



Chairperson Neal Stenberg called the regular meeting of the Southeast Community College Board of Governors to order at 3:00 p.m. on Tuesday, October 18, 2022, at the Jack J. Huck Continuing Education Center, 301 S. 68th Street Place, Lincoln, NE.

ROLL CALL:

Present:

Nancy A. Seim, Lincoln
Keith Hammons, Weeping Water
Kathy Boellstorff, Johnson
Arlyn Uhrmacher, Lincoln
Chuck Byers, McCool Junction
Kristin Yates, Lincoln
Ellen Weissinger, Lincoln
Jim Sherwood, Lincoln
Dick LeBlanc, Lincoln
Linda Hartman, Faculty Representative
Neal Stenberg, Lincoln

Absent:

Dale Kruse, Beatrice (Excused)

Chairperson Stenberg welcomed everyone to the meeting.

PUBLIC MEETING LAW COMPLIANCE STATEMENT

Chairperson Stenberg stated the public meeting notice had been published in the Lincoln Journal Star on Tuesday, October 11, 2022, as well as posted on the bulletin board in the Area Office and on the website. He indicated that the meeting is conducted according to the principles of the revised *Robert's Rules of Order*.

Chairperson Stenberg indicated that supplementary materials were available for the public, along with a copy of the Open Meetings Law. A specific agenda item is reserved for Public Comment, item number 11. To testify during this time any member of the audience may approach the Board. In general, oral testimony by individuals is limited to five minutes. Written testimony will also be accepted for the public record.

CONSENT AGENDA

Mr. Uhrmacher moved approval of the consent agenda. Seconded by Dr. Sherwood.

- 1) Approval of Agenda as Presented or Amended
- 2) Approval of Minutes of September 27, 2022, Special Meeting (Budget Hearing) and Regular Board Meeting
- 3) Approval and Ratification of Bills and Claims

- 4) Approval of Personnel Changes for College Administrative and Support Personnel
- 5) Approval of Hiring/Resignations/Terminations of Instructional Staff

Chairperson Stenberg asked for discussion. Mr. Byers asked for information related to voucher V0831634. Response was given by Amy Jorgens, Vice President of Administrative Services.

Roll call vote follows:

FOR (10):

Uhrmacher
 Sherwood
 Seim
 Boellstorff
 Byers
 Hammons
 Yates
 Weissinger
 LeBlanc
 Stenberg

AGAINST (0)

ABSENT (1):

Kruse

Motion Carried

Dr. Weissinger stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, out of an abundance of caution, I abstain from the action with regard to the seven vouchers pertaining to Redshaw Paint and vote to approve all other bills and claims.

FINANCIAL REPORT

Financial Summary through September 30, 2022

General Fund	Budget <u>22-23</u>	Year to Date through September 30, 2022			
		<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>% Variance</u>
<u>Revenues:</u>					
State aid	29,873,785	2,987,379	2,987,379	-	--
Local taxes	50,778,465	15,368,749	15,084,123	(284,626)	-1.85%
Tuition	16,352,786	8,012,865	7,966,704	(46,161)	-0.58%
Other	800,000	200,000	582,637	382,637	191.32%
Total Revenues	97,805,036	26,568,993	26,620,843	51,850	0.20%
<u>Expenses</u>					
Personal services	79,558,385	19,889,597	18,184,004	(1,705,593)	-8.6%
Operating	16,842,756	4,210,690	4,453,054	242,364	5.8%
Travel	391,555	97,889	36,346	(61,543)	-62.9%
Equipment	1,012,340	223,300	861,281	637,981	285.7%
Total Expenses	97,805,036	24,421,476	23,534,685	(886,791)	-3.6%
Net Position	-	2,147,517	3,086,158	938,641	

Dr. Illich reviewed the financial report for the period through September 30, 2022. He also reviewed the investment accounts.

The budget report ending September 30, 2022 showed:

Percentage of Budget year:	25%
Percentage of Budget spent:	24.1%
Percentage of Board budget spent:	14.3%

Ms. Boellstorff moved acceptance of the financial report. Seconded by Mr. Byers.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):

Boellstorff
Byers
Yates
Sherwood
LeBlanc
Seim
Hammons
Uhrmacher
Weissinger
Stenberg

AGAINST (0)

ABSENT (1):

Kruse

Motion Carried

BOARD MEMBER REPORTS

Mr. Uhrmacher reported attending the Global Education scholarship fundraiser at Lincoln Campus and a scholarship awarding event for the Nebraska Corvette Association at the Milford Campus.

Mr. Stenberg reported attending a meeting that included Higher Learning Commission (HLC) Liaison, Tom Borden Kircher, in preparation for the HLC evaluation in April 2023.

