduate-level degree completers from the FY2015 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	71.6	67.1	70.5	34.2	21.6	30.1
Not Placed	28.4	32.9	29.5	65.8	78.4	69.9
Employed	67.9	65.9	67.4	30.2	18.7	26.4
Enrolled	3.7	1.2	3.1	4.0	3.0	3.6
Not Placed	28.4	32.9	29.5	65.8	78.4	69.9
(n)	2,992	922	3,914	1,610	777	2,387

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 FY2015 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 871 graduates from the FY2015 cohort who enrolled in a postsecondary institution one year after graduation, 64.2 percent were enrolled at an in-state institution.

Figure 5 shows the ten most common industrial placements of FY2015 degree completers who found employment in South Dakota. 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 2024.¹⁴ 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)

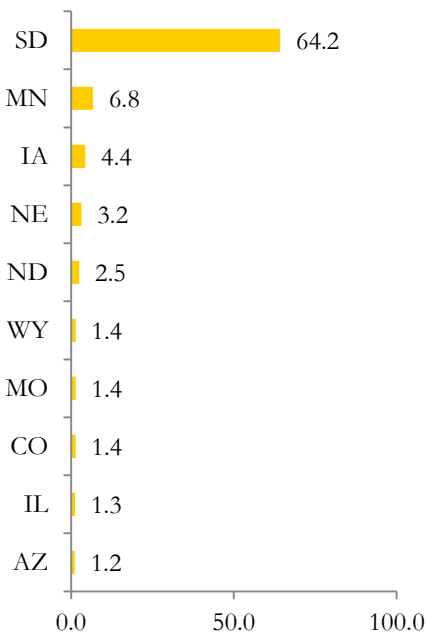
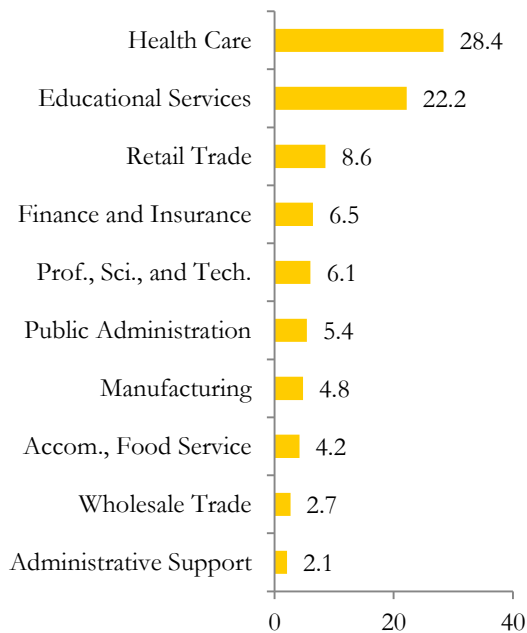


Figure 5
Employment by (SD) Industry¹⁵
(Percentages)



¹⁴ SDDLRL Labor Market Information Center (2016). *Industry Projections (Long-term) for Multiple Industries in South Dakota in 2014-2024*.

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	360	221	292	127	1,281	1,197	3,478
	58.16	59.09	66.67	33.60	54.56	55.83	55.20
NotPlaced	259	153	146	251	1,067	947	2,823
	41.84	40.91	33.33	66.40	45.44	44.17	44.80
Total	619	374	438	378	2,348	2,144	6,301
	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Table A2
First-Year SD Placement Rates by Gender

Outcome3	Gender		Total
	F	M	
Empl/Enrl	2,150	1,328	3,478
	60.22	48.63	55.20
NotPlaced	1,420	1,403	2,823
	39.78	51.37	44.80
Total	3,570	2,731	6,301
	100.00	100.00	100.00

Table A3
First-Year SD Placement Rates by Race¹⁶

Outcome3	Ethnic						Total
	AmerInd	Asian	Black	Hispanic	White	Oth/Ref	
Empl/Enrl	85	26	13	33	2,578	25	2,760
	73.28	66.67	61.90	57.89	70.92	54.35	70.52
NotPlaced	31	13	8	24	1,057	21	1,154
	26.72	33.33	38.10	42.11	29.08	45.65	29.48
Total	116	39	21	57	3,635	46	3,914
	100.00	100.00	100.00	100.00	100.00	100.00	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: 8 – R
DATE: December 5-7, 2017

SUBJECT

Distance Education Report

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:7:10](#) – Extended University Consortium

[BOR Policy 2:12](#) – Distance Education

BACKGROUND / DISCUSSION

The annual Distance Education Report provides a summary of performance data related to the university system's various distance delivery initiatives. It is important to note that previous 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, Fall Enrollment Report and Dashboard), the current edition focuses on an analysis of fall term data only.

For additional information, visit the interactive SDBOR Distance Education Dashboard at <https://www.sdbor.edu/dashboards>.

IMPACT AND RECOMMENDATION

A number of relevant trends in the report are important for the Board of Regents to consider, including:

- Distance education headcount has increased by 30% over the past five years growing from 12,158 students to 15,790.
- Forty-five percent of Regental students took at least one distance course in Fall 2017. This is a 9% increase over the past five years.
- Four Regental institutions had more than half of their students enrolled in distance courses in Fall 2017.
- An additional 20,000 credit hours were delivered via distance this fall compared to Fall 2013.
- While the majority of undergraduate students enroll in distance courses to supplement their face-to-face courses, a majority of graduate students complete their programs via distance.

(Continued)

INFORMATIONAL ITEM

- Despite the increase in the credit hours delivered, the number of distance sections has remained rather consistent over the past five years. Average enrollments in distance sections has increased from 16.8 to 19.6 over the past five years.

Board members should be conscious of the continued growth in this area considering facility expansion on campus.

ATTACHMENTS

Attachment I – Distance Education Report

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 15,790 students enrolled in at least one distance course in Fall 2017. Overall, the number of students enrolling in distance courses has risen 29.9 percent over the last five fall terms, compared with a growth rate of only 2.3 percent for system enrollments overall.²

Table 1
Headcount Trends

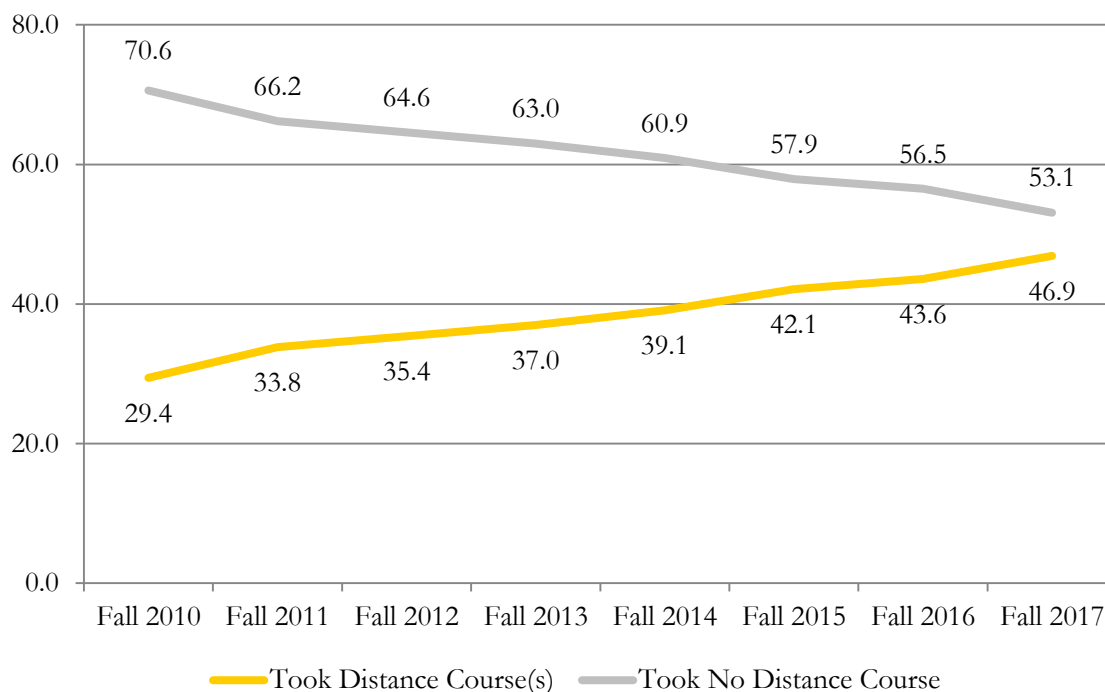
	Distance	Non-Distance	Total
Fall 2013	12,158	20,734	32,892
Fall 2014	13,056	20,307	33,363
Fall 2015	14,050	19,340	33,390
Fall 2016	14,604	18,927	33,531
Fall 2017	15,790	17,847	33,637
Five-year Δ (Percent)	+29.9%	- 13.9%	+2.3%
Five-year Δ (Number)	+3,632	- 2,887	+745

¹ Data used in this report come from census date extracts. Records were queried under the following definition of distance delivery: *Delivery method* \neq 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 46.9 percent of all students enrolled in the public university system in Fall 2017 (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.

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

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/>

that nearly two thirds of students at both DSU and NSU enrolled in at least one distance course in Fall 2017. With the exception of SDSMT – which historically has accounted for a low proportion of the distance student body – regental universities have seen large increases in distance enrollment 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)

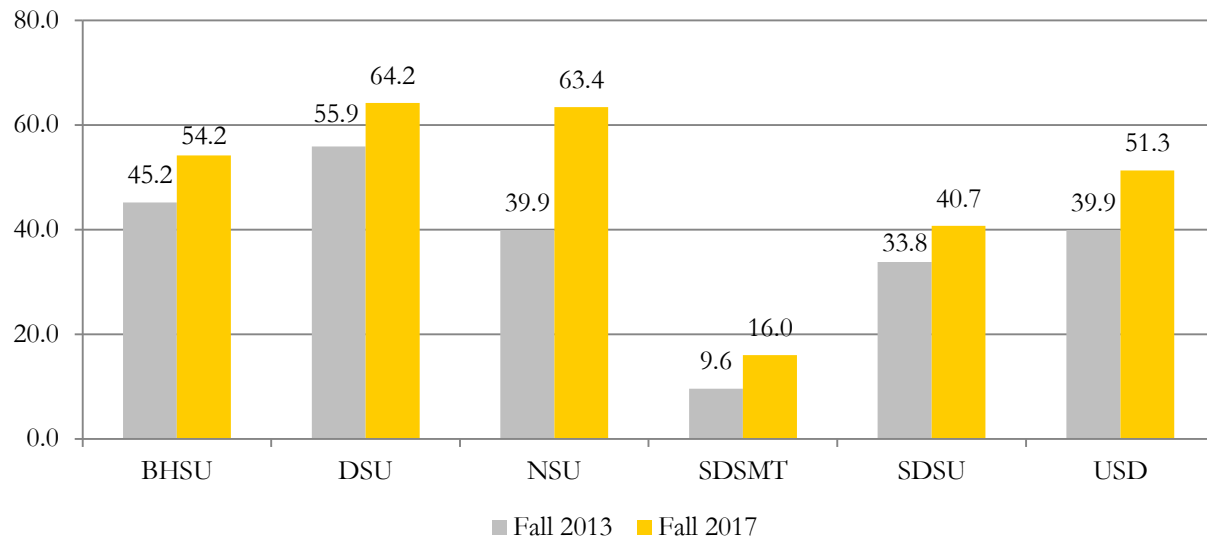
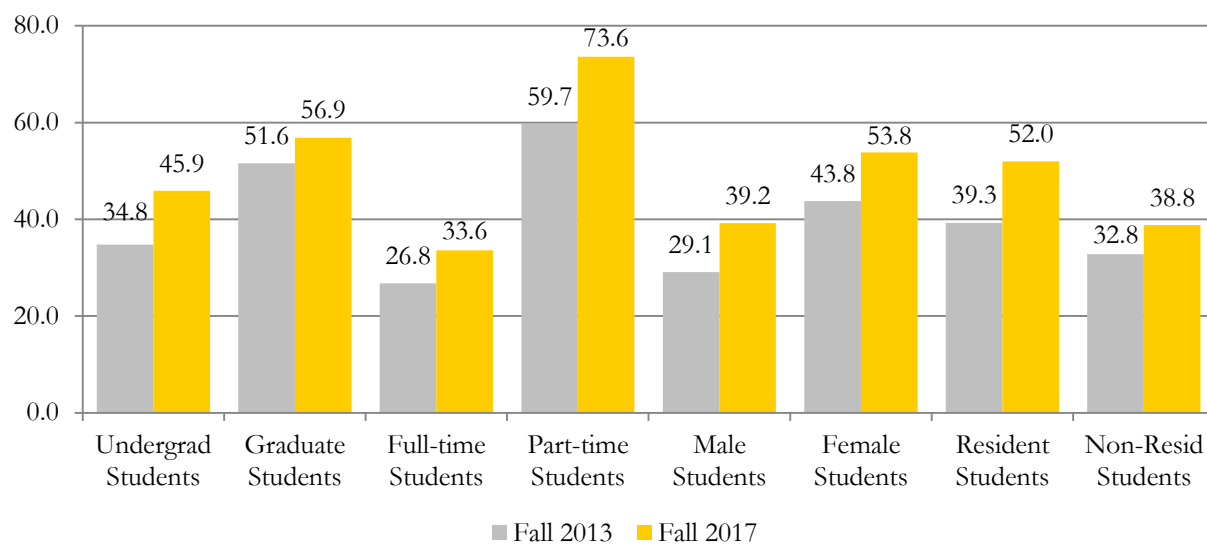


Figure 3
Percent Taking a Distance Course, by Student Category
(Percentages)



Finally, Table 2 offers a profile of the state's Fall 2017 distance-taking student body. Students enrolling in distance courses tended to be undergraduates (81.7 percent), part-time (52.2 percent), female (61.0

percent), and South Dakota residents (68.7 percent). Table 2 also provides comparable data for the population of students not enrolling in distance courses.

Table 2
Student Profiles, Fall 2017

	Distance	Non-Distance
Student Count	15,790	17,847
Undergraduate Students	81.7%	85.3%
Graduate Students	18.3%	12.3%
Full-Time Students	47.8%	83.4%
Part-Time Students	52.2%	16.6%
Male Students	39.0%	53.6%
Female Students	61.0%	46.4%
Resident (SD) Students	68.7%	56.2%
Non-Resident Students	31.3%	43.8%
Average Age	24.5	21.9

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 11.3 percent from Fall 2016 to Fall 2017 alone, and have climbed 32.6 percent over the last five years. Consequently, tallies of credit hours delivered by distance have jumped noticeably over this timeframe (35.1 percent over the last five years).

Table 3
Enrollment Indicators Trends

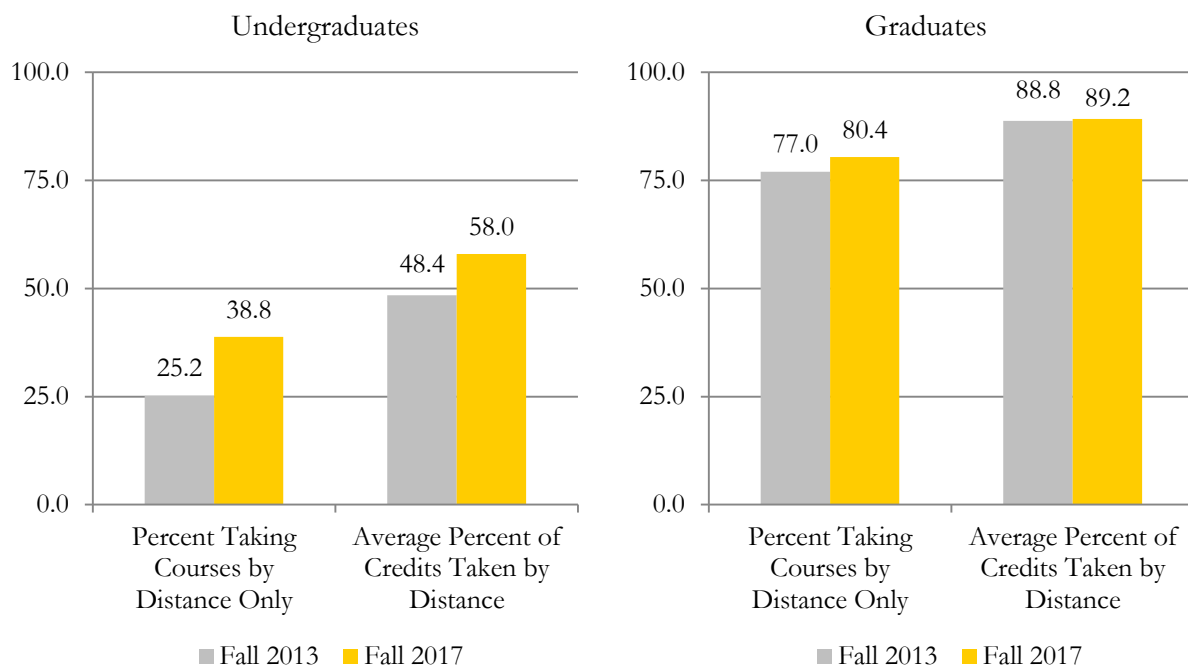
	Total Enrollment	Average Enrollment	Total Credit Hours
Fall 2013	21,463	16.8	58,025
Fall 2014	22,891	16.7	62,411
Fall 2015	24,634	17.7	67,288
Fall 2016	25,566	18.4	70,487
Fall 2017	28,461	19.6	78,406
Five-year Δ (Percent)	+32.6%	+16.7%	+35.1%
Five-year Δ (Number)	+6,998	-	+20,381

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 2013 or Fall 2017.

In general, both student groups tend to rely more heavily on distance courses now than in the past. For instance, 25.2 percent of university system undergraduates enrolling in at least one distance course in Fall 2013 took no regental courses by any other means. By Fall 2017, this number had risen to 38.8 percent. Distance-enrolled undergraduates also now take a larger share of their credits by distance. From Fall 2013 to Fall 2017, the percentage of credits taken by distance for this population increased from 48.4 percent to 58.0 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 63.7 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, previous analyses conducted by the system office have affirmed that – with respect to course completion rates – distance-based students hold their own when compared to students in face-to-face classes.⁵

⁵ For example, see <https://www.sdbor.edu/the-board/agendaitems/Documents/2013/May/18.pdf>

Course Sections Offered

Table 4 indicates that 1,451 total sections were offered by the university system through distance delivery in Fall 2017. The number of distance sections rose 4.5 percent from the previous year, and has climbed 13.8 percent over the last five fall terms. 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. A total of 886 unique course names were offered by distance in Fall 2017, up from 767 in Fall 2013. 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 2017, the most frequently offered distance courses were SPCM 101: Fundamentals of Speech (35 sections), ENGL 101: Composition I (29 sections), MATH 102: College Algebra (20 sections), PSYC 101: General Psychology (16 sections), ENGL-201: Composition II (13 sections), and MATH-095: Pre-College Algebra (13 sections).

Table 4
Distance Sections Offered

	Sections ⁶	Courses ⁷	Course Names ⁸
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
Fall 2017	1,451	1,347	886
Five-year Δ (Percent)	+13.8%	+21.1%	+15.5%
Five-year Δ (Number)	+176	+235	+119

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 2017, USD offered 27.5 percent of all distance sections, followed by SDSU (26.4 percent), DSU (17.4 percent), BHSU (13.3 percent), NSU (11.7 percent) and SDSMT (3.7 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 84.6 percent of all distance sections offered in Fall 2017 were delivered by internet. No other delivery method category (i.e., 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. Not surprisingly, it is the scaling capacity of internet 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: 8 – S
DATE: December 5-7 2017

SUBJECT

Academic Freedom Report

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:11](#) – Academic Freedom and Responsibility

[AAC Guideline 5.3](#) – Syllabi Policy and Common Format Guidelines

[AAC Guideline 5.2](#) – Required Freedom in Learning Statement Guidelines

BACKGROUND / DISCUSSION

During the 2006 Legislative Session, [HB 1222](#) sought to impose requirements for Regental institutions to report on campus intellectual diversity to the Legislature each year. For the purposes of the bill, intellectual diversity was defined as “the foundation of a learning environment that exposes students to a variety of political, ideological, and other perspectives.” The Board of Regents testified in opposition to the legislation indicating that the system already had the appropriate policy structure in place to ensure protections for students.

Board Policy 1:11 outlines Academic Freedom and Responsibility within the Regental system, and Section 2 speaks specifically to student freedom in learning noting that “. . . faculty members in the classroom and in seminar should encourage free and orderly discussion, inquiry and expression of the course subject matter. Student performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards.” In response to proposed legislative action, the Academic Affairs Council (AAC) developed the “Freedom in Learning Statement” to be included on all course syllabi in the system to ensure that students are aware of this standard. Faculty are also required to identify the individual on campus responsible for handling student complaints. AAC developed guidance on this issue requiring the following state:

Freedom in Learning. Under Board of Regents and University policy, student academic performance may be evaluated solely on an academic basis, not on opinions or conduct in matters unrelated to academic standards. Students should be free to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion, but they are responsible for learning the content of any course of study for which they are enrolled. Students

(Continued)

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who believe that an academic evaluation reflects prejudiced or capricious consideration of student opinions or conduct unrelated to academic standards should contact _____ to initiate a review of the evaluation.

Following the Legislative discussions in 2006, the Board of Regents requested reports for three years to monitor the frequency of reported violations on campus. The reports for the 2005-06, 2006-07 and [2007-08](#) Academic Years provided data for roughly 900,000 potential instances that could have occurred during this three year period. During this time, only six instances were reported. The reports also provide a list of off-campus speakers who were invited to present at all Regental institutions for the given academic year. Due to the low frequency of incidents reported, it was determined that annual reporting was no longer necessary.

During the 2017 Legislative session, renewed interest emerged in advancing similar legislation that had been proposed in 2006. An overview of the current policy and guideline structure in the Regental system was shared with legislative leadership, along with previous reports. Legislation targeting intellectual diversity eventually did not surface. However, to provide more recent documentation of the frequency of this activity in the system, campuses were asked to provide incident reports and speaker lists for the 2016-17 academic year.

During the 2016-17 academic year, there were 16,668 course sections offered with a total of 299,463 student enrollments. No adverse reports were filed across for any course sections in the Regental system (see Attachment I). Campuses also provided venues for a wide variety of speakers across a range of topics (see Attachment II).

IMPACT AND RECOMMENDATIONS

The Regental institutions, faculty, staff and students continue to be responsible stewards of academic freedom. In the classroom, faculty and students have continued to encourage intellectual curiosity and uphold standards of rigorous inquiry. Regardless of the private beliefs or allegiances of the persons who participate in university activities, they have found ways to conduct the business of education, research and learning while respecting the views of their colleagues.