BOARD TEAM REPORTS

Executive. Chairperson Stenberg stated the Executive Team met prior to the board meeting and on October 7, to set this meeting agenda. He indicated discussion was had about expediting remaining policies to be reviewed. He stated the November 15, board meeting will combine a work session with a truncated regular meeting with changes having been approved by the Planning Team. He further stated that the presentation of presidential goals and the President's evaluation will be postponed to February, indicating that

postponing the evaluation aligns more closely with the timing of the President's contract renewal. Chairperson Stenberg also stated that Mr. Hammons has been appointed as the Board's ACCT Delegate.

Equity and Human Resources. Mr. Hammons stated the team met prior to the Board meeting to review the proposed policies to be presented at this meeting and discuss expediting the process of reviewing the remaining policies as a work session topic in November.

Finance & Facilities. Ms. Boellstorff stated the team met prior to the Board meeting. She provided an overview of the status of projects included on the Facilities Project Status chart and upcoming projects.

- **Beatrice Campus**
 - **Agricultural Career Center:** Design services have been selected, project is in fundraising stage
- **Lincoln Campus**
 - **Student and Academic Support Project:** Site work continues, project is estimated to be completed February 15, 2023
 - **Student Housing:** Basement walls have been constructed, some stairway towers are visible
 - **Welding Technology Center:** Design services have begun, project is in fundraising stage. Hausmann Construction has been selected as CMR
 - **IT/STEM Center:** Design services have been selected, Weitz Construction has been selected as CMR. A groundbreaking ceremony will be scheduled
 - **Loop Road and Parking Lots:** Approval of the action item authorizing construction of the loop road and parking lots is recommended by the team
- **Milford Campus:**
 - **Nebraska Hall:** Renovations have been planned, fundraising continues
 - **Construction Technologies Center:** Planning has begun, design services have been selected. Program statement has been submitted to the Coordinating Commission
- **Jack J. Huck Continuing Education Center**
 - Approval of the action item authorizing the roof replacement on the facility is recommended by the team

Planning. Dr. Sherwood stated the team met prior to the Board meeting to review the finalized board member orientation manual to be presented at this meeting.

NCCA Representative. Mr. Hammons stated the NCCA annual conference will be in Grand Island, November 6-7.

TCA Joint Board. Mr. Uhrmacher stated the TCA Joint Board met and shared the TCA Director's Report that was posted in OnBoard.

PRESIDENT'S REPORT

Dr. Illich reported on the following:

- Presented at HEI Conference on resiliency and adaptivity
- Moving forward with proposals for planned use of ARPA funds awarded to the College
- Office of Work-Based Learning
- Capital Campaign
- Preparation for 2023 HLC accreditation visit
 - Strategic Planning week
 - Criteria for Accreditation document
- Expediting of remaining policies to be reviewed
- Plan for addressing LB60
- Administrative Team retreat
- Second year strategic plan progress report will be shared in November

FACULTY ASSOCIATION REPORT

Ms. Hartman reported on; Gene Haas Foundation grant, Laboratory Technology team success in competition, participation in the Nebraska Corporate Games, agriculture event on Beatrice Campus, upcoming careers in manufacturing event, and events to celebrate the 15th anniversary of the Entrepreneurship Center.

STUDENT ACTIVITIES REPORT

There was no report.

PUBLIC COMMENT

Chairperson Stenberg asked for public comment. There was none.

ADMINISTRATIVE PRESENTATION/BOARD REVIEW

12a. Access/Equity/Diversity Office Report (Goals 1.6, 9.6)

The 2021-2022 Profile of Services to Students with Disabilities, Diversity Education Activities, and Compliance Responsibilities Summary reports were presented by; Jose Soto, Vice President for Access/Equity/Diversity, Susie Dunn, Access/Equity/Diversity Specialist, Diana Oglesby, Associate Director of Compliance, and Robert Sanford, Administrative Director of Title IX.

Chairperson Stenberg declared the Board in recess at 4:18 p.m.

Chairperson Stenberg declared the Board in regular session at 4:32 p.m.

12b. New/Revised College Policies: Shawna Herwick (Goals 9.2, 9.4)

Shawna Herwick, Administrative Director, Accreditation, Institutional Assessment, and Planning, provided an overview of proposed new college policies C-15, Institutional Articulation and C-16, Transfer of Credit, distributing a policy and procedure briefing document to Board Members.

12c. Planning Team Report on and Presentation of New SCC Board Member Orientation Handbook

Dr. Sherwood presented the new SCC Board Member Orientation Handbook developed by the Executive Team with input from Board Members. Board members expressed their appreciation of the document and proposed changes which Dr. Sherwood requested be emailed to him.