ATTACHMENTS

Attachment I – Academic Freedom Complaint Report: 2016-17
Attachment II – Campus Speakers List: 2016-17

Institution	COMPLAINTS BY INSTITUTIONAL STUDENTS											
	Anonymous Complaints				Informal Complaints				Formal Complaints			
	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious
	Warning	Discipline	Remedy provided		Warning	Discipline	Remedy provided		Warning	Discipline	Remedy provided	
BHSU												
DSU	0	0	0	0	0	0	0	0	0	0	0	0
NSU	0	0	0	0	0	0	0	0	0	0	0	0
SDSM&T	0	0	0	0	0	0	0	0	0	0	0	0
SDSU	0	0	0	0	0	0	0	0	0	0	0	0
USD	0	0	0	0	0	0	0	0	0	0	0	0
Total												
Institution	COMPLAINTS BY INSTITUTIONAL STUDENT ORGANIZATIONS											
	Anonymous Complaints				Informal Complaints				Formal Complaints			
	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious
	Warning	Discipline	Remedy provided		Warning	Discipline	Remedy provided		Warning	Discipline	Remedy provided	
BHSU	0	0	0	0	0	0	0	0	0	0	0	0
DSU	0	0	0	0	0	0	0	0	0	0	0	0
NSU	0	0	0	0	0	0	0	0	0	0	0	0
SDSM&T	0	0	0	0	0	0	0	0	0	0	0	0
SDSU	0	0	0	0	0	0	0	0	0	0	0	0
USD	0	0	0	0	0	0	0	0	0	0	0	0
Total												
Institution	COMPLAINTS BY PARENTS OF INSTITUTIONAL STUDENTS											
	Anonymous Complaints				Informal Complaints				Formal Complaints			
	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious
	Warning	Discipline	Remedy provided		Warning	Discipline	Remedy provided		Warning	Discipline	Remedy provided	
BHSU	0	0	0	0	0	0	0	0	0	0	0	0
DSU	0	0	0	0	0	0	0	0	0	0	0	0
NSU	0	0	0	0	0	0	0	0	0	0	0	0
SDSM&T	0	0	0	0	0	0	0	0	0	0	0	0
SDSU	0	0	0	0	0	0	0	0	0	0	0	0
USD	0	0	0	0	0	0	0	0	0	0	0	0
Total												
Institution	COMPLAINTS BY OUTSIDE GROUPS OR INDIVIDUALS											
	Anonymous Complaints				Informal Complaints				Formal Complaints			
	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious	Meritorious*			Nonmeritorious
	Warning	Discipline	Remedy Provided		Warning	Discipline	Remedy Provided		Warning	Discipline	Remedy Provided	
BHSU	0	0	0	0	0	0	0	0	0	0	0	0
DSU	0	0	0	0	0	0	0	0	0	0	0	0
NSU	0	0	0	0	0	0	0	0	0	0	0	0
SDSM&T	0	0	0	0	0	0	0	0	0	0	0	0
SDSU	0	0	0	0	0	0	0	0	0	0	0	0
USD	0	0	0	0	0	0	0	0	0	0	0	0
Total												

* Indicate the total number of complaints in each category that was found to be meritorious. Under separate cover, please explain each case, identifying the individuals involved, the conduct that was found objectionable, the action that was taken to prevent future transgressions and the action that was taken to make the complainant whole.

BHSU

Geek Speak Lecture Series – University Honors Program (Campus Faculty Presentations)

- *"Stunde Null: The Holocaust and Memory after 1945,"*

Dr. Adam Blackler

- *"Panic! At the Meat Department. Food Scares as Moral Panics,"* Dr. Trenton Ellis
- *"Iconography of Desire (And Confusion),"* Dr. Avi Jain
- *"Mammas Don't Let Your Babies Grow Up to Be Oscar Wilde: The Dialectical Cowboy,"* Dr. Tim Steckline
- *"BHSU Edge: Creating the Professional Student Development Program,"* Karin Humar, International University Scholar
- *"Supersymmetry, Superstrings and the quest for the Theory Of Everything,"* Dr. Nag
- *"Are We All Related? Race and the Embrace of The Other,"* Professor Jace DeCory and Dr. Tim Steckline
- *"Lawyers, Home Runs, and Money: The Long and Ongoing Corruption of Professional Baseball, America's Past-its-Time,"* Dr. David Cremean
- *"999 Mona Lisas in the Age of Digital Reproduction: A Tribute to the Life and Work of Walter Benjamin,"* Dr. Tim Steckline
- *"I'm Like, Who Needs This Grammar Stuff?"* Dr. Andrey Reznikov
- *"LGBTQ+: Fleshing Out the Acronym,"* Dr. William Cockrell, Dr. Lesleigh Owen, Terri Bruce, and Dr. Emilia Flint
- *"Recycling Perceptions,"* Hailima Yates
- *"Dangerous Minds: Banned Books and their Authors,"* a panel discussion with Scott Ahola, Emily Eggebraaten, Amber Wilde, and Shana Monnens
- *"Uranium Mining in the Black Hills: An Explosion of Interest,"* Dr. Liliias Jones Jarding
- *"All We Are Saying: Social Activism in Music,"* Dr. Trenton Ellis and Dr. Dan May
- *"In vitro Nanoparticle Cytotoxicity on Buffalo Rat Liver Cells,"* Alicia Benz, International University Scholar
- *"The Islamic Moorish Influence on the Architecture in the South of Spain,"* Ashley Ruegg, International University Scholar
- *"The Social Life of Meat,"* Dr. Trenton Ellis
- *"A Tour of Voting Systems: How do we choose a winner?"* Dr. Dan Swenson
- *"God Show Me the Way: Religion and Hip Hop,"* Dr. Day May
- *"Not Just a Cheesy Monster Movie: the Multiple Meanings of Godzilla,"* Dr. Tom Arnold
- *"Draw Something! A Drawing Workshop,"* Professor Desy Schoenewies
- *"Biblically Speaking: Sin and the Role of Women in the Christian New Testament,"* Dr. Amy Fuqua
- *"Preaching to the Nerves Instead of the Judgment: The Victorian Sensation Novel,"* Dr. Martin Fashbaugh
- *"The Narcissistic Doctor? Leadership, Ethics, and Dr. Who,"* Dr. Jeffrey Wehrung
- *"I Was Real Once," sighed Mr. Holmes: #BelieveinSherlock #FightJohnWatsonsWar,"* Dr. Nikki Dragone
- *"Public Speaking: Raising Hell,"* Dr. Adam Gaffey
- *"#BlurredLines: American Raunch Culture,"* an open discussion with Drs. Courtney Huse Wika, Trenton Ellis, Rickie Legleitner, and Laura Colmenero-Chilberg
- *"Stuffies, Sex and the Contemporary Counter-Reformation,"* Professor Ann Porter
- *"So Much More Than 'Just a Game:' A Complete Summer Program Curriculum for School-Aged Children Aligned to Education Standards,"* University Scholar Megan Hohn.
- *"Perspectives on Hunger,"* Dr. Trenton Ellis and Dr. John Alsup.
- *"Speaking on Behalf of the Natural World's Rights,"* Dr. Nikki Dragone.

- *"Studying Society through the Apocalyptic Novel: The Road, The Year of the Flood, The Stand, and On the Beach,"* Dr. Laura Colmenero Chilberg.
- *"The Origins of Language,"* Dr. Andrey Reznikov.
- *"Outgrowing Optimism,"* Dr. Tim Steckline.
- *"Robin Hood Redux: How through Troubled Asset Relief Program (TARP), CEOs Rob From the Poor and Pay the Rich,"* Dr. Byron Hollowed.
- *"Now That It's Too Late?: Climate Change and the Anthropocene,"* hosted by Instructor Matthew Bauman.
- *"Ethnobotany and Indigenous Lakota Plants,"* hosted by Professors Jace DeCory, Justin Ramsey, Tara Ramsey, and John Dixon.
- *"I'll Take You to the Dark Side: Our Fascination with Death and Disasters,"* hosted by Dr. Ignatius Cahyanto.
- *"The Man on the Motorcycle: The Revolutionary Thought of Che Guevara,"* hosted by Dr. Tim Martinez.
- *"Always Contested: The Confederate Flag in the Public Imagination,"* hosted by Dr. Adam Gaffey.
- *"All that is Good is Nastier than Ever: Punk vs. Disco: The Defunkification of the Nation,"* hosted by professors Kelly Kirk and Chris Hahn.
- *"Just Do It: Sports Participation & Onset of Sexual Behaviors in Adolescents,"* hosted by Kristin N. Prescott (Defense).
- *"Cracking the 'Hermeneutically' Sealed Box of Structuralism: A Poststructuralist Reading of Nicos Poulantzas,"* hosted by Cody A. Drolc (Defense).
- *"Mathematical Instruction: Sometimes Change is Good,"* hosted by Myranda K. Mattke (Defense).
- *"In the Name of the People: Castro's Revolution in Theory, Practice, and Results,"* hosted by Kim R. Kaufmann (Defense).
- *"Harry Truman and the Atomic Bomb: A Complex History and Analysis,"* hosted by Lucas C. Fralick (Defense).
- *"Don't Hate the Player, Hate the Game,"* John Ginther.
- *"The Truth is in Here: Why 12 Million Americans Believe Lizard People Run the Country (and Other 'Crazy Conspiracies),'* Dr. Aris Karagiorgakis.
- *"Love Me I'm Rich: The Rise and Fall of American Alternative Rock,"* Dr. Dan May.
- *"Breaking Bad and Inexhaustible Extreme Met(h)aphor,"* Dr. David Crimean.
- *"You Want to Send a Message, Use a Telegram. Theatre, Politics, and the Art of Confrontation,"* Dr. Pam Wegner.
- *"The Videogame Monologues: An Examination of Gender in a Male Dominated World,"* Instructor Will Cockerel.
- *"All That Is Good Is STILL Nasty: The Continuing Funkification of the Nation Part I: Funk and Urban Culture in the 1970s,"* Dr. Chris Hahn and Professor Kirk.
- *"Butchers, Buffoons, and 'Basterds': Nazis in Popular Culture,"* Dr. Tom Arnold.
- *"The Sound (and a Bit of Sense) of Poetry from Ancient Times to the Present,"* Dr. Nicholas Wallerstein.
- *"Hands Up Don't Shoot: Boiling Points of Tension in Ferguson, Missouri,"* hosted by Professor Desy Schoenewies.
- *"The Rhetoric of Equality: Martin Luther King, Jr., Malcolm X, and Arguments on Civil Rights,"* hosted by Dr. Adam Gaffey.
- *"Disruptive Depictions of Disability in South Park,"* hosted by Dr. Rickie Ann Legleitner.
- *"Welcome to the Zombie-Ridden Landscape of the Real: The Walking Dead and the 21st Century Passion for the Real,"* hosted by PhD Candidate Tyrone White.
- *"The Fall Defense: Revealing Tournament Theory's Motivational Techniques within Hollywood Movies; On Finding Hope"* hosted by Julie Gueswel and Jordan Louks.
- *"The Geek Chic"* hosted by Dr. Robb Campbell.

- *"Lincoln and Gettysburg from Rhetorical Artistry to National Totem,"* hosted by Dr. Adam Gaffey.
- *"For pairs of lips to kiss maybe / Involves no trigonometry: Mathematics and Poetry,"* hosted by Dr. Dan May.
- *"Practical Magic: The Myths and Rituals of Halloween,"* hosted by Dr. Courtney Huse Wika.
- *"The Dark Mouse: The Evils of Disney,"* hosted by Dr. Tim Steckline.
- *"Why Democracy Needs Good Novels: The Future of Fiction,"* hosted by Dr. Amy Fuqua.
- *"WE ARE #RAVENSATION: Violence in the NFL,"* an open panel discussion. Hosted by Drs. Marker, Anagnopoulos, Gaffey, and Wallerstein.
- *"All That is Good is Nasty: The Funkification of the Nation,"* Hosted by Dr. Chris Hahn.
- *"Happy? The Secrets to Daily Joy and Lasting Fulfillment:"* Hosted by Dr. Jami Stone.
- *"The Super History of America's Superheroes,"* hosted by Professor Kelly Kirk.
- *The Defense: "The Surveillance Industrial Complex: America's Privacy Crisis;" "Distinguishing the Meditative Benefits of Drawing Within and Without Borders on Acute Stress,"* hosted by Nicole Faas and Kaitlin Schneider, respectively.
- *"This is Gonna Suck: The Vampire in History and Literature,"* hosted by Dr. Courtney Huse Wika.
- *"A Look at Beauty: Bias, Brokenness, and the Pursuit of Truth,"* hosted by Professor Gina Gibson.
- *"Children Beware! Stephen King and Evil in Its Many Forms,"* hosted by Dr. Laura Colmenero-Chilberg.
- *"My Bloody Valentine: The Psychology of Serial Killers,"* hosted by Dr. Emilia Flint.
- *"Just a Shadow You're Seeing That He's Chasing: Bob Dylan, Mystic,"* hosted by Dr. David Cremean.
- *"What Does the Fox Say: The Animal in Art and Society,"* hosted by Dr. Ann Porter.
- *"We Wish you a Merry and Terrifying Christmas: Myths, Histories, and Legends of the Holiday"*
- *"56 Houses Left: Urban Decay and Abandonment,"* hosted by Professor Desy Schoenewies.
- *"Killing the President: JFK and the Conspiracies,"* hosted by Dr. Sasha Pursley.
- *"The Good Death: Death and Dying in the Civil War,"* hosted by Professor Kelly Kirk.
- *"Your Guide to the Apocalypse: The History of Zombies,"* hosted by Dr. Courtney Huse Wika.

Student Organization Events

List provided by the Office of Student Engagement. Free to all students.

Fall 2016

Sex Signals- 76 ppl Title IX presentation and get consent message Sponsored by Campus Activity board, Athletics, and the Division of Student Affairs

Jesus Nebot: Presidential Election 16'- 14 ppl Issue to discuss and think about regarding the presidential election Sponsored by Campus Activity board

Kati Seymour: I'm Possible Motivational talk- 35 ppl Sponsored by Campus Activity board

No Till Gardening- 15 ppl Co-sponsored by the sustainability committee Campus Activities Board

Take back the night- 83 ppl Co-sponsored by Psychology Club, Human Services and Student Activities Grant

John Thune – 90 ppl. Political Science Association sponsored, no fee paid. Discussed election ballot issues.

Madeline Young Speaker Series – University Advancement

No dates available. All presentations are free and open to the public.

2016 Speakers

Kai Bird

Martin Sherwin

Michael Chabon

DSU

US Senator John Thune	US Senate Cybersecurity Field Hearing
Mark Shlanta	CEO, SDN Communications
Eric Pulse	Director of Risk Advisory Services, Eide Bailly
Jeremy Epstein	Lead Program Director, Security and Trustworthy Cyberspace Program, NSF
Kevin Stine	Manager, Security Outreach & Integration Group, Information Technology Laboratory, National Institute of Standards and Technology
Former US Senator Larry Pressler	History, Hollywood and War: Larry Pressler and the making of American History
2015 British Debate Team	Debate topic: Should the recreational use of marijuana be legalized in the US?
Jason Dobry	Google virtual interactive informational sessions
Dakota 38+2	Memorial and Reconciliation Ride
Daniel Morrow	DSU Commencement Speaker Founder of the Jamestown Exploration Company
Larry Pressler	Career Thoughts in the US Senate & Service as an Army Officer in Vietnam
Brenda Hanley, You Can Too, Inc.	Family Weekend - Say What You Need to Say
Catharsis Productions	Sex Signals
Elaine Pasqua	Safe Sexual Practices
Mixed Blood's Theatre	Daughters of Africa Production
Sen. Scott Parsley, Rep. Leslie Heinemann, Rep. Mathew Wollman	Legislative Cracker Barrel
Chef Karl Benjamin	Global Chef, Taste of India
Dr. Benjamin Jones	Author, Eisenhower's Guerrillas: The Jedburghs, the Maquis & the Liberation of France
Dr. Katherine Dooley	Assist. Professor of Physics & Astronomy at University of Mississippi, Listening to Black Holes Collide: The first Detection of Gravitational Waves
Dr. Jeremy Penn	Director of Student Affairs Assessment at NDSU, Don't Listen to the Mustn'ts: Assessing the Unaccessible
Mixed Blood's Theatre	Theory of Mind Production
Dave Kennedy	DakotaCon, DEO of TrustedSec
Eric Smith	DakotaCon, Senior Partner at Lares Consulting
Sarah Rasmussen	DSU Director of Extended Programs - Shatter the Silence; domestic violence awareness

Gov. Dennis Daugaard, Miles Beacom, Randy Schaefer	Dakota SMART Closing Ceremony; Beacom Institute of Technology Groundbreaking
Michael Ledema	Senior Engineer at Range Networks
Corey Steele	Network Security Engineer at High Point Networks
Ben Ten	Senior Security Consultant at TurstedSec
John Strand	Owner of Black Hills Information Security
Rob Fuller	Principal Security Engineer, Mubix
US Senator Mike Rounds	Legislating Cybersecurity
Dr. Susan Koch	DSU Commencement Speaker Chancellor, University of Illinois, Springfield
Dr. José-Marie Griffiths	DSU President - Research Day - Maria-Curie: Breaking Boundaries, Creating Knowledge - Legacies and Lessons for Passionate Inquire
Charlie Putnam	Artist Talk
Lori Wilbur	Supreme Court Justice - Women's Day Keynote Speaker
Joyce Jefferson	Independent Scholar - Women's Day - Phenomenal Woman and Other Sheroes
Belinda Joe	Educator - Women's Day - A Dakota Prophecy of Education-Hanpa (Moccasins) and Boots
Risë Smith	DSU Digital Design & Access Librarian/Professor - Women's Day - Untangling Family Threads: Introduction to Genealogy Sources

NSU

<u>College/School</u>	<u>Off-campus Speaker</u>	<u>Class</u>
College of Arts & Sciences	Lawrence Diggs	Black History Month Speaker (February 22, 2017)
College of Arts & Sciences	J.J. Perry and Scott Waltman (Aberdeen American News)	Noon Forum (March 15, 2017)
College of Arts & Sciences	Cory Heidelberger	Noon Forum (April 5, 2017)
College of Arts & Sciences	Dan Kaiser, Al Novstrop, Drew Dennert	Noon Forum (October 12, 2016)
College of Arts & Sciences	Cory Heidelberger, Brooks Briscoe	Noon Forum (October 19, 2016)
College of Arts & Sciences	Judge Tony Portra (SD 5th Judicial Circuit)	CJUS 201 (March 15, 2017)
College of Arts & Sciences	SA Kelly B. Kenser (Federal Bureau of Investigation)	CJUS 201 (December 16, 2016 & April 26, 2017)
College of Arts & Sciences	Officer Matthew Gruenberg (US Customs & Border Protection)	CJUS 201 (March 27, 2017)
College of Arts & Sciences	Mr. Chris White (Brown County State's Attorney)	CJUS 201 (October 3, 2016)
College of Arts & Sciences	Captain Rob Weinmeister (SD Highway Patrol)	CJUS 201 (February 13, 2017)
College of Arts & Sciences	Detective Kyle Fadness (Aberdeen Police)	CJUS 201 (September 16, 2016)
College of Arts & Sciences	Ms. Amy Krueger (Adult Court Service Officer)	CJUS 201 (October 26, 2016 & March 24, 2017)
College of Arts & Sciences	Mr. Kevin Rau (Juvenile Court Service Officer)	CJUS 201 (October 26, 2016 & March 24, 2017)
College of Arts & Sciences	Dennis Skadsen	Undergraduate Research Forum
College of Arts & Sciences	Chad Pedersen (NRCS)	BIOL 431
College of Arts & Sciences	Steven Maras (NRCS)	BIOL 431 and BIOL 302
College of Arts & Sciences	Dr. Thomas Luzier (Avera)	BIOL 422
College of Arts & Sciences	Dr. Leonard Suel (Avera)	Pre-Physical Therapy Club
College of Arts & Sciences	Dr. Kyle Francis (Sanford Research - SF)	Seminar on campus

College of Arts & Sciences	Christopher Nelson (Avera)	BIOL 302
College of Arts & Sciences	Various Sanford Research Scientists	DDN Seminars for students
School of Business	Brett Newton-World Classrooms	BADM 360- Organization and Management
School of Business	Logan Dosch- Northwestern Mutual	BADM 360- Organization and Management
School of Business	Joseph Sztapka-Modern Woodmen	BADM 101- Survey of Business and BADM 457- Business Ethics
School of Business	Rachel Kippley-H&R Block	BADM 101- Survey of Business
School of Business	Michael Bockorny-Aberdeen Dev. Corp.	BADM 101- Survey of Business
School of Business	Logan Dosch-Northwestern Mutual	Business Club Meeting
School of Business	Mark Hahler-CorTrust Bank	Business Club Meeting
School of Business	Gatlin Johnson- Entrepreneur	BADM 101- Survey of Business
School of Business	Kelly Weaver- SD Small Business Development Center	BADM 350- Business Law (Fall 2016)
School of Business	Kelly Weaver- SD Small Business Development Center	BADM 336- Entrepreneurship (9/7/2016, 11/4/2016, 1/27/17)
School of Business	Cindi Walsh- US Bank	
School of Business	Travis Antonsen-SDWG	
School of Business	Lori Bauer- Wells Fargo	
School of Business	Diane Soderlund- Wells Fargo	
School of Business	Jeff Lassler- Freight forwarder/Consultant	BADM 440-International Financial Management
School of Business	Makenzie Zomers- SD Investment Council	
School of Business	Mark Dunn- VP of First Premier Bank	BADM 449- Commercial and Ag Lending (Spring 2017)
School of Business	Rob Keil- Dacotah Bank	BADM 449- Commercial and Ag Lending (Spring 2017)
School of Business	Travis Schaunaman- Production Monkeys	BADM 403- Integrated Marketing Communications
School of Business	Josh Latterell- ELM Marketing	BADM 378- Marketing for E-Commerce
School of Business	Mike Salem- owner/operator of McDonald's Aberdeen	BADM 370- Principles of Marketing
School of Business	Brett Newton- World Classrooms	BADM 370- Principles of Marketing
School of Education	Ardell Fiedler (SDSBVI)	
School of Education	Marjorie Kaiser (SDSBVI)	
School of Education	Megan Neil (Northeast Mental Health)	
School of Education	Kristi Myhre (Northeast Mental Health)	
School of Education	Paula Shrouda (Parent Connections)	
School of Education	Tammy Leddy (Family Support)	
School of Education	Beth Peschong (Aberdeen School District)	

School of Education	Angie Hansen (Aberdeen School District)	
School of Education	Barb Magera (Aberdeen School District)	
School of Education	Dani Daugherty (Deputy Regional Director - Indian Services, Bureau of Indian Affairs)	
School of Education	Dr. Janeen Outka (Instructional Leader, Teachwell Solutions)	
School of Education	Cindy Kirschman (Transition Liaison, State Transition Project)	
School of Education	Monica Beck (HS Special Ed Teacher, Aberdeen School System)	
School of Education	Ann Fortin (Counselor, Vocational Rehabilitation)	
School of Education	Jennifer Gray (Director, ASPIRE)	
School of Education	Joan Ray (Monitor, SD DOE)	
School of Education	Mariah Grave (Special Ed Preschool Teacher, Aberdeen School System)	
School of Education	Renae Rausch (Special Education Director, Aberdeen School System)	
School of Education	Rebecca Cain (Special Education Staff, SD DOE)	
School of Education	Ms. Rebecca Christiansen	CGPS 769 (Fall 2016)
School of Education	Ms. Jill Stephenson	CGPS 769 (Fall 2016)
School of Education	Ms. Heather Aldentaler	CGPS 769 (Fall 2016)
School of Education	Ms. Annie Falk	CGPS 711 (Fall 2016), CGPS 710 (Spring 2017)
School of Education	Ms. Andrea Diehm, Ms. Megan Tatum	CGPS 711 and CGPS 769 (Fall 2016)
School of Education	Ms. Ashley Seeklander	CGPS 710 (Spring 2017)
School of Education	Ms. Sharon Knuppe	CGPS 710 (Spring 2017)
School of Fine Arts	Troy McQuillen & Eliot Lucas (McQuillen Creative Group)	Professionalism Week (graphic design students)
School of Fine Arts	Dr. Kathryn McFadden	Visiting Scholar - art students
School of Fine Arts	Dr. Teri Rueb & Alan Price	Collaborative mapping project with students and community
School of Fine Arts	Lauren Pretorius	Exhibit of artwork in JFAC opening gala and discussion
School of Fine Arts	Three Dog Night	Performance - JFAC opening gala
School of Fine Arts	Robert Spring	Guest clarinetist for NSU Clarinet Day; NSU Symphonic Band winter tour
School of Fine Arts	Lee-Chin Siow	Guest violinist for Aberdeen University-Civic Symphony fall concert

School of Fine Arts	Mark Walters	Guest tenor - NSU Opera Theater production of <i>Gianni Schicchi</i> and worked with students
School of Fine Arts	Anthony Rohr	Guest tenor - NSU Opera Theater production of <i>Gianni Schicchi</i>
School of Fine Arts	Doug Woolverton	Guest trumpeter for 47th annual South Dakota Jazz Festival

SDSMT

CCWC	Science Based Drug and Alcohol Workshop
Campus Department	State of the Economy
Campus Department	West River Human Trafficking Task Force - Law Enforcement
SALC	Mentalist
SALC	Constitution Days
CPDC	CollegeRepublicans - ConCon
NSBE	NSBE Open Forum
Counseling Department	Poverty Series
Counseling Department	Poverty Series
Campus Department	Sanford Lab Community Forum
Counseling Department	Poverty Series
Physics Department	Physics Colloquium - Dr. Junker
AISES	AISES Dakota Access Pipeline Open Forum
WISE	WISE Forum
WISE	Women in Science
SALC	Comedian

SDSU

Courtney Ehlers	Semester 5 speaker, Professionalism, Ethics & Nursing = the WHY we do what we do.
Jim Weber & Doug McCune - Puetz Construction	CM 410 Construcion Management at Risk and Puetz Construction Projects
Paul Sahr - Mills Construction	CM 410 Construction Management at Risk and Mills Construction Projects
Joel Bordewyk (M.E. Alum) & Jason Lohrenz, POET Biofuels	Developments in the Ethanol Fuel Industry
Bill Ott & Josh Bobb (M.E. alum), Link Manufacturing, Inc.	Design of Special-Purpose and Custom Suspension Systems for Transportation
Dennis Micko	Professional Licensure
James Unruh, HDR Inc.	Transportation Study of 41st and I-29 Overpass and intersection with Louise Ave (Sioux Falls, SD)
Eric Olson, AET	Geotechnical Consideration for Elementary School Development in Ohio
Justin Gabrielson, Ames Construction	Project Management and Field Engineering in Civil Engineering
Brian Hoellein, Bartlett & West	Construction of booster station for City of Rapid City Water Distribution System
Ricky Meyers	SDSU Tribal Relations Director, gave remarks at the closing reception for the Smithsonian Institution traveling exhibition <i>IndiVisible: African-American Lives in the Americas</i>
Megan Erickson and Megan Jacobson	Exploring the Food Culture of South Dakota
Roger Musick, CEO at Innovative Systems LLC	SDSU Entrepreneurship Workshop Series
Shane Swedlund, Engineering Manager, Raven Industry	SDSU Entrepreneurship Workshop Series
Tim Weelborg, Executive Director, Enterprise Institute	SDSU Entrepreneurship Workshop Series
Dwaine Chapel, Executive Director, Research Park at SDSU	SDSU Entrepreneurship Workshop Series
Jennifer Quail, Director of Entrepreneur Support, Brookings Economic Development Corporation	SDSU Entrepreneurship Workshop Series
Mark Luecke, Managing Director and Chief Executive Officer of South Dakota Innovation Partners, LLC,	SDSU Entrepreneurship Workshop Series
Sue Lancaster, Corporate Development and Strategy, South Dakota Innovation Partners, LLC	SDSU Entrepreneurship Workshop Series
Patrice Buzznell	Leadership Summit - Leadership and Resiliency
LeeAnn DeReus	Women's Challenges and Opportunities in a Complex Political Situation
Michael Dianovsky	Learning How to Learn: The Path Less Traveled in Education
Ron Feldman	The Minneapolis Plan to End Too Big To Fail
Jennifer Anderson	The Value of a Liberal Arts Skillset for Our Workforce and Communities
Mary D. Moller	There is No Health Without Mental Health: Our Nation in Crisis
Patrice M. Buzzanell	Leading Everyday Resilience Enactment in the Workplace

Naomi Oreskes	The American Denial of Climate Change
Rod Purcell and Dave Beck	Trumpexit: Promises & Pitfalls of Applied Sociology & Community Action
Matthew Statler	Developing Practically Wise Leaders
Charalampos Kalodimos	Health and Diseases—Exploring the World of Large Protein Machineries
Dr. Daniel G. Petereit, Rapid City Regional Hospital	Walking Forward Research Program: Assessing Cancer stage and screening disparities among American Indians in South Dakota.
Dr. David Oupicky, University of Nebraska Medical center, Omaha, NE	Development of pharmacologically active polymers and polymeric prodrugs
Dr. Thomas Gajewski, University of Chicago	Tumor and host factors regulating anti-tumor immunity and immunotherapy efficacy
Dr. Joe Moose, 2015 Independent Pharmacist of the Year	Optimizing the Medical Neighborhood: Transforming Care Coordination Through Community Pharmacies
Molly Youngkin, MLS Outreach Librarian, Wegner Health Science Information Center	Information Literacy
LT. Abby Bacon from UP Public Health Services	Transformational leadership
Becky Moen, MS, CNP, Sanford Clinic	Wound Care and Suturing
R. Maclean Smith, MD, Asthma and Allergy Clinic	Asthma, Allergic Rhinitis, Anaphylaxis, and Urticaria
Oluma Bushen, MD- Avera Senior Care	Geriatrics
Geoffery Tufty, MD, Sanford Eye Center	Ophthalmology for Primary Care
Bryan Barness, MD- Sanford Radiology	Chest x-ray
Heidi Furth, MS, CNP Avera Medical Group Dermatology	Dermatology for Primary Care
Cynthia Davis, MD- Independent Women's Care	DUB, pelvic Pain, STI
Lisa Van Gerpen, CNM, Avera Health	Pregnancy and Contraception
Tricia Merrigan, MD Avera Medical Group Comprehensive breast care	Women's health and breast abnormalities
Dr. LuAnn Eidsness, Sanford Palliative Care	Palliative Care
Michele Snyders, MSW, Avera Senior Care	Advanced Care Planning
Dr. Nancy Free, Child's Voice	Child Abuse and Child Maltreatment
Emily Andersen, CNP, Avera Medical Group Hematology and Bone Marrow	Lymphoma and Leukemia
Dr. Chris Fischer- Sanford Radiology	Neuro Imaging
Emily Hutchinson, CNP, Sanford Neurology	Meningitis, Vertigo, Trigeminal Neuralgia, TBI, Brain Tumors, Head CT/MRI
Denise Boraas, CNP Avera Neurology Associates	Headaches, Seizures, MS, Paresthesia, Parkinson's & Bell's Palsy
Dr. Charles Shafer- Falls Community Health	HIV/Aids
Heather Johnson, CNP, Sanford Health	Peds Neuro (Spina Bifida, Tourette's/Tics, Cerebral Palsy, Fragile X, Down syndrome)-
Linda Young- SD Board of Nursing	Transitioning to Advanced Practice Part 1
Dr. Ray Sturdevant- Prairie Pediatrics	Pediatric Mental Health (ADHD, Autism, Conduct)-
Dr. Oluma Bushen Avera Senior Care	ACS, Dementia, Alzheimer's Disease, Delirium
Abigail Gramlick-Mueller- Health Management Partners	Chronic Pain-

Teresa Buell, CNM Sanford Obstetrics and Gynecology	High Risk Pregnancy-
Marilyn Swan Dissertation	Area of Scholarship
Bill Courser	Big Data
Mary Krogh	Dissertation and area of scholarship
Amy Newstrom CNP	Mental health
Jane Langbehn	Chronic pain
Dr. Storm	HIV and AIDS
Dr. Matt Simmons	Headaches
Beth Iverson CNP	Renal disease
Kim Nearhood CNP	Palliative Care
Sarah Schryvers CNP	Suturing, wound care
Dr. Gail Bernard	Eye diseases
Deb Kuehn	Pediatric respiratory illness and well child care
Kara Stapert CNP	Brest health, menopause
Michele Plooster CNP	Contraception
Dr. Robert Durst	Chest Imaging
Dr. A. Kumar	Asthma
Molly Youngkin, MLS, Wegner Library	Library Resources
Major Anderson, RN	Core Disaster Life Support (Disaster Training)
Corolla Lauck, RN	Pediatric Emergencies
Samantha Hill, SD Dept. of Health	Mass Casualties
Abby Bacon, RN, US Public Health Service	Transformatinal Leadership
Shardendu Singh	Understanding crop responses to environment for better resource use efficiency to improve yield and stress tolerance
Stephanie Bruggeman	Weed Response Genes in Corn and Teosinte
Adam McDermaid	RNA-seq data analysis and a recent collaboration between Qin Ma lab and USDA.
Jeff Bradshaw	Managing the wheat stem sawfly in the face of rapid increase and geographic spread of its pest status.
Shuang Wu	Symplastic communication and plant root development
Padmapriya Swaminathan	Transcriptome Assembly and Analyses of Non-model Species
Cheryl Reese	Saline and Sodic Soils in SD: Soil Amendments or Cover Crops as Management Tools?
Bhanu Prakash Petla	Molecular and Biochemical Characterization of Protein L-Isoaspartyl methyltransferase (PIMT) from <i>Oryza sativa</i>
Louis Hesler	As Time Goes On: A 10-Year Assessment of Lady Beetles in Eastern South Dakota
Matthew O'Neal	Crop Production and Bee Conservation: what can be learned from Iowa?
Brent Hulke	Using quantitative genetics for the improvement of oilseed sunflower (<i>Helianthus annuus</i> L.)
Burton Johnson	Screening new crops for adaptation promotes agricultural sustainability
Karen E. Hedin, Ph.D., Professor of Immunology, Department of Immunology, Mayo Clinic	New ways the CXCR4 chemokine receptor regulates cancer: from IQGAP1 to Hippo
Joseph Dauer, Assistant Professor of Life Science Education, University of Nebraska-Lincoln	Comparison of Student Learning While Investigating Versus Building Models of Biological Systems

Jennifer Krauel, Researcher, University of Tennessee	Aeroecology and high-altitude insect migration
Shitao Li, Ph.D, Assistant Professor, Department of Physiological Sciences, Oklahoma State University	Influenza-Host Interaction Controls Host Defense and Viral Pathogenesis
W. Allen Miller, Professor, Plant Pathology & Microbiology Department, Iowa State University	Novel translation mechanisms of plant viruses: a weak link in the infection process?
Marulasiddappa Suresh, Professor of Immunology, Department of Pathobiological Sciences, School of Veterinary Medicine, University of Wisconsin – Madison	Mechanisms of T-Cell Memory to Viral Infections
Michael Goodin, Associate Professor, Department of Plant Pathology, College of Agriculture, Food, and Environment, University of Kentucky	Please excuse me while I rearrange your nucleus: replication and movement of negative-strand RNA viruses in plants
Dr. Phillip Fay (USDA-ARS)	"Atmospheric CO ₂ , climate, and productivity in simple and diverse grasslands"
Kristy Bly (World Wildlife Fund)	"Averting extinction: black-footed ferret recovery in the North American Great Plains"
Dr. Chuck Madenjian (USGS)	"Sex and contaminants in fish: "hot spots", big testes, and high activity males"
Julie Borlaug	World hunger
Jeff Alworth	Tastes and Traditions fo European Beer
Steve Burroughs	Rammed Earth Architecture - SDSU and beyond.
Peter Capossela	Author of "Land Along the River: The Ongoing Saga of the Sioux Nation Land Claim 1815-2012".
Chuck Vollan	Bone Dry South Dakota: The Failure of Prohibition in a Rural State lecture
Bethany Amundson	Band Director Health: How to Prevent Injury on the Podium
Travis Cross	The Interactive Rehearsal: Empowering Students to Think, Listen, and Move
Maribeth Yoder-White	Music and Literacy: A Natural Connection
Carol Krueger	Choral Sight-Reading in the Classroom
Marc Mueller	Its All About Me - The Power of Personality on the Podium
David Schumann	Organizing a Winder Drumline
Charles Lazarus	How to Listen: The Key to Successful Ensemble Playing
Rod Purcell-University of Scotland	Globalization, New Populism and the Challenge for Organzing Communities
Dave Beck-University of Scotland	
Darrell Hartmann	Brookings Fire Department Chief
Gaye Scott	FBI
Michelle Johnson	SDSU Title IX Coordinator
Jani Kovach	SDSU Title IX Investigator
Sandra Ruesch	Brookings Hospital Sexual Assault Nurse Examiner
Terry Coon	Brookings Police Department Sargent
Sara Reed	Brookings Associate Director
Ron Feldman	The Minneapolis Plan to End Too Big to Fail
Dr. Alex Bruton	Why Most of Our Ideas Suck (But Don't Have To); "Why We Need to Innovate How We Learn to Innovate; Becoming a Big Idea Maker

Dr. L. Dean Chapman	University of Saskatchewan "The Canadian Light Source and Biomedical X-Ray Imaging"
Dr. Rian Bahrn	Los Alamos National Laboratory "LANL Overview + Advanced Subcritical Neutron Multiplication Experiments"
Robert Weinmann-Smith	"Estimating the AmLi Interrogation Neutron Spectrum for Uranium Safeguards"
Sean Ervin	Van Zante Visiting Artist/Designer
Luke Bulman	ART 121 guest speaker
Josh Johnson	Juror Artist lecture
Martin Meca	Landscape Architecture Lecture Council guest speaker
Brian Leaders, PLA	Landscape Architecture In-studio critic/Juror
Andrew Gorham, PLA	Landscape Architecture In-studio critic/Lecture
Doug Bisson	Landscape Architecture In-studio critic/Lecture
Gabe Laber, PE	Landscape Architecture In-studio critic
Jamison Rounds	Landscape Architecture In-studio critic
Mike Cooper	Landscape Architecture Juror
John Royster, FASLA	Landscape Architecture Juror
Rose Fraser	Landscape Architecture Juror
Jeff Van Looy	Out of Sight, Out of Mind: "The Critical Need for Researching Glaciers in the Greater Yellowstone Ecosystem"
Judith Meyer	Out of the Archives and onto the Trail: "Doing" Geography along Yellowstone's Howard Eaton Trail
Craig Colten	Louisiana: The Perpetual State of Disaster
Jack Wright	Conserving America's Landscapes: Geography of Wisdom of Land Trusts
Eric Gakstatter	GPS is Changing...A lot
Jeffrey Danielson	Improving Elevation Mapping in the Pacific Region: One Island, One Region at a Time
Glen MacDonald	Beyond Perfect Drought--California and Water in the 21st Century
Jennifer Anderson, Ph.D.	"The Value of a Liberal Arts Skillset for Our Workforce and Communities"
Dr. Patrice Buzzanell	"Leading Everyday Resilience Enactment in the Workplace" Women's Leadership Summit Keynote
Gene Fennell	Universal Design
Martin Hogue	Art and teaching
Steve Burroughs	Rammed Earth
Luke Bulman	Architecture and Graphic Design
CHARALAMPOS G. KALODIMOS, University of Minnesota	Henry A. Lardy Distinguished Lecture in Chemistry
Don South	EXPL Expo - "What's This Guerrilla Doing In My Winery"
Michael Dianovsky	J.P. Hendrickson Faculty Scholar & Herbert Cheever Jr Liberal Arts Lecture - "Learn How to Learn: the Path Less Traveled in Education"
Matthew Statler	"Developing Practically Wise Leaders"
Kaleb Kroger, State Dept. Aide	GLST 401/MFL 492 "Liberal Arts skills in State Dept Work"
Stephanie Cole, SDSU Career Specialist	GLST 401/MFL 492 "Tools for Assessing Skills, Interests, and Careers"
Kathleen Fairfax, Director of International Affairs	GLST 401/MFL 492, "Careers in International Affairs and Civil Service"

Leah Brink, Recruiting Specialist, Daktronics	GLST 401/MFL 492, "Careers and Liberal Arts Skills in International Business"
Justin Garets, Travel Guide	GLST401/MFL492 "Opportunities in Travel Careers"
Francis Troyan, Ohio State Univ	Principles Of Instruction And Assessment Design For Proficiency Development," Faculty Development Workshop
Taneeza Islam, SD Bar Association	Panel Discussion on Immigration Law and Policy
Anna Marie Trester, FrameWorks Institute	Career Workshop & Keynote Address, plus guest lecturers in GLST/ENGL 492, GLST 401/MFL 492 and SPAN 444, "The Story Approach to a Career: Life after a Liberal Arts Degree,"
Robert B. Andrew, Department of State Diplomat in Residence	"Coffee with a Diplomat" information session about the Consular Fellows Program and State Department career/internship opportunities
Kari Scofield, SD Bar Association Immigration Committee	Guest Lecture, Honors Colloquium on Immigration
Tom Fishback	Bankers and Regulators: Ensuring a Safe and Sound Financial System
Tim Cownman	A Hydrologic-Hydraulic Model and Web-Based Flood Inundation Mapping Tool for the Big Sioux River Basin
Greg Delzer	Airborne Electromagnetic Survey Used to Assess the Big Sioux River Aquifer to Determine Sustainable Yield for the City of Sioux Falls, South Dakota
Zizhang Sheng	Antibody affinity maturation: rate, mutational space, and mechanisms of modulation
Dr. Eric Michel, Postdoc, Department of Natural Resource Management, SDSU	Assessing factors that influence individual and population level morphometrics for captive male white-tailed deer
Gaits of Harmony	Considerations for running therapeutic riding centers
Volker Gerdt	Development of a vaccine for porcine epidemic diarrhea virus (PEDV)
Steven Gill	Developmental phases of the pre-term infant microbiome: impact of nutrition on the microbiome and infant growth
Pete Bauman, SDSU Extension	Distribution of Native Grasslands and Woodlands in Eastern South Dakota
Dr. Jed Murdoch, University of Vermont	Ecological interactions shape the distribution of a cultural ecosystem service: argali sheep (Ovis ammon) in the Gobi-Steppe of Mongolia
Al Miron	Economic Savings from the Practice of No-Till and its Effect on Water Quality
Joe Sousa	Equine dentistry
Jacci Feddler	Equine teeth floating demonstration
Kelsey Murray	Establishing Pathogenicity Profiles of Bacteria Along Selected Reaches of Rapid Creek, Skunk Creek, and the Big Sioux River
Jacob Kerby	Evaluation of Agricultural Tile Drain Exposure on Wetland Communities
Victoria Blatchford	Finances for equine businesses
Dianne Radermacher	Fixing Big Stone Lake Water Quality - Development of a Targeted and Prioritized Implementation Plan
Ramin Yadegari	Gene Regulatory Networks in Early Endosperm Development in Maize
Ryan Thompson	High-Resolution Hydrographic Mapping in Southeastern South Dakota
Stephen Polasky	InVEST and the Natural Capital Project: Emerging Economics of Natural Capital and Ecosystem Services

John D. Lawrence	Iowa Nutrient Reduction Strategy Science Assessment, Changing Agriculture's Impact on Water Quality
Tiffany Ring	Managing equine rescues
Dr. Steve Chipps, USGS Cooperative Fish and Wildlife Research Unit, Brookings, SD	Mercury in the Environment: Implications for Humans and Fish
Gregory Pazour	New Roles for an Ancient Organelle: Ciliary Defects Cause Cystic Kidney Disease and Structural Birth Defects
Danny Elam and Christa Lucas	Presentation and info session in Food Micro Lab (MICR 311L) on areas in which Ecolab specializes, and internship opportunities for students
Carmen Moraru	Pulsed light treatment for microbial inactivation in foods and food contact surfaces
Teresa Roster	Saddle fitting
Kathryn Fixen	Shining Light on How a Photosynthetic Bacterium Works
Dr. Muthiah Muruganandam, Visiting Fulbright Scholar at SDSU, Department of Natural Resource Management; currently Sr. Scientist (Fisheries and Aquaculture) at ICAR-Indian Institute of Soil and Water Conservation (ICAR-IISWC), Dehradun, India	Soil and Water Conservation Research and Technologies in India
Cheryl Kerfeld	Structure, Function, Assembly and Engineering of the Carboxysome and Other Bacterial Microcompartments
Mohamed Seleem	Teaching an Old Drug a New Trick (Antimicrobials Drug Discovery)
Ming-Fong Lin	Translational Research in Cancer - Prostate cancer as a model
Sara Forness & Students	Urban Influences on the Lower Sheyenne: A WFHS Research Project
Shawn Hostler, K9 Team (officer and dog)	Criminal Justice Club
Tracy Erickson	Human resources for the equine industry
Mary Beth Russell and Carrie Lucas	Nutrition Focused Physical examination
Lacey Seefeldt	Worksite Health Promotion
Tim Cownman	A Hydrologic-Hydraulic Model and Web-Based Flood Inundation Mapping Tool for the Big Sioux River Basin
Greg Delzer	Airborne Electromagnetic Survey Used to Assess the Big Sioux River Aquifer to Determine Sustainable Yield for the City of Sioux Falls, South Dakota
D.Brooke - Hensel Phelps Inc.	Construction Industry Panel Discussion
Al Miron	Economic Savings from the Practice of No-Till and its Effect on Water Quality
Kelsey Murray	Establishing Pathogenicity Profiles of Bacteria Along Selected Reaches of Rapid Creek, Skunk Creek, and the Big Sioux River
Jacob Kerby	Evaluation of Agricultural Tile Drain Exposure on Wetland Communities
Dianne Radermacher	Fixing Big Stone Lake Water Quality - Development of a Targeted and Prioritized Implementation Plan
Ryan Thompson	High-Resolution Hydrographic Mapping in Southeastern South Dakota
Stephen Polasky	InVEST and the Natural Capital Project: Emerging Economics of Natural Capital and Ecosystem Services
John D. Lawrence	Iowa Nutrient Reduction Strategy Science Assessment, Changing Agriculture's Impact on Water Quality
Carmen Moraru	Pulsed light treatment for microbial inactivation in foods and food contact surfaces

Sara Forness & Students	Urban Influences on the Lower Sheyenne: A WFHS Research Project
SD Board of Nursing	Spoke to Semester 5 students
Ruth DeFries	Can Global Prosperity Benefit People and Nature?
Michael Dirda	Good Reads: A Book Critic's Perspective with Pulitzer Prize-winner Michael Dirda
Robin Schulman	In Canada, People Like You & Me Can Sponsor Syrian Refugees
Kevin Breel	Kevin Breel: Boy Meets Depression
Marc Lynch	Making Sense of the New Arab Wars
Zach Wahls	My Two Moms: Lessons of Love, Strength, and What Makes a Family
Jane Smiley	One Book South Dakota: Creating a Midwestern Trilogy, Beginning with Some Luck-Jane Smiley in Conversation with SDPB's Lori Walsh
Dr. Joni Frater and Esther Lastique	Sex Ed Boot Camp
Dr. Karrin Vasby Anderson	Talking Trafficking: Framing People and Forging Policy against Human Trafficking
Kristi Scott (CDC)	CA150, guest speaker gave a lecture about professionalism in workplace via online link.
Tara Billings, Emily Howell, Leah Brink (Daktronics)	CA150, guest speakers gave lectures about Consumer Affairs in General Business.
Julie Werners, Vanessa Merhib, David Merhib (Various)	CA150, guest speakers gave lectures about Consumer Affairs in Non-profit organizations.
Sydney Rott (SDSU), Seoung Ho Maeng (NY life invest.)	CA150, guest speakers gave lectures about Consumer Affairs in Finance.
Tyler Burlarge (Burlage Peterson Auctioneers & Realtors)	CA150, guest speaker gave a lecture about Consumer Affairs in Marketing.
Brittany Thompson (SDSU)	CA289, guest speaker gave a lecture about consumer issues in nutrition.
Susan Alverson (Sdstate.Gov)	CA289, guest speaker gave a lecture about consumer issues in health.
Phil Carlson (Consumer Protection Division)	CA289, guest speaker gave a lecture about consumer issues in legal side.
Karla Eidem	HMGT/EFA 355, guest speaker, Selling to the Meeting Market
Julie Tkach	HMGT/EFA 355, guest speaker, Food and Beverage Service
Adam Skoglund	HMGT/EFA 355, guest speaker, Audiovisual services
Vickie Mix	HNS 490, guest speaker, Library Resources
Nancy Lyons	CS 377, guest speaker, Professionalism
Stephanie Brown	CS 377, guest speaker, Resume, cover letter, interview, e-portfolio and LinkedIn
Barb & Val Kleinjan, David Mehrib, Vanessa Mehrib, Tracy	
Deatherage, Jeff Kjenstad	Battle of the Sexes - Communicating across genders
Amanda Quam	Differing work customs between the U.S. and other countries
Nick Wendell	The Big Blue Birthday Box - Leadership in Action
Kahler Hospitality Group	Career path and Internship opportunity with Kahler Hospitality Group
James Ericson & Trey Kopacz - Kraus Anderson Construction	CM 410 Construction Management at Risk and the Brookings Hospital Project
David Chicoine	GE685 Management & Leadership in Technical Organizations: Innovation & Change
First Bank & Trust	UC 143 sections - guest speakers re: financial responsibility

Brookings Health Systems, Fishback Financial Corp, Brookings School District, Mayor of Brookings, Wells Fargo	LEAD 210 - guest speakers re: leadership
Brookings Dental Clinic	UC 102 - guest speaker specific to student interest in dental school/career
Daktronics	UC 102 - guest speaker specific to employer side of hiring process
Peace Education	UC 119 - guest speak specific to self-esteem, resiliency, self-worth, tenacity, positive and health life choices.
Brett Friedman, M.E. alum - AEI, Inc.	HVAC Consulting Industry
Jeff Ihnen, M.E. alum - Michaels Energy, Inc.	Energy Engineering Careers
Rick Brandner, SDDOT	Reconstruction of Bridge Spanning Missouri River in Chamberlain, SD
Corey Swatzkey	Mission and Functions of Indian Health Services
Michael Dirda	South Dakota Festival of Books talk "Good Reads: A Book Critic's Perspective"
Crystal Gamradt	Preserving Historic Hobo Day: Learning Hobo Day History
Randall DeWitt	Jungle Stories: the Life of Delmar Strunk: From the Fields of South Dakota to the Jungles of Burma
Mick Nagy	"Ragnarok: the Old Norse Thrill of Defeat"
Financial Consultant	Robin Jensen
Dr. Jindan Yu, Northwestern University, Chicago, IL	Epigenetic regulation of androgen receptor signaling in prostate cancer
Dr. Ronald Borchardt, University of Kansas, KS	Lessons learned from decades of teaching, research and service experience in pharmaceutical sciences
Charlie DeRidder, Chaplin, SF VA Health Care System	Hospice and Palliative Care
Ryan Klenner, PA-C, Core Orthopedics	Orthopedics: Casting and Splinting-
Dr. Bryan Barness, Sanford Radiology	MS X-ray
Eric Noyes CNP, Gutnik and Associates	Afib, Anticoag, DVT-, PVD/PAD
Dr. Chris Fischer, Sanford Radiology	GI X-ray
Brandy Smith, CNP, Urban Indian Health	Diabetes and hypoglycemia, Thyroid, parathyroid, and other endocrinopathies
Chris Nelson, CNP, Sanford Ortho	MS disorders, back pain
Sandra Ellenbolt,	IRB
Margaret Hegge,	Professional Ethics
Molly Youngkin, MLS Outreach Librarian, Wegner Health Science Information Center	Information Literacy
Dr. Ashok Kumar	EKG interpretation
Dr. Kelly Airey	Atrial Fibrillation/ Treatment
Dr. Oscar Bailon	Congestive Heart Failure
Dr. Loyal Tillotson	Peptic Ulcer/ GI problems
Dr. Robert Durst	Abdominal Imaging
Dr. Clark Duchene	Fractures, sprains, splinting
Dr. Joshua Sole	Sports injuries
Deb Kuehn CNP	Pediatric gastroenterology
Kara Stapert CNP	Sports physicals
Dr. Shirley Roddy CNP	Diabetes and thyroid disease
Diane Schaubauer CNP	Peripheral vascular disease
Molly Youngkin, MLS, Wegner Library	Library Resources
Linda Young, RN, SD Board of Nursing	Scope of practice- highlights on delegation and legal responsibility once licensed

Major Anderson, RN	Core Disaster Life Support (Disaster Training)
Corolla Lauck, RN	Pediatric Emergencies
Samantha Hill, SD Dept. of Health	Mass Casualties
Mary Kraljic, Briggs Library	Library Resources
Courtney Ehlers	Ethics
Linda Young, RN, SD Board of Nursing	Licensing
Jen Burns, RN Brookings Community Health	New immunization updates/vlu vaccines
Alexa Suarez	Current Student Panel
Kyle White	Current Student Panel
Jessica Schreyer	Current Student Panel
Robert Baune	Current Student Panel
Corynn Hoff	Current Student Panel
Jennifer Vipond	Current Student Panel
Morgan TeSlaa	Current Student Panel
Mariah Noid	Current Student Panel
Madison Agey	Current Student Panel
Ela Nielsen	Current Student Panel
Shelby Palmquist	Current Student Panel
Mariah Kiefer	Current Student Panel
Sheila Ness	Registered Nurse Panel
Jen Fouberg	Registered Nurse Panel
Stephanie Vlaminc	Registered Nurse Panel
Abbie Entringer	Registered Nurse Panel
Jen Fouberg	Registered Nurse Panel
Lisa Malone	Registered Nurse Panel
SamiJo VanDerostyne	Registered Nurse Panel
Ashley Lowe	Registered Nurse Panel
Jaclyn Rauen	Registered Nurse Panel
Heidi Faehrich	Registered Nurse Panel
Ally Christensen	Registered Nurse Panel
Sonia Nupen	Registered Nurse Panel
Roberta Olson	Advanced Practice Nurse Panel
Corby Kirby	Advanced Practice Nurse Panel
Eileen Bruner - SDSU Faculty	Advanced Practice Nurse Panel
Janae Jacobsen - SDSU Faculty	Advanced Practice Nurse Panel
Janice Schardin - SDSU Faculty	Advanced Practice Nurse Panel
Becka Foerster - SDSU Faculty	Advanced Practice Nurse Panel
Lindsay Olson	Advanced Practice Nurse Panel
Tammy Hillestad	Advanced Practice Nurse Panel
Brian Kvamme	Advanced Practice Nurse Panel
Polly Hulme - SDSU Faculty	Advanced Practice Nurse Panel
Amy Olinger	Advanced Practice Nurse Panel
Nicole Carlson - SDSU Faculty	Advanced Practice Nurse Panel
Brenda Anderson - SDSU Faculty	Advanced Practice Nurse Panel
Lowell Slyter	The Incredible Ewe and You - The sheep industry through the ages.
Shuchi Smita	Gene Regulatory Networks Involved in Lateral Root and Nodule Development in Soybean

Sagar Patel	Comparison of Heterozygous de novo Genome Assemblies of <i>Vitis vinifera</i> L. Sultanina
Shinyi Marzano	Small RNA Processing in <i>Sclerotinia sclerotiorum</i>
Thomas B. Moorman	Antibiotic Resistant Bacteria and Genes After Swine Manure Application
Matthew J. Petersen	Changing Native Coccinellid Communities Since the Arrival of Non-Native Coccinellid Species
Jarrad Prasifka	Opportunities to Improve Crop-Pest and Crop-Pollinator Interactions in Cultivated Sunflower
Samuel E. Wortman	Blasting and Biomulch: Multifunctional Weed Management Tools for Vegetable Crops
Wade French	Reproductive Biology of Corn Rootworms
Lisa M. Durso	Antibiotic Resistance in Agriculture
Mohamed Seleem, Associate Professor of Microbiology, Department of Comparative Pathobiology, College of Veterinary Medicine, Purdue University	Teaching an Old Drug a New Trick (Antimicrobials Drug Discovery)
Ming-Fong Lin, Ph.D., Department of Biochemistry and Molecular Biology, University of Nebraska Medical Center	Translational Research in Cancer - Prostate cancer as a model
Dr. Jianping Yu, Scientist and Manager, National Renewable Energy Laboratory	Ethylene-forming enzyme and bioethylene production
Dr. Gregory Pazour, Professor, University of Massachusetts Medical School	New Roles for an Ancient Organelle: Ciliary Defects Cause Cystic Kidney Disease and Structural Birth Defects
Ramin Yadegari, Ph.D., Professor, The School of Plant Sciences, Genetics Graduate Interdisciplinary Program, Biochemistry and Molecular and Cellular Biology Graduate Training Program	Gene Regulatory Networks in Early Endosperm Development in Maize
Zizhang Sheng, Ph.D., Associate Research Scientist, Department of Biochemistry and Molecular Biophysics, Department of Systems Biology, Columbia University	Antibody affinity maturation: rate, mutational space, and mechanisms of modulation
Kathryn Fixen, Ph.D., Assistant Research Professor, Department of Microbiology, University of Washington	Shining Light on How a Photosynthetic Bacterium Works
Steven Gill, Ph.D., Associate Professor of Microbiology and Immunology, Director, UR Genomics Research Center, University of Rochester School of Medicine and Dentistry	Developmental phases of the pre-term infant microbiome: impact of nutrition on the microbiome and infant growth
Dr. Volker Gerdts is the Associate Director of Research at the Vaccine and Infectious Disease Organization-International Vaccine Centre (VIDO-InterVac), University of Saskatchewan in Saskatoon	Development of a vaccine for porcine epidemic diarrhea virus (PEDV)
Dr. Cheryl A. Kerfeld is the Hannah Distinguished Professor of Structural Bioengineering in the MSU-DOE Plant Research Laboratory and the Department of Biochemistry and Molecular Biology at Michigan State University	Structure, Function, Assembly and Engineering of the Carboxysome and Other Bacterial Microcompartments
Brent Van Middendorp	Opportunities in dairy nutrition
Cassey Watson	Opportunities in dairy manufacturing

Walt Wosje	Opportunities in dairy manufacturing
Craig Krogstad	Opportunities in dairy farming
Ann Paulson	Opportunities in food science
Dr. Tammy Wilson, National Park Service	"The Opportunity and Challenge of Monitoring Wildlife with Indirect Detection Indices: Nests, Dens, and Burrows"
Dr. Jonathan Lundgren, Blue Dasher Farm	"Trading Biodiversity for Pest Problems"
Dr. Grant Hilderbrand, National Park Service	"The Bear Necessities: Calories and Currency in Divers and Changing Alaskan Ecosystems"
Dr. Darryl MacKenzie, Proteus Wildlife Research Consultants	"Estimating Hector's Dolphin Abundance: Practical Changes and Statistical Solutions"
Paul Douglas	The Accidental Entrepreneur
Ron Feldman	The Minneapolis Plan to End Too Big to Fail
Dr. Alex Bruton	Why Most of Our Ideas Suck (But Don't Have To); "Why We Need to Innovate How We Learn to Innovate; Becoming a Big Idea Maker
Jeff Alworth	Tastes and Traditions fo European Beer
Peter Capossela	Author of "Land Along the River: The Ongoing Saga of the Sioux Nation Land Claim 1815-2012".
Chuck Vollan	"Bone Dry South Dakota: The Failure of Prohibition in a Rural State" lecture
Robin Shulman	Pulitzer Center on Crisis Reporting Lecture
Belyna Bentlage-Purdue University	In-Person Survey Methods (skype)
Tracy Keirns-University of New Hampshire	Conducting Telephone Surveys (skype)
Grant Lanning	Lake County Sheriff Deputy
Abigail Howard	Brookings County States Attorney
Art Klarenbeek	Brookings Teen Court
Kelly Kenser	FBI
Paul Douglas	The Accidental Entrepreneur
Ann Fritz	Van Zante Visiting Artist/Designer
Michelle Forsyth	Van Zante Visiting Artist/Designer
Kristi Wire	Van Zante Visiting Artist/Designer
Christina Burke	ART 121 guest speaker
Christine Stewart	ART 121 guest speaker
Jonathon Keep	ART 121 guest speaker
Stacy Seers	ART 121 guest speaker
Izel Vargas	Stuart Artist-in-Residence
John Royster, FASLA	Landscape Architecture Lecture
James Dunn	Landscape Architecture In-studio critic
Michael Coughlin	Landscape Architecture In-studio critic
Karrin Vasby Anderson, Ph.D.	"Talking Trafficking: Framing People and Forging Policy in the Fight Against Human Trafficking."
Rich Braunstein	Consider the Century - "Native American Community policing in Rapid City, SD"
Weiwei Zhang	Consider the Century - "Racial Disparities in Access to Educational Opportunities in SD"
Heather Larsen & DenYelle Baete Kenyon	Consider the Century - "Collaborative HealthCare Initiatives & Research in Indian Country"
Marcella Ryan LeBeau	Consider the Century - "Life history & Experiences in WWII Army Nurse Corps"
Dr. Jihong Cole-Dai	GLST 201 "Climate Change: Facts and Options"
Dr. Evert Van Der Sluis	GLST 201 "Challenges in Global Agriculture and Food Secutity"

Dr. Evren Wiltse	GLST 201 “U.S. Foreign Policy After WWII”
Dr. Nathan Zeigler	GLST 201 “The Importance of Multiculturalism”

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Title	Description
Pediatric Grand Rounds - Medical Impact of Armed Conflicts on Children. Lessons from the Syrian Crises	Presenter: Alaa Al Nofal, M.D., Assistant Professor, Department of Pediatrics, University of South Dakota Sanford School of Medicine, Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium, Avera Presentation Room The VA Hospital Room 351, and registered video conferencing sites.
CBBRe Annual Neurobehavioral Research Symposium	The goal of this annual symposium is to bring researchers together from the fields of neural and behavioral sciences, providing a forum for interaction and collaboration. - All are welcome to attend all sessions. - All are encouraged to present research at the poster session on August 16. - Presentations include talks from invited speakers and USD CBBRe students and faculty. - The symposium and banquet are free of charge, but registration is REQUIRED.
Delatorro McNeal - PAW POINTS	Most recently ranked #32 of the Top 60 Best Motivational Speakers in the World, Delatorro L. McNeal has been transforming the lives of people from all walks of life for over 15 years. Delatorro has spoken in 49 of the 50 US states and abroad and has delivered well over 3,000 paid presentations to major corporations, professional associations, conventions, pro-sports teams, churches and leadership conferences.
Intro to Responsible Conduct of Research	Please join Ranjit Koodali, Ph.D., Dean of the Graduate School, for a conversation about conducting good, safe, responsible research. As scientists, our integrity and methods must be above reproach, and USD has a variety of resources available to help you conduct research of the highest caliber.
Email Etiquette and Constructing an Online Identity	Do you know how to write appropriate email messages to your teachers, classmates, boss and others? Does it matter how you present yourself in Facebook, Twitter and other online spaces? Together, we'll explore these issues and practice writing an appropriate email message. The presenter is Michelle Rogge Gannon, Writing Center Director, Department of English. Access recordings at http://tinyurl.com/WCF16record (not all workshops recorded).
Rebekah M. Jessen MS Defense	"Understory Vegetation Patterns in Riparian Forest Stands along the 59-Mile Segment of the Missouri National Recreational River." Join us in Beacom Hall, Room 133.
"Take a CAHB Direct to Chiral Boronic Esters"	Department of Chemistry Seminar entitled "Take a CAHB Direct to Chiral Boronic Esters" will be given by James Takacs, University of Nebraska-Lincoln.
Sexual Assault Prevention Presentation	Presented by Kimberly Grieve, Ph.D., VP of Student Services and Dean of Students.

An Educator's Guide to the Military	This workshop, part of our Veteran-Friendly Instructor Accomplishment series, will introduce faculty to key elements of the military and its educational system. The workshop will feature Laura Vidler, Ph.D., former instructor at West Point, and Bruce Kelley, author of "Preparing Your Campus for Veterans' Success." Lunch will be served as part of this workshop. This event will be available through Collaborate Ultra, the link is https://sas.illuminate.com/m.jnlp?sid=2007004&password=M.B95D3C722594DF021A2F6ED57FD238
Publication and Peer Review	Publication credit should be given to all people who have substantial involvement in designing the research, gathering or analyzing the data or writing the article. But only to those people. Peer review is a critical component of research, and provides an avenue for self-regulation. Come join Stanley May, Ph.D., for a conversation about the dos and don'ts of authorship and peer review.
Farber Forum: Paul Glader	Paul Glader is a professor of journalism and entrepreneurship at The King's College in New York City, where he also directs the McCandlish Phillips Journalism Institute - his presentation is "The Power of Great Groups: The Secret Recipe Behind Silicon Valley and Many Other Success Phenomena in North American & Everywhere Else."
Intellectual Property and Data Management	Rozzy Finn, Ph.D., runs the USD technology transfer office and manages intellectual property for the university. Please join her for a conversation about protecting intellectual property that may or may not include 1990s pop music and bad jokes.
Community Conversation about South Dakota's Energy Future	The Center for Rural Affairs will lead a discussion of South Dakota's climate and energy future and the importance of soil, water and energy conservation is to the state. The event is an opportunity to share your thoughts on sustainable living, energy efficiency, distributed generation and ideas for community renewable energy projects.
Faculty Seminar Series: "Regulating autophagy in diabetic hearts"	Presented by Paras Kumar Mishra, Ph.D., University of Nebraska Medical Center.
Research Misconduct	Can I disregard this outlier? Can I use Photoshop to clarify a digital image? What should I do if I observe somebody else do something questionable? Well, the answer to all these questions is, "It depends." In order to answer questions like these you will need to be familiar with the standard codes of scholarly conduct and ethical behavior in scientific research. Let's get together and discuss them, so that when questions arise (and they will) you have a firm foundation on which to base your decisions.
Pediatric Grand Rounds - Personal Observations of Current Chinese Culture and Healthcare Industry	Presenter: Dennis C. Stevens, M.D., M.S. Professor, Department of Pediatrics University of South Dakota Sanford School of Medicine Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium, Avera Education Center Classroom 2, The VA Hospital Room 351 and registered video conferencing sites.

Constitution Day Presentation	Prof. Haksgaard presents: "Whole Woman's Health vs. Hellerstedt - the Supreme Court, Rural Women and Developments in the Undue Burden Analysis."
27th Annual Oscar Howe Memorial Lecture	Please join the University Art Galleries for the 27th Annual Oscar Howe Memorial Lecture. This year's guest lecturer is renowned international artist, Joyce Growing Thunder Fogarty. Immediately following Growing Thunder Fogarty's talk, there will be a reception in the Oscar Howe Gallery.
Ferguson Protests: Pulitzer Prize Lecture	Pulitzer Prize-winning community photojournalist Robert Cohen will show photos and talk about coverage of the protests in Ferguson, Mo., following the shooting death of a young black man by a white police officer. His visit is part of the USD and South Dakota Humanities Council recognition of the 100th anniversary year of the Pulitzer Prizes.
Faculty Seminar Series: "Novel Mitochondrial and Metabolic Mechanisms in Cardiovascular Disease"	Presented by: Hossein Ardehali, M.D., Ph.D., Professor of Medicine (Cardiology) and Pharmacology, Northwestern University.
"Development of Bioinformatic Tools in Systems Biology"	Presented by Qin Ma, Ph.D., SDSU
"Applications of Diamond and Diamond-Like Carbon Electrodes in Electroanalysis"	Presented by: Greg Swain, Department of Chemistry, Michigan State University.
Internal Medicine Grand Rounds - Advances in Prevention & Early Detection of GI Cancers	Presented by: Bhaveshkumar Patel, M.D., Clinical Assistant Professor, University of South Dakota Sanford School of Medicine. Location: Sioux Falls Health Science Center Room L15
State of the University Address	President James W. Abbott will address the university community to provide an update on progress toward strategic goals and to highlight achievements of the past year.

Evening of Ideas	The University of South Dakota and the Osher Lifelong Learning Institute present a fast-paced run through the humanities, social sciences and sciences. Each participant, from the College of Arts & Sciences at USD, will give a TED-style talk on a variety of topics: Ideas to Improve Our Democracy (Dean Matt Moen), Dark Matter in the Universe (Associate Dean Tina Keller), Crime and Literature (Associate Dean John Dudley), The Civil War in the Midwest (Kurt Hackemer, Ph.D., History), The Global Disappearance of Amphibians (Jake Kerby, Ph.D., Biology) and The Impact of Social Media on Society (Teddi Joyce, Ph.D., Media & Journalism). Space is limited. Register at olliuc.org . Location: University Center, Avera Lecture Hall (Classroom Building), Sioux Falls
Pediatric Grand Rounds: Current Trends in Autism Spectrum Disorder	Presenter: Eric Kurtz, Phd Director, SD Leadership Education in Neurodevelopmental Disorders Center for Disabilities, University of South Dakota Sanford School of Medicine Sioux Falls, South Dakota Location: Health Science Center, Room 106 Avera Education Center Classroom The VA Hospital Room 351, and registered video conferencing sites
"Next Generation Tools for Big Data Analytics in Bioinformatics"	Presented by Hesham H. Ali, Ph.D., University of Nebraska at Omaha.
Colloquium Series: "Bliss Was It in That Dawn to be Alive: Romanticism's Transcendent Revolution"	Presented by Lisa Ann Robertson (University of South Dakota)
Expressions of Identity 5-Workshop Series: 1st Masculinity	Guided discussion on Masculinity.
Internal Medicine Grand Rounds - Fetal Alcohol Spectrum Disorders:Diagnosis , Prevalence & Prevention	Presented by: Jessica Hanson, Ph.D., Associate Scientist, Sanford Research Assistant Professor, Department of OB/Gyn, University of South Dakota Sanford School of Medicine; and Caitlin Borges, M.S.W., Clinic Specialist, Center for Disabilities, University of South Dakota Sanford School of Medicine. Location: Health Science Center Room 106
Pediatric Grand Rounds: The I-PASS Handoff Program: An Evidence-based Program for Better Handoffs and Safer Care	Presenters: Lauren Destino, MD Clinical Assistant Professor, Associate Medical Director of the Pediatric Hospital Medicine Division and Acute Care Floors Lucile Packard Children's Hospital Stanford and Stanford University School of Medicine Theodore C. Sectish, MD Program Director and Vice Chair, Professor of Pediatrics Harvard Medical School and Boston Children's Hospital Location: Sanford USD Medical Center Schroeder Auditorium, Avera Education Center Classroom 2, The VA Hospital Room 351 and registered video conferencing sites.

South Dakota Law Review Presents: Juvenile Justice Symposium	This is a two-day symposium and CLE on juvenile law. Expert panelists from around the country will highlight contemporary legal issues impacting juveniles in our justice system. It is open to the public and will take place in the USD Law School Courtroom. Due to space limitations, please register in advance and RSVP to lawrev.symposium@coyotes.usd.edu.
"The magnificent enemy. Unraveling the ecology of Aedes mosquitos to understand invasions and disease"	Presented by Donald A. Yee, Ph.D., University of Southern Mississippi.
"Exploring Coordination-Driven Self-Assembly for Energy Conversion"	Department of Chemistry Seminar entitled Exploring Coordination-Driven Self-Assembly for Energy Conversion will be given by Timothy Cook, University at Buffalo.
Colloquium Series: "Pressing Questions: From the Philosophical to the Aesthetic, to the Political in 19th-Century American Literature"	Presented by Prentiss Clark (University of South Dakota)
"Indian self-government is not a new or radical policy: The Indian Reorganization Act of 1934 and South Dakota"	The Indian Reorganization Act (IRA) was hailed as a radical departure from previous Federal Indian policies that signaled the end of forced assimilation, allotment and heralded in the "Indian New Deal." The IRA encouraged tribes to political reorganize their tribal governments, an exercise and display of tribal sovereignty. However, South Dakota tribes had already been working towards creating viable governments on their own terms with the goal of protecting tribal lands and preserving their own traditional forms of governance. Billie Kingfisher, Ph.D., will explore how the IRA erased and destroyed tribal governments, but the historical record that hails the IRA as revolutionary legislation and the beginning of a new era of Federal Indian Policy.
Internal Medicine Grand Rounds - Sex Differences in Cardiac & Renal Physiology: An Historical Perspective	Presented by: Karen A. Munger, Ph.D., Coordinator, R&D Service, Sioux Falls VA Health Care System, Associate Professor, Internal Medicine. Location: Health Science Center Room 106
Scenarios in Research	Do a little discussing with your colleagues of some realistic scenarios in research and compliance facilitated by Barb Goodman, Ph.D., Professor of Physiology and Director of South Dakota Biomedical Research Infrastructure Network (SD BRIN).

Beacom School of Business Distinguished Speaker Series	Gary Ellis, USD '78 will speak about his experiences in leading a multinational corporation. Ellis serves as the Executive Vice President, Global Operations, Information Technology and Facilities and Real Estate for Medtronic. This event will take place at 101 S. Reid Street, Sioux Falls with a reception to follow. Please RSVP to Anna.E.Christensen@usd.edu if you plan to attend.
Gender and Politics: What Does the 2016 Election Tell Us?	Join USD's women, gender and sexuality studies in a round table conversation about gender and political participation. Featured discussants include: Julia Hellwege, Ph.D., USD Political Science Department; Jaine Andrews, Managing Editor of Keloland Television; Emily Wanless, Ph.D., Augustana University Political Science Department; and Tasha Rennels, Ph.D., Augustana University Communication Studies Department. Molly Rozum, Ph.D., USD History Department, will moderate.
Pediatric Grand Rounds: The Up Side to Down Syndrome in the 21st Century	Presenter: Jennifer Tegethoff, MD, FAAP Clinical Assistant Professor, University of South Dakota Sanford School of Medicine Location: Sanford USD Medical Center Schroeder Auditorium, Avera Education Center Classroom 2, The VA Hospital Room 351 and registered video conferencing sites.
Scenarios in Research	Do a little discussing with your colleagues of some realistic scenarios in research and compliance facilitated by Barb Goodman, Ph.D., Professor of Physiology and Director of South Dakota Biomedical Research Infrastructure Network (SD BRIN).
5th Annual Lavender Lecture	The USD School of Law welcomes featured speaker Adam P. Romero, Senior Counsel and Arnold Kasso Scholar of Law at the Williams Institute, and guest speaker, Karen Mackey, Executive Director of the Sioux City Human Rights Commission to address national LGBT legal issues. The OUTlaws founded the Lavender Lecture and invites nationally recognized speakers to speak on aspects of law that affect the LGBT community. This has included Justice Streit, former justice of the Iowa Supreme Court who took part in the opinion which struck down that state's equal marriage ban, and Dale Carpenter, a University of Minnesota law professor and nationally recognized academic and commentator on LGBT legal issues.
College of Arts & Sciences: Ideas & More Ideas	Join five faculty from the College of Arts & Sciences for a fast-paced intellectual smorgasbord that will discuss dark matter in the universe (Tina Keller, Ph.D., Physics), the Civil War era in the Midwest (Kurt Hackemer, Ph.D., History), crime and literature (John Dudley, Ph.D., English), ideas to improve civility in democracy (Matthew Moen, Ph.D., Political Science) and the global disappearance of amphibians (Jake Kerby, Ph.D., Biology).
Animals, Humans and Biosafety	IRB, IBC and IACUC - Alphabet soup? Join Steve Waller, PH.D., as he moderates a panel including the chairpersons of the Institutional Review Board (which reviews and approves research involving humans), the Institutional Biosafety Committee (which reviews and approves research involving biohazards, toxins, and recombinant DNA), and the Institutional Animal Care and Use Committee (which reviews and approves all research involving animals).

Internal Medicine Grand Rounds - Cardiovascular Disease in Women	Maria Stys, MD Academic Assistant Professor, University of South Dakota, Sanford School of Medicine Sanford Cardiovascular Institute
The State Bar of South Dakota presents Project Rural Practice	Join attorneys and law students for an afternoon of discussion and information on issues affecting the practice of law. In addition, Chief Justice Gilbertson will speak on the success of the Rural Attorney Recruitment Program. Lunch will be available outside the Courtroom at the beginning of the program (must RSVP for lunch). Please RSVP to www.surveymonkey.com/r/RCGSKFX
Introduction to the Neuroscience and Nanotechnology Network (N3) Graduate Training Program	Presenters: Brian Burrell, Ph.D., Basic Biomedical Sciences and Ranjit Koodali, Chemistry and Dean of Graduate School join us to learn about the new Neuroscience and Nanotechnology Graduate Training Program (USD-N3). The workshop will provide an explanation of the grant and how it will be administered, along with the opportunity to identify potential collaborative projects between neuroscience and chemistry that may be further developed through the USD-N3 program. Join us to learn more about this exciting new program. Refreshments will be served. CBBRe workshops are held on the first Wednesday of each month (second Wednesday in this case) and aim to bring CBBRe students, staff and faculty together for discussion and collaboration. Other members of your department are welcome to attend. Meetings will be held in the Lee Med Building, Room 105.
Pediatric Grand Rounds - Mom, Potato Oles and the Patient Experience; One Clinician's Street Level View	Presenter: Joseph Segeleon, MD Professor, Department of Pediatrics, University of South Dakota Sanford School of Medicine Vice President, Chief Medical Officer, Sanford Children's Hospital, Sioux Falls, South Dakota Location: Sanford USD Medical Center, Schroeder Auditorium Avera Education Center Classroom 2 The VA Hospital Room 351, and registered video conferencing sites
"Extreme environments, physiological adaptation and the origin of species"	Presented by Michi Tobler, Ph.D., Kansas State University.
"Von Neumann Algebras and Extensions of Inverse Semigroups"	Presented by David Pitts, University of Nebraska, Lincoln.
Colloquium Series: "Representation and Reality in Realism and Naturalism"	Presented by John Dudley (University of South Dakota)

SVRC Warrior Women Wellness Workshop	Woman Warriors is a wellness series designed for women veterans, service members and spouses who have a passion for service to others. There are five seminars that are focused on wellness and promoting well-being to those who serve others. Wellness workshops will be over the lunch hour and feature a guest speaker. Bring your own lunch and we will provide a dessert and coffee.
64th Annual Harrington Lecture	The College of Arts & Sciences presents David Swanson, Professor of Biology, to conduct the 64th Annual Harrington Lecture. Swanson's talk, "Metabolism Explains (Almost) Everything," aims to demonstrate the importance of metabolic rates to the lives of birds and to use this topic as a portal for showcasing how certain themes in his research relate to liberal learning. The Harrington Lecture is an annual honor for a selected faculty member. The lecture is intended to be non-technical and to relate "a part of all of [the speaker's] own subject matter field to the whole concept of the liberal arts." Refreshments will be served following the lecture.
Internal Medicine Grand Rounds - Updates for Nephrology in Four Acts	Larry Burris, DO Assistant Clinical Professor, Neurology, Sanford School of Medicine Transplant Nephrologist and NeuroIntensivist
Pediatric Grand Rounds - Understanding ROP	Presenter: Geoffrey Tufty, MD Clinical Associate Professor, Department of Surgery University of South Dakota Sanford School of Medicine, Sioux Falls, South Dakota Location: Sanford USD Medical Center, Schroeder Auditorium Avera Education Center Classroom 2 The VA Hospital Room 351, and registered video conferencing sites
Angie Seykora Visiting Artist Lecture	Angie Seykora will present a visiting artist talk in the College of Fine Arts room 172. Seykora received an MFA in Sculpture from Edinboro University of Pennsylvania, where she was awarded a full graduate assistantship. Seykora was a 2013 recipient of the International Sculpture Center's Outstanding Student Achievement in Contemporary Sculpture award, from which she was selected for the fully funded Art-St-Urban Sculpture residency in St. Urban, Switzerland, during the summers of 2014 and 2015. Seykora is an instructor of sculpture at Creighton University and participates as an artist mentor for Omaha youth through the Joslyn Art Museum's Kent Bellows Mentoring Program. Her work is exhibited and collected on a national and international level. For more information on Seykora visit www.angieseykora.com .
Geoff Colvin, Fortune Magazine Senior Editor	Colvin is an award-winning thinker, author, broadcaster and speaker on today's most significant topics. A longtime editor and columnist for FORTUNE, his latest book, "Humans Are Underrated: What High Achievers Know that Brilliant Machines Never Will," identifies the skills of human interaction that will be key to success for people, businesses and nations. Colvin's talk is part of the Celebration of the Liberal Arts and Sciences week at USD.

"From Functional Analysis to Cancer Epidemiology: The Life Path of a Mathematician/Statistician Trying to Save Lives"	Presented by Cristina Oancea, University of North Dakota.
The Implications of Historical Trauma in Clinical Care	Diversity Dialogues
Monarch Butterflies Convey Cultural Ecosystem Services From Prairies to People Across Eastern North America	Seminar Series - Darius Semmens, Ph.D., Research Physical Scientist with the US Geological Survey, will be presenting a seminar in collaboration with the Department of Biology. Semmens's research focuses on quantifying and assigning value to the benefits humans derive from nature to better characterize tradeoffs in environmental management and planning decisions.
"Computer-Aided Nanomaterial and Nanostructure Design: Nanoice, Gold-clusters, Superhydrophobicity"	Presented by Xiao Cheng Zeng, University of Nebraska - Lincoln.
Colloquium Series: "I will continue-but can I: British Modernism between the Wars"	Presented by Benjamin Hagen (University of South Dakota)
Erica Nelson, Visiting Artist Lecture	Erika Nelson will present a visiting artist lecture in the College of Fine Arts, Room 172. Nelson is a visionary artist, educator and founder and curator of a unique and innovative traveling roadside attraction and museum called "The World's Largest Collection of the World's Smallest Versions of the World's Largest Things." She is a national researcher and speaker on Grassroots Art environments, Roadside Attractions and Architecture, and the World's Largest Things. http://www.worldslargestthings.com/aboutus.htm
Pediatric Grand Rounds - Clinical Care in Guatemala: Service Learning at USD	Presenter: Julie Johnson, MD Associate Professor, Department of Pediatrics, Physician Assistant Studies University of South Dakota Medical Director, Lifescape Location: USD Health Science Center, Room 106, Avera Education Center Classroom 2 The VA Hospital Room 351, and registered video conferencing sites
Creating a Veteran-Friendly Campus: Student Veteran Panel Discussion	This panel of student veterans will talk about their experiences at USD. Their insights will help us understand both what USD is doing well and what we can do better to create a veteran-friendly campus climate. Lunch will be provided for all pre-registrants.

Farber Forum: Democracy and Civility	Political science students discuss various topics pertinent to our political climate, including: Social Media Incivility, Nonpartisan elections and more. Moderated by Matthew C. Moen, dean of the College of Arts and Sciences and political science professor.
John R. Milton Writers' Conference	A national literary conference featuring 18 panels of creative readings and scholarly presentations by visiting authors Chris Abani, Natalie Diaz, Valerie Wetlaufer, Miles Waggener and Natanya Pulley, as well as readings by faculty authors Duncan Barlow and Lee Ann Roripaugh.
John R. Milton Writers' Conference	A national literary conference featuring 18 panels of creative readings and scholarly presentations by visiting authors Chris Abani, Natalie Diaz, Valerie Wetlaufer, Miles Waggener and Natanya Pulley, as well as readings by faculty authors Duncan Barlow and Lee Ann Roripaugh.
Colloquium Series: "America's Many Modernisms: Regional, National, Rural, Cosmopolitan"	Presented by Heather Love (University of South Dakota)
Estee Lecture - Melanie Cooper	Annual Estee Lecture entitled "Evidence-Based Approaches to Curriculum Reform and Assessment" will be given by Melanie Cooper, Michigan State University.
Internal Medicine Grand Rounds: Carpal Tunnel Syndrome- Assessment & Management for the Primary Care Clinician	"Carpal Tunnel Syndrome-Assessment & Management for the Primary Care Clinician" Judith Peterson, M.D. Clinical Associate Professor, University of South Dakota Sanford School of Medicine Yankton Medical Clinic
Pediatric Grand Rounds - Pediatric Suicide	Speaker: David Ermer, MD Associate Professor, Department of Psychiatry University of South Dakota Sanford School of Medicine Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Avera Education Center Classroom 2 The VA Hospital Room 351 registered video conferencing sites
Language and Activism at Standing Rock: Protesting the Dakota Access Pipeline	Department of Modern Languages and Linguistics, Native American studies and the Native American Cultural Center will co-host a panel discussion entitled Language and Activism at Standing Rock: Protesting the Dakota Access Pipeline. Featured speakers will include Waniya Locke, Lakota teacher and activist, and former USD Lakota student.

Counseling and Psychology in Education Fall Symposium	"Attachment in Children within the Family & School Setting" presented by Lisa J. Stellinga MS, QMPH, LPC-MH, CCDCIII. Join us for registration and continental breakfast from 8-8:30 a.m. with presentation to follow. There will be a small break from 10:30-10:45 a.m. with a parent panel starting at 10:45 a.m.
Growing Season Climate Trends in the Northern Great Plains	Sustainability Series - Paul Stoy, Ph.D., assistant professor at Montana State University will give a lecture titled "Growing season climate trends in the North American Northern Great Plains: investigating the potential role of land management on regional cooling." The Stoy Lab measures and models the exchange of energy, water and trace gases between the land surface and the atmosphere, and is particularly interested in the role of anthropogenic land management on atmospherically-active trace gases and the climate system. Recent projects have sought to understand how agricultural management has altered carbon and water resources, as well as precipitation patterns and near-surface climate across the U.S. Northern Great Plains and Canadian Prairie Provinces.
Colloquium Series: "What was Postmodernism? 2.0"	Presented by Skip Willman (University of South Dakota)
Andrew Kosten Visiting Artist	Andrew Kosten will present a visiting artist talk in College of Fine Arts, Room 172. Kosten received a BFA degree in painting from Washington University in St. Louis and his MFA degree in printmaking from the University of South Dakota in 2005. Andrew Kosten currently resides in Brookings, South Dakota where he operates Gum Pal Press. His work has been shown in national and international juried exhibitions and is featured in numerous public and private collections. http://www.andrewkosten.com
Meet the Other 1%: Panel Discussion with USD Student Veterans	"You don't have to walk a mile in my shoes, but you do have to know I don't wear shoes. I wear boots." As civilians, members of the Armed Services come from diverse backgrounds. In a short time these young men and women are transformed. The day they enlist new beliefs, attitudes and values are instilled. The language is different - new creeds, mottos and sayings. New knowledge is gained with professional training. New values are instilled. Join our panel discussion for an overview of military culture and hear the stories of our USD student veterans and National Guard/Reservists. They have seen things you will never see. Listen to their stories with interest and learn.
"Native American Perspectives on Health and Wellness"	Presenter: Gene Thin Elk; Director, Native Student Services.
Ecology for Transformation - Reflections and Suggestions from a Sustainability Scientist (not an Ecologist)	Seminar Series - Arnim Wiek, Ph.D., Associate Professor in the School of Sustainability at Arizona State University, will be presenting a seminar in collaboration with the Department of Biology and funded in part through a Center for Teaching and Learning grant.

Colloquium Series: "Conversations in Contemporary American Poetry and Poetics"	Presented by Lee Ann Roripaugh (University of South Dakota)
Colloquium Series: "Syntax, Music, and Mystery: Contemporary Fiction's Departure from Dirty Realism"	Presented by Duncan Barlow (University of South Dakota)
Colloquium Series: "Out Where the World is in the Making: The Frontier Legacy in Western American Literature"	Presented by Paul Formisano (University of South Dakota)
2016 Herbert Schell Lecture	Darrin M. McMahon, Mary Brinsmead Wheelock Professor of History, Dartmouth College presents "Divine Fury: Reflections on the History of Genius."
Past to Present: A Narrative of Arikara Nation Building	Presented by Brad Standing Bear Kroupa, Ph.D., (Arikara/Sioux) Arikara Cultural Center, White Shield, ND. This presentation provides a history of the Arikara beginning in the eighteenth century, when the tribe was at its peak, through centuries of survival amidst oppressive and devastating forces, culminating with the modern era of cultural recovery and creativity.
"Anti-microbial resistance and the application of NGS in infectious disease diagnosis"	Presented by Shaun Yang, Ph.D., University of New Mexico.
Colloquium Series: "Creative Nonfiction: Visualizing Trauma in Life Writing"	Presented by Leah McCormack (University of South Dakota)
Bioinformatics and Computational Science for BioSciences	Presenters: Etienne Gnimpieba, Ph.D., Biomedical Engineering; Carol Lushbough, Ph.D., Biomedical Engineering and Erliang Zeng, Ph.D., Biology/Computer Science. Join us for a workshop discussing how bioinformatics and computational science will help your research, with USD and local resources identified. While the focus will be on neurobehavioral science, the themes discussed will be relevant to all biosciences. Topics to be covered include: - Systems and data integration in bioscience research and application: toward predictive and personalized bioscience. - Bioinformatics infrastructure and support to facilitate data access, analysis and sharing throughout South Dakota. - BioComs: the Bioinformatics and Computational Systems Biology Laboratory at USD. Refreshments will be served. All are welcome to attend.

Internal Medicine Grand Rounds - Applications of Genomic Medicine in the Clinical Setting	"Applications of Genomic Medicine in the Clinical Setting" presented by Cassie Hajek, M.D., Assistant Professor, University of South Dakota Sanford School of Medicine and Clinical Director, Imagenetics.
Pediatric Grand Rounds - The Birds, The Bees and Not Getting Stung	Presenter: Miranda Floen, M.D., Ph.D. Pediatric Resident University of South Dakota Sanford School of Medicine/Sanford Pediatric Residency Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Avera Education Center Classroom 2 The VA Hospital Room 351, and registered video conferencing sites
Internal Medicine Grand Rounds - Heart Failure and Current Therapies	"Heart Failure and Current Therapies" Shenjing Li, MD, PhD Cardiovascular Fellow, Sanford School of Medicine, USD Sioux Falls, SD
Pediatric Grand Rounds - Pediatric Gastrointestinal Foreign Bodies	Presenter: Tonya Adamiak, MD Associate Professor, Pediatric Gastroenterology Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Avera Presentation Room The VA Hospital Room 351, and registered video conferencing sites
SVRC Weekly Brief: Motivation and SVRC Healthy Lifestyle Program	Guest Speaker: SVRC staff James Whitcher, Christian Hagen and Benjamin Kielhold. We are kicking off our SVRC Healthy Lifestyle Program for the 2017 Spring semester. Come learn how you can compete prizes and get motivated to reach your goals. Army beat Navy in football, but who will win the SVRC Healthy Lifestyle Program? Sign up and represent your branch of service. NOTE: EVERY THURSDAY at 1600 SVRC Weekly Briefings. Each week has a different topic related a Veterans program, wellness, academic success and careers. Participation in the SVRC Weekly Brief will earn your team points.
Martin Luther King Jr. Day Keynote Speaker	Please join the Center for Diversity and Community and the Center for Academic and Global Engagement for the annual MLK Day keynote address presented by Arthur C. Jones, Ph.D. In 1998 Jones founded The Spirituals Project, a nonprofit organization with a mission of preserving and revitalizing the music and social justice teachings of the spirituals. Jones' keynote will be focusing on the "Legacy of the Spirituals in the Resiliency of the Struggle for Freedom." Jones received a Ph.D. in clinical psychology from the University of Iowa in 1974; he currently works as a full-time faculty in the Department of Musicology, Ethnomusicology and Theory with the Lamont School of Music at the University of Denver.
Pediatric Grand Rounds - Person First and Identity First Language: What Would You Like to Be Called?	Presenter: Kathryn Sigford, MD Associate Professor Physical Medicine and Rehabilitation Pediatric Rehabilitation Medicine University of South Dakota Sanford School of Medicine Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Avera Presentation Room and registered videoconferencing sites

SVRC Weekly Brief: Tax Law and Financial Aid	Guest Speaker: Ramon Ortiz, School of Law and Julie Pier, Financial Aid. Join us EVERY THURSDAY at 1600 for the SVRC Weekly Briefing. Each week has a different topic related a Veterans program, wellness, academic success and careers.
"Scenario-based land-cover modeling to support assessments of biodiversity and other ecosystem services"	Presented by: Terry Sohl, USGS Earth Resources Observation and Science (EROS) Center.
SVRC Weekly Brief: Gregory Huckabee	Gregory Huckabee will discuss topics that pertain to military Law, Leadership, and disaster response, with Student Veterans.
Endocannabinoids: Lipid Transmitters that Modulate the Nervous System	Department of Chemistry Faculty Seminar Presenter: Brian Burrell, Ph.D. Burrell will discuss the properties and functions of endocannabinoids, a class of neurotransmitters that have a number of unusual properties. This talk will focus on the effects of endocannabinoids on nociception (the detection of painful stimuli) and how these transmitters can both reduce and increase nociception.
Internal Medicine Grand Rounds - Nutrition in the Elderly	"Nutrition in the Elderly" Kwabena Adomako Kwaky, MD Geriatrics Fellow, Sanford School of Medicine, USD Health Science Center Room 105
Modeling Rare Neurological Disorders with Reprogrammed Stem Cells	Presented by Dr. Kevin Francis of Sanford Health, will discuss the use of adult cells that have been "reprogrammed" to revert to a stem cell like state, or pluripotent stems cells (iPSCs), to understand how cellular pathways are disrupted in inherited disorders of cholesterol synthesis. CBBRe workshops bring students, staff and faculty together for discussion and collaboration. All are welcome to attend. Refreshments will be served. (Lee Med room 105).
Pediatric Grand Rounds - The Complexities of Genetic Testing	Presenter: Taylor Zuck MS, LCGC Pediatric Genetic Counselor Clinical Instructor Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Presentation Room and registered videoconferencing sites
SVRC Weekly Brief: Team Rubicon	Guest Speaker: Korey Schroeder with Team Rubicon Team Rubicon unites the skills and experiences of military veterans with first responders to rapidly deploy emergency response teams. "Disasters are our business. Veterans are our passion." Join us EVERY THURSDAY at 1600 for our SVRC Weekly Briefing. Each week has a different topic related a Veterans program, wellness, academic success and careers.

Visiting Artist Talk: Dave Loewenstein	Dave Loewenstein is a muralist, printmaker and arts organizer based in Lawrence, Kansas. He will be presenting information about his work and talking about community organizing and activism. To learn more about his work visit: http://www.daveloewenstein.com
Phi Beta Kappa Visiting Scholar William Bialek Lecture	PBK Visiting Scholar William Bialek, John Archibald Wheeler/Battelle professor in Physics at Princeton University and member of the National Academy of Sciences, presents a public lecture, "More perfect than we imagined: A physicist's view of life." A reception will follow.
Glenn Willmott Lecture: "The Politics of Reading for Wonder"	The Department of English welcomes Glenn Willmott, Ph.D., Professor in English and Cultural Studies at Queen's University (Kingston, Ontario). Willmott studies and teaches primarily in the areas of Modernisms and Comics. He has published books on Marshall McLuhan, Canadian fiction, Primitivism and gift economies, and most recently, Modern Animalism: "Habitats of Scarcity and Wealth in Comics and Literature" (2012). His current work-in-progress is entitled "Reading for Wonder: Empathy, Ecology, Ethics, Enchantment."
Neuro Journal Club: The Brain Adapts to Dishonesty	Dishonesty is an integral part of our social world. Using functional MRI, we show that signal reduction in the amygdala is sensitive to the history of dishonest behavior, consistent with adaptation. The findings uncover a biological mechanism that supports a "slippery slope": what begins as small acts of dishonesty can escalate into larger transgressions, when there isn't punishment or reward associated with the dishonest act. Location: Lee Med Room 19 Publication: Garrett, N., Lazzaro, S. C., Ariely, D., & Sharot, T. (2016). The brain adapts to dishonesty. Nature Neuroscience. Contact Lee.Baugh@usd.edu with questions.
The One Health Concept: Why it Matters in South Dakota	The One Health Concept is a unique, compelling way to look at disease control and prevention. An informative presentation at the juncture of Public Health, Health Care and the Environment. Presenter: Dr. Russ Daly, Extension Veterinarian/Professor State of South Dakota Public Health Veterinarian Department of Veterinary and Biomedical Science SDSU
Humanities Research Forum featuring Mark DeLaurier	Mark DeLaurier (Department of Communication Studies) will present "Constructing the Human-Nature Relationship: A Critical-Rhetoric Exploration of the Environment, Space, Time, Love, Hate and Power".
Pediatric Grand Rounds - Clinical Concepts of Fever and Fever Phobia	Presenter: Nina Bishop, MD, Pediatric Instructor Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites

Nanoscale Supercontainers as Artificial Neurotransmitter Receptors	BBS Faculty Seminar Series Presenter: Z. Rick Wang, Ph.D. The Wang laboratory in the Department of Chemistry recently discovered a novel class of nanoscale synthetic receptors known as metal-organic supercontainers (MOSCs). These MOSCs feature remarkable structural tunability and multiple enzyme-like binding pockets and may provide a novel approach for controlling neurotransmitter signaling.
NALSA Panel Discussion - "Protectors"	NALSA will host distinguished speakers who will talk about the Standing Rock litigation, U.S. Army Corp of Engineers, Cheyenne River Sioux Tribe litigation and the Dakota Access Pipeline.
Pediatric Grand Rounds - Establishing the role of MYH genes in end stage renal disease	Presenter: Indra Chandrasekar, PhD Assistant Scientist Sanford Research Assistant Professor University of South Dakota Sanford School of Medicine Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Acting for Singers: A Masterclass Presentation by Copeland Woodruff	Over the course of his career, Copeland Woodruff has directed more than 90 productions of operas, plays, musicals and scenes programs. He was on the directing staffs of the New York City, Santa Fe, Chautauqua and Michigan Operas and faculty of the Juilliard School, Oberlin Conservatory, Academy of Vocal Arts, La Musica Lirica (Italy) and Temple University. He is current Co-Director of Opera Activities for the University of Memphis.
"Virus Based Nanotechnology and Nanotechnology Based on Viruses"	Presented by Jeremiah Gassensmith, Department of Chemistry & Biochemistry, University of Texas at Dallas.
Women In Law and CJEP present Marsy's Law, a Panel Discussion	All are welcome to attend and hear professionals from the South Dakota area discuss Marsy's Law, a recently passed law in the State of South Dakota.
The Green Violinist-The Music Behind the Chagall Painting	Hankus Netsky, Ph.D., a multi-instrumentalist, composer and ethnomusicologist from the New England Conservatory of Music, will present a special lecture titled "The Green Violinist-The Music Behind the Chagall Painting." This lecture is part of the semester-long celebration of Yiddish arts, culture and history. This celebration will culminate in a regional premiere of the musical Green Violin (April 19-23). Netsky's lecture builds on the themes of this musical, and the Marc Chagall painting for which it is named. He will examine the cultural sources from which Klezmer music and art arose, and will explore how music serves a significant role in cultural activities within Yiddish traditions. Netsky's lecture is funded through a generous grant from the South Dakota Humanities Council, and through the support of the College of Fine Arts, the Department of Theatre, the Center for Diversity & Community and the Center for Teaching and Learning.

Internal Medicine Grand Rounds: "New Future Technologies in Interventional Cardiology"	Adam Stys, MD Sanford Cardiovascular Institute
Analysis of System-based Reliability Data	Presented by Hon Keung Tony Ng, Southern Methodist University, Dallas.
Pediatric Grand Rounds - Media Mindfulness: the latest guidelines regarding screen time for children and adolescents	Presenter: Kayli Reece, MD Clinical Instructor PGY 3 Resident Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Department of Family Medicine Grand Rounds: Opioid Management	Daniel Heinemann, MD, FAAFP, will present on Opioid Management. The presentation will be held in the Sioux Falls Health Science Center, Room 106 with video conferencing to the Rapid City Campus, Room 110, Yankton Campus Avera Pavilion 1400 and Vermillion Lee Med, Rooms 201 and 111 (video conferencing to 111 only until 12:55 p.m.)
Radical Hope: Ethics in the Face of Cultural Devastation	Professor Jonathan Lear (University of Chicago), will lecture on the themes of his book "Radical Hope" which examines how Plenty Coup, the Crow Chief, exemplifies a model for responding creatively to cultures in crisis.
"Development of Bioinformatic Tools in Systems Biology"	Presented by Qin Ma, Assistant Professor, SDSU.
"Functional Materials from Self-Assembling Bis-urea Macrocycles"	Presented by Linda Shimizu, Department of Chemistry & Biochemistry, University of South Carolina.
Expressions of Identity Workshop Series: Femininity - PAW POINTS	Center for Diversity and Community would like to invite you to our 1 hour Expressions of Identity Workshop: Femininity, the last event out of the five workshop series. Guest Presenter is TBA, but mark your calendars. Snacks and beverages will be provided.
Pediatric Grand Rounds - The Proper Care and Feeding of Mental Health Screenings in Pediatric Clinics	Presenter: Mathia Rall, DrPH ABD MSW CSW MSA Clinical Instructor Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to: Avera Classroom 2 and registered videoconferencing sites

Movement Art & #NoDAPL: Visiting Artists Desiree Kane & Remy	Remy is a Dine' movement artist and activist from Black Mesa, AZ. Through his art, he creates aesthetic moments that catalyze and capture social movements. Desiree Kane is a Miwok woman, multi-media journalist, and a live-media event producer. Both artists have spent the last 7 months living at the Oceti Sakowin Camp near the Standing Rock Sioux Reservation documenting and organizing around #NoDAPL.
SVRC Weekly Brief: Steve Miller, Spiritual Wellness	Steve Miller will discuss spiritual wellness and mindfulness.
Promoting Yourself as an Artist	Fine Arts RM 172 Promoting Yourself as an Artists: ideas for earned media, social media and personal branding presented by Desiree Kane. Desiree Kane is a Miwok woman, multi-media journalist, and a live-media event producer. Her body of journalistic work ranges widely. For more information about Desiree's work visit: http://desireekane.com .
"Managing Host and Pest Relationships: Using Emerald Ash Borer Preferences to Detect Infestations and Predict Tree Survival"	Presented by Jordan Marshall, Ph.D., Associate Professor, Indiana Purdue University Fort Wayne.
6th Annual Diversity Symposium	The Office for Diversity invites you to the 6th Annual Diversity Symposium keynote address by Antionette Carroll, Founder and CEO of Creative Reaction Lab, a social enterprise that empowers and challenges community members to design inclusive cities by developing solutions addressing personal and structural racism. -Breakout Workshop Sessions: "Designing Inclusion and Equity Using Creative Problem Solving and Entrepreneurship: A Workshop" 10-11:15 a.m. and 1:15-4 p.m. -Luncheon Keynote Address: "Designing Inclusion and Equity," 11:30 a.m.-noon -Keynote noon-1 p.m. -Documentary Screening and Dinner: "White Helmets" 4-6 p.m.
SVRC Weekly Brief: Frank Main	Main has extensive experience on counseling. He also served as a company commander during the Vietnam Conflict. He will discuss issues pertaining to veterans transitioning from active duty and combat.
Pediatric Grand Rounds - Cerebral Palsy: A Diagnosis of Exclusion	Presenter: Connie Taylor, MD Assistant Professor Pediatric Neurologist Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Education Center Classroom 2 and registered videoconferencing sites

Matrix Population Models	Presented by Elizabeth Arnason (USD) Often times in biology, there are questions regarding the future of populations. Projection matrices can be utilized to solve such problems. These models neatly summarize the structure of the population, which can be found using the population's life cycle graph. In this talk, we will discuss the different structures of these matrices. The structure chosen is dependent on the attributes of the population in question. Once the model is constructed, mathematical methods can be applied to obtain important information regarding the population. This information can be used to make informed management decisions.
Siavash "Vash" Zohoori, "Boys 'n' Guns: Masculinity in a Culture of Violence" - PAW POINTS	Keynote lecture as part of the 2017 WGSS Research Conference "Cultures of Change."
"Archaeology and Long-Term Sustainability: A Case Study in Modeling Holocene Provence"	Daniel Contreras, Ph.D., will be the guest speaker for this Sustainability Series Lecture.
Joseph Harper Cash Memorial Lecture	"In Our Own Words: The Significance of Dakota Scholarship" presented by Gwen Westerman, Ph.D. Westerman will discuss the importance of Dakota Scholarship.
Craft Talk with Ivan Coyote: A Writer's Life	Join visiting writer Ivan Coyote as they discuss the challenges and strategies of living and working as a writer.
Ivan Coyote, "Neither, Nor: How to Circumnavigate the Gender Binary in Seven Thousand Easy Steps" - PAW POINTS	Keynote lecture for 2017 WGSS Research Conference "Cultures of Change." Lunch will be served.
"Adaptive variation in response to climate in a foundation grass species of the Great Plains"	Presented by Loretta Johnson Kansas State University

Big Science at Stanford Lab	The Department of Physics welcomes Leaders from the Sanford Underground Research Facility for the discussion "Big Science at Sanford Lab," an exploration of the Lab's impact on education and the economy in South Dakota. The presentation will be given by Sanford Lab's Mike Headley (executive director of the South Dakota Science and Technology Authority) and Jaret Heise (science director), and will discuss the Long Baseline Neutrino Facility and associated Deep Underground Neutrino Experiment (LBNF/DUNE), as well as current work on the largest and most sensitive dark matter detector in the world. In particular, Heise's work with Neutrinos has contributed to and shared in Ray Davis Jr.'s Nobel Prize in Physics in 2015.
Sound, Color, Shape... Presents Andrew Ferber: Wacipi in Oscar Howe's Paintings	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
Sound, Color, Shape... Presents Laura Vidler: Mirror Neurons, Kinesthetic Empathy and the Adaptation of Early Modern Spanish Drama	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentation will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
Sound, Color, Shape... Presents David Burrow: Color in Soviet Propaganda	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
Sound, Color, Shape... Presents Lee Baugh: Neuroscience Behind Synesthesia	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.

Pediatric Grand Rounds - Hysteria, a Herstory: Medical Malpractice, Then and Now	Presenter: Adrian Gaty, MD Clinical Instructor PGY3 Resident Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Health Science Center, Room 106 1400 West 22nd Street Sioux Falls, South Dakota Videoconferenced to Avera Sr. Colman Room and registered videoconferencing sites
Sound, Color, Shape... Presents Keith Salley: Serialism Through Metaphor	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
"Sound, Color, Shape..." Presents Chaya Gordon-Bland: Chagall into Theatrical Design	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
"Sound, Color, Shape..." Presents Paul Lombardi: Geometry in Music	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
"Sound, Color, Shape..." Presents Gabriel Picioroaga: Signal Processing	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
"Sound, Color, Shape..." Presents Heather Love: W.B. Yeats and Stravinsky	"Sound, Color, Shape..." is an interdisciplinary symposium that explores the human experience through music, art, drama, neuroscience, history, mathematics and words. Professors from across campus team up together for three days of themed lectures, revolving around the senses and how we as humans seek to understand and interpret them. All the presentations will take place during normal class meeting times on campus. For more information email Paul.Lombardi@usd.edu.
"A Conversation with a Child Holocaust Survivor" Inge Auerbacher	Inge has been lecturing on the Holocaust since 1981, and has spoken to thousands of people in the USA, Canada and Germany. Her audiences consist of school children, college students and adults of any ethnic background. She has appeared on many radio and television programs, and prize-winning documentary films have been made about her.

"Eco-evolutionary dynamics and the evolution of body size"	Presented by John DeLong, Ph.D., University of Nebraska-Lincoln.
Music as Memory: A Child of the Holocaust Remembers in Song	The National Music Museum hosts talk by Jewish Holocaust survivor Inge Auerbacher, as part of Tolerance Week in Siouxland. Auerbacher spent three years in the Theresienstadt/Terezin concentration camp, among 15,000 children imprisoned there. Of that number only 1% survived.
Pediatric Grand Rounds - Health Literacy: What, Why, and How	Presenter: Natalie Dvorak, MD Clinical Instructor PGY3 Resident Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Sr. Colman room and registered videoconferencing sites
"Race and Civility: A Lecture" with Elizabeth Acevedo	Renowned Afro-Latina poet and activist, and National Slam Champion Elizabeth Acevedo will hold a public lecture, examining race relations and cultural divides, with respect to multi-heritage and multicultural populations. Refreshments provided. The event is co-sponsored by the South Dakota Humanities Council, the National Endowment for the Humanities, the departments of Modern Languages and Linguistics, English, Communication Studies, women, gender and sexuality studies program, and the Center for Diversity and Community.
"Understanding driver gene mutations in animal models of bone cancer"	Presented by Jianning Tao - Children's Health Research Center at Sanford Research
"AApeptides: From Structure to Function"	Presented by Jianfeng Cai, Department of Chemistry, University of South Florida.
Bayesian Estimate of Stress-Strength Parameter for Burr Type XII Distribution Based on Progressively First Failure-Censored Samples	Presented by Jessie Byrnes (graduate student, USD) For this presentation, the progressive first failure-censoring scheme is used to obtain samples from two Burr Type XII distributions respectively, so that the stress-strength parameter can be inferred. This reliability parameter is evaluated under Bayesian estimation because it lacks a closed form solution under maximum likelihood estimation. Because of computation complexities and no closed forms of estimators, Markov Chain Monte Carlo procedure is proposed for a simulation study. From the simulation results, the Bayesian estimator under a given loss function will be discussed.

Neuroimmunology, Brain Disorders and Mental Health	Presenters: Victor Huber, Ph.D., and Gina Forster, Ph.D, Basic Biomedical Sciences. Join us for a seminar on Neuroimmunology, Brain Disorders and Mental Health. The relationship between neural health and function, inflammation and disorders of the nervous system will be discussed. Refreshments will be served. CBBRe workshops are held on the first Wednesday of each month and aim to bring students, staff and faculty together for discussion and collaboration. All are welcome to attend. Meetings are held in the Lee Med Building, Rm 105.
Humanities Research Forum featuring Benjamin Hagen	Benjamin Hagen (Department of English) will present "Learning to Love, Finally, in the Writings of Virginia Woolf and D. H. Lawrence."
Paleogenetic Survey of Mammal Diversity in Pleistocene Southeast Alaska	Visiting speaker, Charlotte Lindqvist, University of Buffalo will give a presentation on Paleogenetic survey of mammal diversity in Pleistocene Southeast Alaska.
Human Cargo: Trafficking in the 21st Century	Human Cargo: Trafficking in the 21st Century - Sex Trafficking in the United States: A Homegrown Problem. Join us as we screen the film "Tricked" with discussant Anna Kosloski, Ph.D., from the University of Colorado, Colorado Springs. This event is supported by the Department of Political Science and criminal justice studies, the international studies program and a grant from the Center for Teaching and Learning.
"Population Assessment and Conservation of the Federally Endangered Uncompahgre Fritillary Butterfly (Boloria acrocnema)"	Presented by Kevin Alexander, Ph.D., Western State Colorado University.
Pediatric Grand Rounds - Child Sexual Abuse 2017	Presenter: Dr. Nancy Free, DO, FACOP, FAAP Medical Director, Child's Voice Clinical Professor, Department of Pediatrics Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Neuroscience Journal Club: A Cannabinoid Link Between Mitochondria and Memory	Brian Burrell, Ph.D., will present the journal article: Hebert-Chatelain, E., Desprez, T., Serrat, R., Bellocchio, L., Soria-Gomez, E., Busquets-Garcia, A., ... & Varilh, M. (2016). A cannabinoid link between mitochondria and memory. Nature, 539(7630), 555-559. Journal Club discussions provide an opportunity for faculty and students to have a thoughtful discussion about important topics in neuroscience. Location: Lee Med, Room 19

Phi Beta Kappa Lifto Amundson Lecture	Matthew Moen, Ph.D. presents "The Great Task Remaining Before Us" a discussion on liberal education and citizenship. Moen is the President of the Gettysburg Foundation and former Dean of the College of Arts & Sciences. The Lifto Amundson Lecture accompanies the initiation of new members into Phi Beta Kappa, the nation's oldest honor society.
He Did 'Go All the Way' - for 40 Years! ESPN's Chris Berman	Chris Berman, long-time ESPN sportscaster, will present a public lecture titled "He did 'go all the way' - for 40 years!" Berman will be recognized for winning the 2016 Al Neuharth Award for Excellence in the Media.
Earth Days Keynote: Sandra Steingraber, Ph.D. – Toward an Unfractured Future	Sandra Steingraber is an internationally known biologist, author and cancer survivor who writes about climate change, ecology and the links between human health and the environment. Steingraber's lecture is free and open to the public due to generous sponsorship from the Sustainability Program, College of Arts and Sciences, School of Health Sciences, Department of Biology and the Ceres Trust. Photo credit: Laura Kozlowski
Economic Design of Two-stage Semicircle Control Chart for Dependent Variables	Presented by Jyun-You Chiang (Southwestern University of Finance and Economics, China) This article proposes a two-stage charting design to monitor either the performance variable or its surrogate variable in an alternating fashion rather than monitoring the performance variable alone. The proposed method simplifies process monitoring when users only concern about whether a process is in control or not, and when the process is out of control, we can also further know that the mean shift or variance changes.
Human Cargo: Trafficking in the 21st Century	Human Cargo: Trafficking in the 21st Century - Forced Marriage and Sexual Slavery under the Islamic State. Screen with us the Frontline documentary "Escaping ISIS" with discussants and representatives from Yazda (Yazidi Organization). This event is supported by the Department of Political Science, criminal justice studies, the international studies program and a grant from the Center for Teaching and Learning.
Pediatric Grand Rounds - Febrile Infants: Decreasing Length of Stay	Presenter: Rebecca Schreier, DO Clinical Instructor PGY 3 Resident Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium & registered videoconferencing sites
Astronomy Day Lecture: Vuk Mandic, Ph.D.	During their first observation run the Advanced LIGO gravitational-wave detectors recorded signatures of mergers of binary black hole systems. These events mark the beginning of gravitational-wave astrophysics, enabling a new approach to studying various astrophysical phenomena. Vuk Mandic, Ph.D., physics professor at the University of Minnesota, will describe the LIGO detectors and the events they recorded, and discuss the implications of these observations, as well as expectations for future observations. Location: Slagle Hall, Room 312

Astronomy Day Lecture: Vuk Mandic, Ph.D.	Laser Interferometer Gravitational-wave Observatory (LIGO) detectors have recently detected the first gravitational waves, generated in mergers of pairs of black holes. These exciting new observations have opened a new window onto the Universe, revealing events and objects never observed before. Vuk Mandic, Ph.D., will discuss these observations, their potential implications and expectations for what this new astronomical tool may unveil.
Pediatric Grand Rounds - Youth Street Gangs: Not in My Backyard...or Are They?	Presenter: Jada Ingalls, DO, MS Forensic Medicine Clinical Instructor PGY3 Resident Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Presentation Classroom and registered videoconferencing sites
Pediatric Grand Rounds - Duchenne Cardiomyopathy: A Lifetime of Study (or I Did It, So Can You - Here Is How)	Presenter: Hugh Allen, MD Professor Baylor College of Medicine Texas Children's Hospital Location: Health Science Center, room L15 University of South Dakota 1400 West 22nd Street, Sioux Falls, South Dakota Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Pediatric Grand Rounds - Plagiarism in Medical Publications	Presenter: Joseph Zenel, MD Director, Pediatrics Residency Program Professor USD Sanford School of Medicine Executive Director, Medical Education Sanford Health Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Pediatric Grand Rounds - Bronchopulmonary Dysplasia with Apologies to Leo Tolstoy	Presenter: Stephen Messier, MD FAAP Medical Director, Boekelheide NICU Sanford Children's Hospital Associate Clinical Professor Department of Pediatrics Sanford USD Medical Center Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Presentation Room and other registered videoconferencing sites
Department of Family Medicine Grand Rounds: Good Health & Wellness in Indian Country	Please join us for Good Health & Wellness in Indian Country. Leah House, B.A., Director of the Lower Brule Sioux Tribe Diabetes Prevention Program and Valborg Kvigne, M.B.A., Diabetes Grant Coordinator, Department of Family Medicine, USD SSOM, are the presenters. The session will focus on the on-site Diabetes Self-Management Education and Diabetes Prevention Program classes in the Lower Brule work sites.
Internal Medicine Grand Rounds - Nephrology Update: Four Seasons	Nephrology Update: Four Seasons Larry Burris DO, FACP
Pediatric Grand Rounds - The Spectrum of Pediatric Neuromyelitis Optica (NMO)	Presenter: Sita Paudel, MD Assistant Professor Pediatric Neurology Sanford Children's Specialty Clinic Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and other registered videoconferencing sites

Pediatric Grand Rounds - Safeguarding our future: Antimicrobial Stewardship Programs in Pediatrics	Presenter: Fernando Bula-Rudas, MD Assistant Professor Department of Pediatrics Infectious Disease Sanford Children's Specialty Clinic USD Sanford School of Medicine, Sioux Falls, SD Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Pediatric Grand Rounds - Brain Death; A never ending controversy	Presenter: Gokhan Olgun, M.D. Assistant Professor Pediatric Critical Care Department of Pediatrics USD Sanford School of Medicine University of South Dakota Sioux Falls, South Dakota Location: Sanford USD Medical Center Schroeder Auditorium Avera Classroom 2 Videoconferenced to registered videoconferencing sites
Pediatric Grand Rounds - Innovative Teaching Techniques for the Busy Clinician	Presenter: Jody Huber, M.D., F.A.A.P. Associate Professor Pediatric Critical Care Division Sanford Children's Hospital USD Sanford School of Medicine, Sioux Falls, SD Location: Sanford USD Medical Center Schroeder Auditorium Videoconferenced to Avera Classroom 2 and registered videoconferencing sites
Oscar Howe Memorial Lecture	The Hob Menace: The dangers of hobbyism and artifact manipulation in relation to future Museum collections. Presented by contemporary mixed media artist, Angela Swedberg.
Male Empowerment / Male Etiquette On A College Campus	Dr. Cunningham will be conducting topics on Male Empowerment-Creating A Positive Brand for Yourself-Male Etiquette On A College Campus-Men Of Color
Male Empowerment/Creating A positive Brand For Yourself	Dr. Cunningham will be conducting topics on Male Empowerment-Creating A Positive Brand for Yourself-Male Etiquette On A College Campus-Men Of Color.
American Musical Theatre: Guest Speaker Dr. William Everett	Dr. Everett is Curators' Distinguished Professor of Musicology at UMKC. He holds degrees from Texas Tech University (B.M., music theory), Southern Methodist University (M.M., music history, instrumental conducting), and the University of Kansas (Ph.D., musicology). At UMKC, he teaches graduate courses in medieval music, American musical theater, music and national identity, research and bibliography in music, and pedagogy of music history. Dr. Everett's current projects focus on the musicals that played at Daly's Theatre in London during the 1890s and the rise of orchestral music in Kansas City at the end of the nineteenth century. He is a commissioning editor for musical theater for the New Grove Dictionary of American Music, 2nd Edition. Please visit http://conservatory.umkc.edu/faculty.cfm?r=%22%252%5C%20%0A for more information about Dr. Everett. The public is invited to this lecture.

Women, Gender and Sexuality Studies Research Conference: Cultures of Change	This interdisciplinary research conference offers a forum to explore Cultures of Change. Panel presentations, performances, film screenings, roundtables and keynote speakers explore efforts to produce and respond to structural and cultural change with respect to politics of gender and the rights of marginalized groups, especially LGBTQ individuals, both today and historically.
Missouri River Institute Research Symposium	The annual Missouri River Institute Research Symposium will feature a number of speakers describing research and education activities focused on issues related to the Missouri River and its basin. Speakers will include presenters from both the University of South Dakota and federal and state government agencies. Topics of presentations will include river function and management, riparian forests along the river and fish and wildlife associated with the river.
IdeaFest	IdeaFest is an annual campus event celebrating student research, creative scholarship and academic engagement. Undergraduate and graduate students in all disciplines present their work in oral and poster presentations, live performances, readings, exhibits and displays. Not only does it offer students a unique opportunity to present their work, it's a way for the surrounding community to see how research and other academic activities enhance the education of students. The keynote speaker is Jorge Huerta, Ph.D.
Race and Civility - A Visit with Elizabeth Acevedo	In celebration of National Poetry Month, renowned Afro-Latina slam poet Elizabeth Acevedo's visit will engage the public on race relations through an exploration of the theme "Race and Civility." She will lead a public lecture, performance workshop and an open mic. style slam poetry performance. See calendar for more individual event postings. The event is co-sponsored by the South Dakota Humanities Council, the National Endowment for the Humanities, the departments of Modern Languages and Linguistics, English, Communication Studies, women, gender and sexuality studies program, and the Center for Diversity and Community.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – T
DATE: December 5-7, 2017

SUBJECT

Accreditation Status Report

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Bylaws, Section 3.1.1](#) – Committee on Academic and Student Affairs

[BOR Policy 1:10](#) – Relationship of Curriculum and Instruction to Statutory Objectives

[BOR Policy 2:29](#) – Definition of Credits and Related Instructional Requirements

[AAC Guideline 4.3](#) – Request to Seek Program Accreditation

BACKGROUND / DISCUSSION

Public institutions under the control of the South Dakota Board of Regents obtain institutional and programmatic accreditation to ensure standards of excellence in areas such as faculty, curriculum, administration, and student services. Institutional Accreditation applies to the entire institution, and is performed by regional and national accrediting agencies. Of the six regional accrediting agencies covering four-year programs, the South Dakota Regental Institutions obtain institutional accreditation through North Central Accreditation [Higher Learning Commission](#). Programmatic Accreditation focuses more on specific programs within an institution which are performed by professional accrediting bodies.

Depending on the cycle for institutional and programmatic accreditation, institutions and programs carry out a series of steps to obtain and maintain accredited status. Traditionally, an extensive self-study is performed in which institutions/programs respond to the agency's standards, undergo a multiple-day site visit by a peer review team, are reviewed by a board or commission that makes the accreditation decision, and participate in annual reporting and re-accreditation on a set cycle.

During the past year, the six Regental Institutions and Special Schools, at the direction of the Board of Regents, worked to maintain accreditation for their institutions and programs. The Accreditation Status Report (Attachment I), provides an update on these efforts. Specifically, the report profiles accreditation at each campus by reporting a range of data including: 1) Institutional and/or Programmatic Accreditation Agency; 2) Program CIP Codes, when applicable; 3) Frequency of Accreditation; 4) Year of Last Accreditation Decision; and 5) Year of Next Scheduled Accreditation Visit. Programs that are newly

(Continued)

INFORMATIONAL ITEM

accredited since the last report to the Board in 2014 are highlighted in yellow. Each agency/organization listed for an institution signifies they have achieved accreditation.

IMPACT AND RECOMMENDATIONS

Accreditation involves a process of external quality review, involving accrediting agencies that have developed standards of excellence in areas such as faculty, curriculum, administration, and student services. Institutions and programs that meet the standards and that are granted accreditation continue on a path toward ongoing improvement. Public recognition obtained through the accreditation process provides important information for: 1) employers who want to ensure that employees have the necessary skills acquired from an accredited school/program; 2) institutions as students transfer credits from one school to another; and 3) students to obtain access to federal education funding. Accreditation is performed by private organizations that set standards and create policies and procedures for accreditation.

Expanding the number of accredited programs is one of the metrics included in the [Board of Regents Strategic Plan](#) to improve Academic Quality. The Board goal is to expand accreditation to 100, and currently has 96 unduplicated accreditations across the system.

ATTACHMENTS

Attachment I – Accreditation Status Report

Accreditation Report December 2017

Table 1
Black Hills State University Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
<i>The Association to Advance Collegiate Schools of Business</i>	Various	5 years	2014	2018
<i>National Association of Schools of Music</i>				
<i>Composite Instrumental Music (BSED)</i>	50.0901	10 years	2010	2020
<i>Composite Music (BA)</i>	50.0901	10 years	2010	2020
<i>Composite Music (BS)</i>	13.1312	10 years	2010	2020
<i>Composite Vocal Music (BSED)</i>				
<i>National Association for Sport and Physical Education</i>				
<i>Physical Education (BSED)</i>	31.0501	7 years	2011	2018
<i>Council for the Accreditation of Educator Preparation</i>				
<i>College of Education</i>	Various	7 years	2011	2018
<i>North Central Association Higher Learning Commission</i>				
<i>Institution</i>	N/A	10 years	2013	2022
<i>South Dakota Department of Education</i>				
<i>Early Childhood/Special Education (BSED)</i>	13.1209	7 years	2010	2018
<i>Elementary Education (BSED)</i>	13.1202	7 years	2010	2018
<i>Secondary Education (7-12)</i>				
Biology (BSED)	26.0101	7 years	2010	2018
Business Education (BSED)	13.1303	7 years	2010	2018
Chemistry (BSED)	40.0501	7 years	2010	2018
Composite English (BSED)	23.0101	7 years	2010	2018
Composite Mathematics & Science	13.1311	7 years	2010	2018
Composite Science (BSED)	13.1316	7 years	2010	2018
Composite Social Science (BSED)	45.0101	7 years	2010	2018
Composite Speech Communication (BSED)	23.1001	7 years	2010	2018
English (BSED)	23.0101	7 years	2010	2018
History (BSED)	54.0101	7 years	2010	2018

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
Industrial Technology Education	15.0612	7 years	2010	2018
Mathematics (BSED)	13.1311	7 years	2010	2018
<i>K-12 Education</i>				
Art (BSED)	50.0701	7 years	2010	2018
Composite Instrumental Music (BSED)	50.0901	7 years	2010	2018
Foreign Language: Spanish (BSED)	16.0905	7 years	2010	2018
Composite Vocal Music (BSED)	50.0901	7 years	2010	2018
Special Education (BSED)	13.1001	7 years	2010	2018
<i>Curriculum. & Instruction(MSCI)*</i>				
<i>*Specializations in Math Education, Science Education, and Technology Integrationist Specialization.</i>	13.1301	7 years	2010	2018
<i>Master of Education in Reading</i>	13.1301	7 years	2010	2018

Table 2
Dakota State University Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
Accreditation Council for Business Schools and Programs (ACBSP)				
<i>Accounting (BBA)</i>	52.0301	10 years	2015	2025
<i>Business Management (AS)</i>	52.0201	10 years	2015	2025
<i>Business Technology (BBA)</i>	11.0401	10 years	2015	2025
<i>Finance (BBA)</i>	52.0801	10 years	2015	2025
<i>Management (BBA)</i>	52.0201	10 years	2015	2025
<i>Marketing (BBA)</i>	52.1401	10 years	2015	2025
<i>Professional Accountancy (BS)</i>	52.0301	10 years	2015	2025
Commission on Accreditation for Health Informatics and Information Management Education (CAHIIME)				
<i>Health Information Tech. (AS)</i>	51.0707	On-going	2013	-- ^a
<i>Health Information Admin. (BS)</i>	51.0706	On-going	2013	-- ^a
		<i>(a) Annual Updates - No on-site visit</i>		
Commission on Accreditation for Respiratory Care (CoARC)				
<i>Respiratory Care (AS)</i>	51.0908	10 years	2009	2018
<i>Respiratory Care (BS)</i>	51.0908	-- ^b	-- ^b	-- ^b
		<i>(b) Self Study submitted October 1, 2017; Expected Reaccreditation visit Fall 2018. Accreditation takes place at 2-yr level only.</i>		
Council for Accreditation of Educator Preparation (CAEP)				
<i>College of Education</i>	Various	7 years	2016	2022
North Central Association Higher Learning Commission (HLC)				
<i>Institution</i>	N/A	On-going AQIP cycles	2000- 01	-- ^c
		<i>(c) DSU was accepted as an AQIP (Academic Quality Improvement Program) institution in 2005, so the traditional institutional accreditation visit will not occur. Reaffirmation of Accreditation 2018-19.</i>		

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
<i>South Dakota Department of Education (SD DOE)</i>				
Elementary Ed. & Special Education (BSED)	13.1099	7 years	2016	2023
Elementary Education (BSED)	13.1202	7 years	2016	2023
<i>Secondary Education (7-12)</i>				
Biology (BSED)	13.1322	7 years	2016	2023
Business (BSED)	13.1303	7 years	2016	2023
English (BSED)	13.1305	7 years	2016	2023
Mathematics (BSED)	13.1311	7 years	2016	2023
<i>K-12 Education</i>				
Computer Education (BSED)	13.1321	7 years	2016	2023
Physical Education (BSED)	13.1314	7 years	2016	2023
<i>K-12 Education</i>				
Computer Education (BSED)	13.1321	7 years	2009	2016
Physical Education (BSED)	13.1314	7 years	2009	2016

Table 3
Northern State University Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
Accreditation Council of Business School and Programs (ACBSP) <i>School of Business</i>	Various	10 years	2017	2027
Network of International Business Schools (NIBS) <i>School of Business - Center of Excellence</i>	52.0101	5 years	2015	2020
National Association of Schools of Arts and Design <i>Art (BA)</i>	50.0701/ 13.1302	5 years	2014	2019
National Association of Schools of Music <i>Music (MME, BME & BA)</i>	13.1312/ 50.0901	10 years	2010	2020
Council for the Accreditation of Educator Preparation <i>School of Education</i>	Various	5-7 years	2014	2020
Council for Accreditation of Counseling and Related Educational Programs (CACREP) <i>Counseling - School (MSEd)</i> <i>Counseling - Clinical Mental Health (MSEd)</i>	13.1101 13.1101	8 years 8 years	2017 2017	2025 2025
North Central Association Higher Learning Commission <i>Institution</i>	N/A	10 years	2017	2027
South Dakota Department of Education <i>Elementary Education (BSED)</i> <i>Secondary Education (7-12)</i> Biology (BSED) Chemistry (BSED) History (BSED) Language Arts /English (BSED) Mathematics (BSED) <i>K-12 Education</i> Art (BSED) World Language/Spanish (BSED)	13.1202 13.1322 13.1322 13.1328 13.1305 13.1311 13.1302 13.1306	7 years 7 years 7 years 7 years 7 years 7 years 7 years	2014 2014 2014 2014 2014 2014 2014	2020 2020 2020 2020 2020 2020 2020

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
Music (BME)	13.1312	7 years	2014	2020
Physical Education (BSED)	13.1314	7 years	2014	2020
Special Education (BSED)	13.1202	7 years	2014	2020
<i>Master of Science in Education</i>				
School Counseling (MSED)	13.1101	7 years	2014	2020
Leadership and Administration (MSED)	13.0405	7 years	2014	2020
Teaching and Learning (MSED)	13.0301	7 years	2014	2020
<i>National Association of Concurrent Enrollment Partnerships (NACEP)</i>				
<i>Rising Scholars Program</i>	N/A	6 years	2017	2023

Table 4
South Dakota School of Mines and Technology Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
American Chemical Society				
Chemistry (BS)	40.0501	5 years	2015*	Review pending
			*Items of non-compliance under review	
Computing Accreditation Commission of the Accreditation Board for Engineering and Technology				
Computer Science (BS)	11.0101	6 years	2014	2020
Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology				
Civil Engineering (BS)	14.0801	6 years	2017	2023
Electrical Engineering (BS)	14.1001	6 years	2017	2023
Metallurgical Engineering (BS)	14.2001	6 years	2017	2023
Geological Engineering (BS)	14.1501	6 years	2017	2023
Chemical Engineering (BS)	14.0701	6 years	2017	2023
Industrial Engineering (BS)	14.1701	6 years	2017	2023
Computer Engineering (BS)	14.0901	6 years	2017	2023
Mechanical Engineering (BS)	14.1901	6 years	2017	2023
Environmental Engineering (BS)	14.1401	6 years	2017	2023
Mining Engineering (BS)	14.2101	6 years	2017	2023
North Central Association Higher Learning Commission				
Institution	N/A	On-going AQIP cycles	2014	2022-23

Table 5
South Dakota State University Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
Accreditation Board of Engineering & Technology				
<i>Agricultural & Biosystems Engineering (BS)</i>	14.0301	6 years	2016	2022
<i>Computer Science (BS)</i>	11.0101	6 years	2016	2022
<i>Civil Engineering (BS)</i>	14.0801	6 years	2016	2022
<i>Electrical Engineering (BS)</i>	14.1001	6 years	2016	2022
<i>Mechanical Engineering (BS)</i>	14.1901	6 years	2016	2022
<i>Construction Management</i>	15.1001	4 years	2017	2019
<i>Operations Management</i>	52.0205	4 years	2017	2019
<i>Electronics Engineering Technology</i>	15.0303	6 years	2017	2023
Accreditation Commission for Programs in Hospitality Administration (ACPHA)				
<i>Hospitality Management</i>	52.0901	7 years	2016	2023
Accreditation Council for Pharmacy Education				
<i>Pharmacy (Pharm.D.)</i>	51.2001	8 years	2015	2022- 2023
Accreditation Council for the Education of Nutrition and Dietetics				
<i>Dietetics (BS)</i>	51.3101	10 years	2008	2018
<i>Dietetic Internship</i>		3 years	2015	2018
Accrediting Council on Education in Journalism & Mass Communication				
<i>Advertising</i>	9.0903	6 years	2012	2018
<i>Journalism (BA/BS)</i>	9.0401	6 years	2012	2018
<i>Mass Communications (MMC)</i>	9.0102	4 years	2014	2018
American Association of Museums Accreditation Commission				
<i>South Dakota Art Museum</i>	NA	10 years	2014	2023
American Association of Veterinary Lab Diagnosticians				
<i>Animal Disease Research and Diagnostic Lab</i>	NA	5 years	2013	2018
American Society of Agricultural & Biological Engineers				

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
<i>Agricultural Systems Technology (BS)</i>	1.0201	6 years	2012	2018
<i>American Society of Biochemistry and Molecular Biology (ASBMB)</i>				
<i>Biochemistry</i>	26.0202	7 years	2015	2022
<i>American Society of Health-System Pharmacists (ASHP)</i>				
<i>Pharmacy- PGY1 Residency Program</i>		3 years	2015	2018
<i>Aviation Accreditation Board International (AABI)</i>				
<i>Aviation with Specialization in Aviation Education (BS)</i>	49.0108	5 years	2013	2018
<i>Commission on Accreditation of Athletic Training Education (CAATE)</i>				
<i>Athletic Training (BS)</i>	51.0913	10 years	2010	2020-21
<i>Athletic Training (MS)</i>	51.0913	10 years	2012	2021-22
<i>Commission on Accreditation for the Exercise Sciences (CoAES)</i>				
<i>Exercise Science (BS)</i>	31.0599	5 years	2012	2017
<i>Commission on Collegiate Nursing Education (CCNE)</i>				
<i>Nursing (BS)</i>	51.3801	10 years	2011	2021
<i>Nursing (MS)</i>	51.3801	10 years	2011	2021
<i>Nursing (DNP)</i>	51.3808	5 years	2016	2026
<i>Nursing - APRN Post-Graduate</i>	51.3805	10 years	2016	2016
<i>Council for Interior Design Accreditation</i>				
<i>Interior Design (BS)</i>	50.0408	5 years	2013	2018
<i>Council for the Accreditation of Counseling and Related Educational Programs (CACREP)</i>				
<i>Counseling and Human Resource Development (MS)</i>	42.2803	7 years	2017	2025
<i>Council for the Accreditation of Educator Preparation (CAEP) (formerly National Council for Accreditation of Teacher Education [NCATE])</i>				

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
<i>Teacher Education, Principal, and School Counselor (BA/BS/MS/M.Ed)</i>	Various	7 years	2014	2019
<i>Council on Rehabilitation Education (CORE) Candidate for accreditation</i> <i>Counseling and Human Resource Development Specialization in Counseling in a Rehabilitation and Mental Health Setting (MS)</i>	42.2803	8 years	2015	2023
<i>National Architectural Accrediting board, Inc (NAAB)</i> <i>Architecture</i>	4.0201	3 years	2017	2019
<i>National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</i> <i>Medical and Laboratory Sciences (BS)</i>	51.1005	10 years	2016	2026
<i>National Association for Education of Young Children (NAEYC)</i> <i>Fishback Center for Early Childhood Ed.</i>	13.121	5 years	2017	2022
<i>National Association of Schools of Music (NASM)</i> <i>Music Education (BME)</i> <i>Music (BA)</i>	13.1312 50.0901	10 years 10 years	2010 2010	2019 2019
<i>North Central Association Higher Learning Commission (HLC)</i> <i>Institution</i>	NA	10 years	2010	2019
<i>Society for Range Management (SRM)</i> <i>Rangeland Ecology and Management (BS)</i>	1.1106	10 years	2016	2026
CERTIFIED PROGRAMS				
<i>American Chemical Society</i> <i>Chemistry (BS)</i>	40.0501	N/A	2016	2021
<i>Nonprofit Leadership Alliance (formerly American Humanics)</i> <i>Leadership & Management Non-Profit Organizations (Minor)</i>	52.0206		2003	

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
<i>National Collegiate Honors Council</i> <i>Van D. and Barbara B. Fishback Honors College</i>	N/A		2010	
<i>Department of the Army</i> <i>Army ROTC</i>	N/A	1 year	2016	2017
<i>College Reading and Learning Association</i> <i>Tutoring/Supplemental Instruction (SI) Program</i>	N/A	5 years	2016	2020

Table 6
University of South Dakota Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
ABET Computing Accreditation Commission				
Computer Science (BS)	11.0101	≤6 years	2017	2019
Accreditation Commission for Education in Nursing (ACEN)				
Nursing (AS)	51.3801	8 years	2006	2014
Accreditation Council for Occupational Therapy Education				
Occupational Therapy (MS)	51.2306	10 years max	2016	2026
Occupational Therapy (OTD)	51.2306	7 years	2016	2022
Accreditation Review Commission on Ed. for Physician Assistant				
Physician Assistant (MSPAS)	51.807	10 years	2013	2023
Accrediting Council on Ed. In Journalism and Mass Communication				
Media and Journalism (BA, BS)	9.0403	6 years	2014	2020
American Chemical Society ^a				
Chemistry (BA/BS/MA)	40.0501	5 years	2006	^a
				(a) ACS (Chemistry): Accreditation continued on a yearly basis
American Dental Association Commission on Dental Accreditation				
Dental Hygiene (BS)	18.0401	7 years	2017	2021
American Psychological Association				
Clinical Psychology	42.0201	7 year Max.	2017	2023
Association of University Programs in Health Administration				
Health Services Administration	51.0701	5 years	2015	2018
Association to Advance Collegiate Schools of Business Inter.				

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
<i>Business</i>	52.0101	5 years	2015	2019
<i>Commission on Accreditation in Physical Therapy Education</i>				
<i>Physical Therapy (DPT)</i>	51.2308	10 years	2008	2018
<i>Commission on Collegiate Nursing Education (CCNE)</i>				
<i>Nursing (BSN)</i>	51.3801	5 years	2012	2017
<i>Council of Academic Accreditation -American Speech- Language-Hearing Association</i>				
<i>Communications Sciences and Disorders (BA/BS/MA/AuD)</i>	18.0103	8 years	2010	2018
<i>Council for Accreditation of Counseling & Related Ed. Programs</i>				
<i>Counseling and Psychology in Education</i>	42.2803	Varies	2015	2018*
			*CACREP visit in 2018 only at USD's request; otherwise valid until 2021	
<i>Council of Social Work Education</i>				
<i>Social Work (BS)</i>	44.0701	8 years	2010	2017
<i>Social Work (MSW)</i>	44.0701	4 years	2012	2017
<i>Council on the Section of Legal Education and Admissions to the Bar of the American Bar Association</i>				
<i>Law (JD)</i>	22.0101	7 years	2013	2020
<i>Council on the Section of Legal Education and Admissions to the Bar of the American Bar Association. Foreign Programs Subcommittee of the Accreditation Committee.</i>				
<i>Law (JD)</i>		5 years	2011	2016
<i>Higher Learning Commission</i>				
<i>Institution</i>	N/A	10 years	2011	2020- 21
<i>Liaison Committee on Medical Education</i>				
<i>Medicine</i>	51.1201	8 years	2010	2017

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
<i>National Addiction Studies Accreditation Commission</i>				
<i>Alcohol & Drug Studies (BS/MA)</i>	51.1501	7 years	2016	2022
<i>National Association of Schools of Public Affairs & Adm.</i>				
<i>Public Administration (MPA)</i>	44.0401	7 years	2013	2020
<i>National Association of School Psychologists (NASP)</i>				
<i>Counseling & Psychology in Education (Ed.S. & Ph.D.)</i>	42.2803	Varies	2014	2022
<i>National Association of Schools for Theatre</i>				
<i>Theatre (MFA/MA)</i>	50.0501	10 years	2010 ^c	2020
	<i>(c) Optional reports are on-going until final approval is received</i>			
<i>National Association of Schools of Art and Design</i>				
<i>Art (BFA/MFA)</i>	50.0701	10 years	2010 ^c	2020
	<i>(c) Optional reports are on-going until final approval is received</i>			
<i>National Association of Schools of Music</i>				
<i>Music (MM)</i>	50.0901	10 years	2017	2027
<i>National Council for Accreditation of Teacher Ed.</i>				
<i>School of Education (moved to CAEP)</i>	Various	7 years	2013	
<i>Council for Accreditation of Educator Preparation</i>				
<i>School of Education (moved from NCATE)</i>	Various	7 years	New	2019
<i>South Dakota Board of Nursing</i>				
<i>Nursing (AS)</i>	51.3801	8 years	2014	2022
<i>Nursing (BSN)</i>	51.3801	10 years	2017	2027*
	*A nursing program that holds national accreditation from a national nursing accrediting agency approved by the US Department of Education is exempt from the requirement for an on-site visit			

<i>Accrediting Agency Program</i>	Program CIP Code	Frequency	Last Decision	Next Visit
<i>South Dakota Department of Education</i> <i>(Accepts National Certification as alternative now)</i>				
<i>Elementary Education (BSED)</i>	13.1202	5-7 years	2011	2019
<i>Special Education (BSED)(CAEP/CEC)</i>	13.1202	7 years	2011	2019
<i>Secondary Education (7-12)</i>				
Language Arts – English and Speech (BSED, BA)	13.1305	5-7 years	2011	2019
Mathematics (BA, BS, or BSED)	13.1311	5-7 years	2011	2019
Science - Biology (BSED or BS), Chemistry, Physics, Earth Science (BS)	13.1322	5-7 years	2011	2019
Social Science-History or Political Science (BA, BS or BSED)	13.1317	5-7 years	2011	2019
SEED Masters Plus Certification		5-7 Years	2011	2019
<i>K-12 Education</i>				
Art (BFA) (See NASAD above)	13.1302	7 years	2010	2020
Foreign Lang: French, German, Spanish (BA or BSED)	13.1306	7 years	2011	2018
Music (BM)- (See NASM Above)	13.1312	7 years	2017	2027
Theater (BFA) (See NAST Above)	13.1314		2010	2020
Physical Education (BSED)	13.1314	5-7 years	2011	2019
<i>Graduate Programs</i>				
Special Education (MA)	13.1202	7 years	2011	2019
Special Education Director (Ed.S.)	13.0402	5-7 years	2011	2019
School Psychologist (Ed.S./Ph.D.) (see NASP above)	42.2803	7 years	2014	2022
Educational Administration – Super. (Ed.S./Ed.D.)	13.0401	5-7 years	2011	2019
Educational Administration - Princ. (MA/Ed.S./Ed.D.)	13.0401	5-7 years	2011	2019
School Counselor (MA/Ed.S./Ph.D.) (CACREP)	42.2803	7 years	2015	2018
Reading Specialist (MA) (CAEP/ILA)	13.1315	7 years	2011	2019
Speech/Language Pathologist (MA) (see CAA-ASHA above)	51.0203	7 years	2010	2018

Table 7
Special Schools Accreditations – December 2017

Accrediting Agency Program	Program CIP Code	Frequency	Last Decision	Next Visit
Department of Education/Special Education				
<i>Special Education Program</i>	N/A	5 years*	2013	2018
Department of Education				
<i>Compliance Review</i>	N/A	5 years*	2014	2019
AdvancED (North Central Assn.)	N/A	5 years*	2015	2020

*Annual reporting required to maintain accreditation.

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – U
DATE: December 5-7, 2017

SUBJECT

Licensure and Certification Report

CONTROLLING STATUTE, RULE, OR POLICY

[SDCL 13-1-60](#) – Annual report to Board of Regents of outcomes of licensure and certification examinations.

BACKGROUND / DISCUSSION

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	Audiology
USD	Clinical Psychology
USD	Dental Hygiene
USD	Medicine MD-2 (Clinical Knowledge)
SDSU	Masters/Family Nurse Practitioner
SDSU	Doctor of Nursing Practice / Family Nurse Practitioner
SDSU	Doctor of Nursing Practice / Pediatric Clinical Nurse Specialist
USD	Occupational Therapy (OTD)
USD	Physical Therapy
DSU	Respiratory Care
USD	Social Work, M.S.W. (Clinical Examination)

IMPACT AND RECOMMENDATION

This is an informational update only and no formal action is required by the Board of Regents at this time.

ATTACHMENTS

Attachment I – Licensure and Certification Report (2017)

INFORMATIONAL ITEM

**South Dakota Board of Regents Performance of University
Graduates on Licensure and Certification Examinations
2017**

This report provides the Board of Regents with information concerning the performance of university graduates on mandatory professional licensure and certification examinations. 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			
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
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%
2013					
	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
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%	N/A*
2017	6	6	100%	N/A*
2010-2017	35	34	97.1%	N/A*
<p>*(Note: national rates are not available after 2014-2015 per the ASHA website)</p> <p>**2012 was an 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.</p> <p>***Note: This graduate retook the exam and subsequently passed; however, it will fall into the next reporting cycle.</p>				

Date:	September 29, 2017				
Program:	Clinical Psychology				
University:	University of South Dakota				
Degree:	Ph.D.				
Examination Title:	Examination for Professional Practice in Psychology				
Organization/Agency:	Association of State and Provincial Psychology Boards				
Year	Number of Graduates	Number of Writers ^a	Number Passed	% Total Writers Passed	National % Passed ^b
2010	8	8	8	100.00%	N/A
2011	8	8	8	100.00%	N/A
2012	9	9	9	100.00%	N/A
2013	5	4	4	100.00%	N/A
2014	6	6	6	100.00%	N/A
2015	7	5	5	100.00%	NA
2016	3	3	3	100.00%	NA
2017	8	7	7	100.00%	N/A
2010-2017	54	50	50	100.00%	N/A
<p>^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.</p> <p>^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 February 2015 - February 2017, was 80.81%.</p> <p>^c The methodology for counting will be reported based on the academic year (August, December, and May) instead of the calendar year.</p>					
2012	All of them took the test and passed.				
2013	All of them took the test and passed.				
2014	All of them took the test and passed.				
2015	Five took the test and passed. 1 international graduate does not need to take the license exam. 1 student does not require to have a license.				
2016	Three graduates passed in 2015. All of them took the test and passed.				
2017	Eight graduated in 2016. 7 took the exam and passed. 1 planning on taking the exam next year.				

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%	95.0%
2017	04	32	32	100%	*N/A
2009-2017		279	279	100%	
<i>*National % Passed Rate is not yet available for the current year.</i>					

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
2001-2005	41	34		83%	
2002-2006	41	36		88%	
2003-2007	43	38		88%	
2004-2008	43	37		86%	
2005-2009	40	32		80%	
2006-2010	41	34		83%	
2007-2011	46	35		76%	94%
2008	10	8			
2009	10	7			
2010	10	10			
2011	10	6			90%
2012	13	12			92%
2008-2012 ^a	53	41		81%	
2009-2013	59	51		86	98
2014	21	18	20		90.5
2015	14	12	14		85.7
2016	11	11	11		100
3-year summary pass-rate	46				97.83
<p>^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.</p> <p>^bSecond benchmark standards benchmark is % passing within the first year of eligibility and irrespective of repeat status.</p> <p>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.</p> <p>ACEND standards changed in 2017 and programs are monitored for their pass rate within the first year of taking the examination. Pass rates are monitored on a three year rolling summary.</p> <p>Note: pass rates are monitored irrespective of where students complete the required dietetic internship. Students graduate from SDSU DPD program and must compete and be accepted into an accredited internship. Upon completion of the internship graduates are eligible to take the registration examination. The pass rate monitoring applies to the Didactic Program irrespective of where students completed the accredited internship</p>					

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
2017	Feb-1 st time	4	2	50.00%	N/A
	Feb Retesters	19	6	31.57%	N/A
	July-1 st time	29	15	51.17%	N/A
	July Retesters	13	6	46.15	N/A
2010-2017	Feb-1 st time	29	18	62.06%	N/A
	Feb Retesters	58	23	39.65%	N/A
	July-1 st time	328	261	79.57%	N/A
	July Retesters	35	15	42.85%	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 10/13/2017 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
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%	96%
Retesters		0	0	--	84%
2018	1	57	55	96%	95%
Retesters		2	2	100%	73%
	2-CK	60	57	95%	96%
Retesters		1	1	100%	84%
2011-2018	1	433	410	95%	94%
Retesters		22	15	68%	76%
	2-CK	439	428	98%	97%
Retesters		7	6	86%	85%
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. Step 3 is required for licensure and is taken after one or two years after obtaining the MD degree, during Residency training. Step 1 is taken following core basic science training, Step 2-CK following core clinical training.					

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	1/01/15-12/31/15	288	263	91%	85%	87%
2016	1/01/16-12/31/16	316	278	88%	85%	86%
2005-2016		3003	2720	91%		
<p><i>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.</i></p> <p><i>*% 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).</i></p>						

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
<i>*This program changed to a DNP in 2009. There will be no new data under the MS category for this specialty.</i>					

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%	TBD
2016	01/01/16-12/31/16	15	15	100%	89.4%

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
2016	1/01/16-12/31/16	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%
2016	01/01/16-12/31/16	0	0	N/A	N/A

Program:	Nursing				
University:	South Dakota State University				
Degree:	Doctor of Nursing Practice Pediatric Clinical Nurse Specialist				
Examination Title:	National Certification Exam for Pediatric Clinical Nurse Specialists				
Organization/Agency:	American Nurses Credentialing Center				
Year	Month Taken	Number of Writers	Number Passed	% Total Writers Passed	National % Passed
2016	1/01/16-12/31/16	1	1	100%	Not documented
<i>This is the first and only student to sit for the exam with ANCC. In June of 2017, the College of Nursing at South Dakota State University (SDSU) was notified by the University of MO-Columbia that the organization was no longer enrolling students in the Pediatric Clinical Nurse Specialist (Peds-CNS) track in the Doctor of Nursing Practice (DNP). A collaborative agreement between SDSU and the University of MO to offer this specialization had been in place for more than a decade. In August of 2017, there were no Peds-CNS specialization students enrolled and no new applicants for this specialization in the DNP program at SDSU College of Nursing.</i>					

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
2016	01/01/16-12-31/16	4	4	100%	81.6%
* Note: In 2016, a graduate from 1996 sat for this exam and did not pass. This graduate is not reflected in our numbers because it is unclear why he/she sat for this exam 20 years after graduation.					

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
2016	01/01/16-12/31/16	0	0	N/A	N/A

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
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	1/01/2016-12/21/2016	20	17	85.00%	83.01%	84.5%
2017*	1/01/2017-06/30/2017	30	26	86.67%*	81.68%*	84.56%*
2010-2016	01/01/2010 – 12/31/2016	1456	1234	84.76% avg.	85.43% avg.	86.67% avg.
* Current year contains partial data with partial-year numbers only. These numbers are not calculated in the 2010-2016 average. 2017 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	1/01/2016-12/31//2016	142	126	88.73%	88.84%	86.3%*
2017*	1/01/2017-06/30/2017	126	119	93.65%*	87.73%*	89.11%*
2015-2016	01/01/2015-12/31/2016	197	173	87.09% avg.	86.68% avg.	86.59% avg.
*Current year (2017) contains only up to third quarter data. 2017 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 (last class will graduate Dec 2017 and take the exam in 2018)			
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
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	N/A	N/A
2015	1 st Time	26	25	96%	87.00%
	Retesters	1	1	100%	N/A
2016	1 st Time	25	25	100%	87.00%
	Retesters	0	0	N/A	N/A
2017	1 st Time	9	8	89%	Not yet available (2017 as of 10/2017)
	Retesters	1	1	100%	
2010-2017	1 st Time	175	171	97.7%	85.83% (est.)
	Retesters	4	4	100%	N/A

Program:		Occupational Therapy			
University:		University of South Dakota			
Degree:		OTD (first class graduated May 2017)*			
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
2015	1 st Time	N/A	N/A	N/A	N/A
	Retesters			N/A	
2016	1 st Time	N/A	N/A	N/A	N/A
	Retesters			N/A	
2017*	1 st Time	19	19	100%	Not yet available (2017 as of 10/2017)
	Retesters				
2015-2017	1 st Time	19	19	100%	N/A
	Retesters	0			N/A

**First graduating class May 2017*

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	08-08	76	75	98.7	87.8
2017	05-08	73	72	98.6	90.2
**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.					

Program:		Physical Therapy			
University:		University of South Dakota			
Degree:		DPT			
Examination Title:		National Physical Therapy Board Exam (NPTE)			
Organization/Agency:		Federation of State Board of Physical Therapy			
Year of Graduation	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	NA	63.62%	
Overall	27	26	100.00%	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	26	25	100%	94.3%	
Retesters*	1 ^a	0	0%	N/A**	
Overall	27	26	96.55%	95.3%	98.80%
2017	25	25	100%	94.00%	
Retesters*	0	0	NA	N/A**	
Overall	25	25	100%	94.80%	94.80%
2010-2017	204	202	99.00%	91.55%	
Retesters*	2	1 ^b	50% ^b	N/A**	
Overall	206	203	98.5%	92.22%	92.65%
* Includes 1 st and subsequent retesters					
** Information not available from the FSBPT					
NOTES					
^a A graduate from the Class of 2016 took the NPTE one time in 2016 and one time in 2017 and did not pass either time.					
^b Two graduates from Classes of 2010-2017 (out of 204 graduates) did not pass the NPTE on first attempt. A graduate from 2012 passed on second attempt in 2012. A graduate from 2016 has not passed, as yet, after 2 attempts, therefore the retester % at this time is 50%.					

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
2011	20	17	85%	91.00%
Retakes	3	3	100%	87.00%
2012	19	18	94%	93.00%
Retakes†	0	0	N/A	88.00%
2013	19	16	84%	94.00%
Retakes	3	3	100%	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%	96.00%
Retakes	1	1	100%	N/A
2017*	25	24	96%	Available in 2018
Retakes			N/A	N/A
2011-2017	153	141	92%	94%
Retakes**	10	10	100%	N/A
† 2012 retakes One student didn't retake * 2017 At time of this report 1 student had not retested N/A National retest % no longer available. ** 2011-2017 Two students yet to retake (not included in calculation) Retakes				

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 Retesters	6	5	83%	66%
		4	1	25%	26%
2004	New Retesters	15	10	67%	66%
		7	5	71%	26%
2005	New Retesters	13	11	85%	79%
		2	2	100%	29%
2006	New Retesters	12	12	100%	79%
		0	NA	NA	NA
2007	New Retesters	18	14	78%	79%
		9	4	44%	29%
2008	New Retesters	19	17	89%	79%
		2	2	100%	29%
2009	New Retesters	20	18	90%	79%
		3	2	67%	29%
2010	New Retesters	13	11	85%	78%
		1	1	100%	25%
2011	New Retesters	15	15	100%	78%
		1	0	0%	25%
2012	New Retesters	20	20	100%	79%
		1	0	0%	26%
2013	New Retesters	15	12	80%	79%
		6	4	67%	26%
2014	New Retesters	17	15	88%	80%
		2	1	50%	26%
2015	New Retesters	17	16	94%	80%
		1	1	100%	31%
2016	New Retesters	19	19	100%	82%
		0	NA	NA	48%
2017	New Retesters	12	12	100%	81%
		0	NA	NA	46%
2013-2017	New Retesters	80	74	93%	80%
		9	6	67%	35%

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	10	8	80%	77%
Retesters*	0	0	NA	40%
Overall	10	8	80%	70%
2010-2016	74	63	85%	78%
Retesters*	10	6	60%	37%
Overall	84	69	82%	70%
<p>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).</p> <p>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.</p> <p>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.</p> <p>2017-2018: Data is not yet available.</p> <p>* Includes 1st and subsequent retesters</p>				

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
2012 ²	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% ³	81%
Retesters*	1	1	100%	29%
Overall	25	20	80%	69%
2016	42	38	90%	81%
Retesters*	6	2	33%	32%
Overall	48	40	83%	70%
2010-2016	101	88	87%	82%
Retesters*	8	4	50%	32%
Overall	109	92	84%	71%
<p><i>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).</i></p> <p>² <i>The first cohort of MSW students did not graduate until August 2012. There are no test scores before 2012.</i></p> <p>³ <i>Variation in scores from 2014 to 2015 is not statistically significant</i></p> <p><i>2017-2018: Data is not yet available.</i></p> <p><i>* Includes 1st and subsequent retesters</i></p>				

Program:	Social Work			
University:	University of South Dakota			
Degree:	Master of Social Work (M.S.W.) – Clinical Examination ⁴			
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
2014 ⁵	1	0	0%	78%
Retesters*	0	0	NA	38%
Overall	1	0	0%	67%
2015	3	3	100%	76%
Retesters*	2	1	50%	35%
Overall	5	4	80%	64%
2016	5	5	100%	78%
Retesters*	0	0	NA	36%
Overall	5	5	100%	67%
2010-2016	9	8	88%	77%
Retesters*	2	1	50%	36%
Overall	11	9	82%	66%
<p><i>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).</i></p> <p>⁴ <i>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.</i></p> <p>⁵ <i>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 2014 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.</i></p> <p><i>2017-2018: Data is not yet available.</i></p> <p><i>* Includes 1st and subsequent retesters</i></p>				

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*
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%	N/A
2017	22	21	95.5%	N/A
2011-2017	183	173	94.5%	N/A
<p>*(Note: national rates are not available after 2014-2015 per the ASHA website)</p> <p>**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. Also, the lower numbers reflected in 2016 and 2017 do not represent fewer graduates; they are due to graduates' not designating USD as a recipient of the scores.</p>				

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 8 – V
DATE: December 5-7, 2017

SUBJECT

SARA Renewal & State Authorization

CONTROLLING STATUTE, RULE, OR POLICY

[BOR Policy 1:29](#) – South Dakota State Authorization Reciprocity Agreement (SARA)
[SDCL § 13-48-42](#) – Western Interstate Commission for Higher Education State Authorization Reciprocity Agreement

BACKGROUND / DISCUSSION

On July 16, 2014, Governor Dennis Daugaard issued Executive Order 2014-09 (see Attachment I), directing the Board of Regents to enter into an agreement with the Western Interstate Commission for Higher Education (WICHE) to participate, in the WICHE State Authorization Reciprocity Agreement (WICHE SARA). At their [October 2014](#) meeting, the Board adopted Policy 1:29 which established the framework for allowing South Dakota postsecondary institutions to join WICHE SARA. Following this meeting, South Dakota's application to join SARA was submitted to the National Council for State Authorization Reciprocity Agreements (NC-SARA), and South Dakota was admitted as a SARA member state on November 11, 2014.

As background, SARA establishes a framework for interstate cooperation in the administration of federal financial aid regulations. These regulations require that institutions that offer distance education programming be authorized pursuant to state law to offer such programming in each state where the institution delivers instruction to its enrolled students. By participating in SARA, states may significantly reduce the costs and uncertainty that institutions encounter when attempting to comply with the authorization requirements of other states. In essence, states that participate in SARA agree to provide oversight for institutions that apply to participate in SARA. SARA member states must also agree to accept and review student complaints against institutions that reside in other SARA member states.

When granting the SDBOR authority to enter into the WICHE SARA agreement on behalf of South Dakota, Governor Daugaard also designated the Board of Regents as the interstate

(Continued)

DRAFT MOTION 20171205_8-V:

I move to approve working with Governor Daugaard to renew the Executive Order prior to the July 1, 2018 deadline.

point of contact for questions, complaints, and other communications relating to the SARA. The executive order confirmed that the Board of Regents would be responsible for coordinating administrative, oversight, investigatory or reporting functions that may involve any postsecondary educational institution located in South Dakota that voluntarily seeks to participate in the program.

Governor Daugaard's executive order complemented section 1, chapter 96 of the 2014 Session Laws, codified as [SDCL § 13-48-42](#). There, the Legislature directed that the secretary of state and the attorney general provide information requested by the Board of Regents that is "specifically required for a postsecondary institution to receive reciprocal authorizations to conduct distance education activities in other states under the Western Interstate Commission for Higher Education State Authorization Reciprocity Agreement." The Legislature contemplated the Board's role in carrying out "administrative, oversight, information sharing, and reporting responsibilities on behalf of South Dakota" is incidental to the WICHE SARA agreement.

IMPACT AND RECOMMENDATION

For a state to participate in SARA, one state entity or agency must be designated to provide oversight for the NC-SARA regulations. This oversight capacity was placed with the SDBOR because the Secretary of State and the Department of Education do not have the higher education expertise necessary to manage the program. Either agency was interested in taking on the additional responsibility, and creating a new agency or board was also perceived as unnecessary and cost prohibitive.

Over the past two years representatives from the private institutions, Secretary of State's office, and Board staff have sought to develop legislation that would solidify SDBOR authority for SARA in state statute. To date these discussions have not arrived at a mutual agreement. Considering the looming sunset date for the current Executive Order, Board staff recommend working with Governor Daugaard to renew the Executive Order prior to the July 1, 2018 deadline. Doing so would either extend (or potentially eliminate) the sunset date, which would then require proactive action by a future governor to remove the SDBOR as the designated SARA agency.

ATTACHMENTS

Attachment I – Executive Order 2014-09

**STATE OF SOUTH DAKOTA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER 2014-09**

WHEREAS, The postsecondary educational institutions located in South Dakota, including but not limited to those institutions controlled by the Board of Regents, play a critical role in preparing rising generations to assume leadership in the governmental, nonprofit, and commercial institutions of the state and, by enrolling people from other states, in enlarging the number of persons who may locate in South Dakota after being graduated; and,

WHEREAS, South Dakota's postsecondary educational institutions have increased enrollments in distance education programs, whose cost for South Dakota residents is contained by increasing the number of students enrolled from other states and nations; and,

WHEREAS, These institutions incur significant expense to satisfy the regulatory requirements imposed by other states to conduct distance education activities in those other states; and,

WHEREAS, The Western Interstate Commission for Higher Education, in coordination with the National Council for State Authorization Reciprocity Agreements, has developed a multistate reciprocity agreement for the purpose of reducing the cost that postsecondary institutions incur to satisfy regulatory requirements applicable to the conduct of distance education activities in states where an institution does not have a physical location; and,

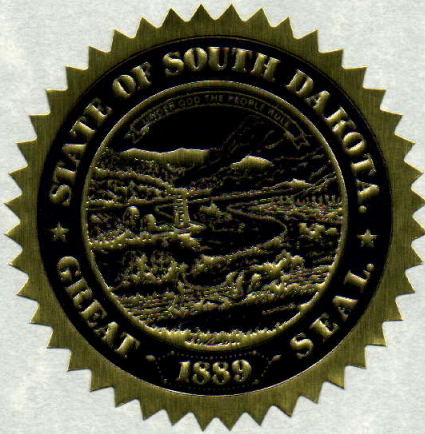
WHEREAS, Section 2 of the Western Interstate Commission for Higher Education Application Procedures for State Membership in State Authorization Reciprocity Agreement program requires that the state entity responsible for joining the State Authorization Reciprocity Agreement program have the legal authority under state law to enter an interstate agreement on behalf of the state; and,

WHEREAS, SDCL § 13-49-19 confers on the Board of Regents all powers usually exercised by such boards, and which are necessary to the proper legal management of the educational institutions placed under its control and numerous other provisions in SDCL Ch. 13-49 charge the Board of Regents with responsibility to enter into interstate agreements for the benefit of the state and its residents.

IT IS, THEREFORE, BY EXECUTIVE ORDER, directed that the Board of Regents shall enter into an agreement with the Western Interstate Commission for Higher Education to participate, on behalf of the State of South Dakota and for the benefit of all postsecondary educational institutions located in South Dakota, including but not limited to institutions under the control of the Board of Regents, with all other states legally joining in a state authorization reciprocity agreement, if the initial reciprocity agreement and its related implementing agreements, conform substantially to the version of the Western Interstate Commission for Higher Education State Authorization Reciprocity Agreement published on November 1, 2013, as supplemented by the Western Interstate Commission for Higher Education Application Procedures for State Membership in State Authorization Reciprocity Agreement program, document published on November 22, 2013, and is incorporated National Council for Authorization Reciprocity Agreement Policies and Standards, dated November 18, 2013.

BE IT FURTHER ORDERED, The South Dakota Board of Regents is hereby designated to serve as the interstate point of contact for questions, complaints, and other communications relating to the State Authorization Reciprocity Agreement and to conduct or to coordinate, on behalf of the State of South Dakota, such other administrative, oversight, investigatory or reporting functions as may involve any postsecondary educational institution located in South Dakota that voluntarily seeks to participate in the State Authorization Reciprocity Agreement program. This Order shall expire on July 1, 2018.

Dated in Pierre, South Dakota, this Fifteenth day of July, 2014.



Dennis Dugaard
Dennis Dugaard, Governor

Attest:

Patricia K Miller Deputy
Jason M. Gant, Secretary of State

The South Dakota Board of Regents adjourned its regular business meeting on December 7, 2017 and will meet again in regular session on March 27-29, 2018 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 5-7, 2017.

A handwritten signature in black ink that reads "Mike Rush". The signature is written in a cursive, flowing style.

Mike Rush
Executive Director and CEO