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

13a. Authorize Project for Construction of Loop Road and Parking Lots on Lincoln Campus

This project initiates a phased initiative to create an interior campus loop road and associated water management and lighting requirements on the Lincoln Campus. This phase 1 starts with a loop road south of the new residence hall, connecting and building a new parking lot to the south-southeast of the new residence hall, and continuing north to a new temporary parking lot. Engineering plans and specifications for this phase 1 project have been fully developed. The College plans to bid and award a construction contract for this project consistent with College procedures.

Mr. Byers moved to approve the phase 1 loop road and parking lots project on the Lincoln Campus, to authorize and award a construction contract to the lowest responsible bidder, as determined by the College President, to be the general contractor, for the installation and construction of the new phase 1 loop road and parking lots on the Lincoln Campus, to authorize and approve a construction contract with such general contractor in an amount not to exceed \$2,622,000, and to authorize, direct and delegate authority to the College President, or designee, to negotiate, sign, execute and deliver such construction contract, and any documents or agreements called for in such construction contract, for and on behalf of the College, to sign and approve any contract amendments, modifications, and change orders, and to retain any necessary professionals for assistance, to pay the contract amount and expenses and all transaction costs, change order increases, and expenses related to the project to be performed and completed, and to pay for any contingencies or related construction matters with a contingency amount not to exceed \$263,000, and to take or cause to be taken all other action necessary or appropriate to complete any requirements or obligations under the construction contract. Seconded by Mr. LeBlanc.

Chairperson Stenberg asked for discussion. There was none.

Roll call vote follows:

FOR (10):

Byers
 LeBlanc
 Uhrmacher
 Boellstorff
 Yates
 Sherwood
 Weissinger
 Seim
 Hammons
 Stenberg

AGAINST (0)**ABSENT (1)**

Kruse

13b. Authorize Project for Roof Replacement on Continuing Education Facility

The Jack J. Huck Continuing Education Center in Lincoln is in need of a complete roof replacement. This project would replace the existing roof with a new roof on the facility. Engineering plans and specifications for this roof replacement project have or are being developed. The College plans to bid and award a construction contract for this project consistent with College procedures.

Dr. Weissinger moved to approve a roof replacement and installation project for the Jack J. Huck Continuing Education Center, to authorize and award a construction contract to the lowest responsible bidder, as determined by the College President, to be the general contractor, for the removal of the old roof and replacement and installation of the new roof on the facility, to authorize and approve a construction contract with such general contractor in an amount not to exceed \$300,000, and to authorize, direct and delegate authority to the College President, or designee, to negotiate, sign, execute and deliver such construction contract, and any documents or agreements called for in such construction contract, for and on behalf of the College, to sign and approve any contract amendments, modifications, and change orders, and to retain any necessary professionals for assistance, to pay the contract amount and expenses and all transaction costs, change order increases, and expenses related to the project to be performed and completed, and to pay for any contingencies or related construction matters with a contingency amount not to exceed \$25,000, and to take or cause to be taken all other action necessary or appropriate to complete any requirements or obligations under the construction contract. Seconded by Mr. Uhrmacher.

Chairperson Stenberg asked for discussion. Mr. Byers asked questions related to action to be taken if it is found additional work is needed during the replacement than anticipated.

Roll call vote follows:

FOR (10):

Weissinger
 Uhrmacher
 Seim

AGAINST (0)**ABSENT (1)**

Kruse

Hammons
Boellstorff
LeBlanc
Byers
Sherwood
Yates
Stenberg

Motion Carried

LEGAL COUNSEL REPORT

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

TIME AND PLACE FOR NOVEMBER MEETING

Chairperson Stenberg stated the next regular Board meeting is scheduled for November 15, 2022, at the Beatrice Campus, Academic Excellence Center, rooms 303 and 304 at 1:00 p.m. Lunch available beginning at 11:45 a.m., team meetings start at 12:30 p.m., or 12:15p.m., if 45 minutes to meet is needed. Primary topic will be policy review with a truncated regular meeting format.

GOOD OF THE ORDER AND PUBLIC COMMENT

Mr. Stenberg thanked the Board for attending.

ADJOURNMENT

Chairperson Stenberg adjourned the meeting at 5:07 p.m.

Keith Hammons

A handwritten signature in black ink that reads "Keith Hammons". The signature is written in a cursive, flowing style.

Secretary



Area Office
Beatrice Campus
Lincoln Campus
Milford Campus

301 S. 68th St. Place Lincoln, NE 68510-2449 402-323-3400/800-642-4075 FAX: 402-323-3420
4771 W. Scott Rd. Beatrice, NE 68310-7042 402-228-3468/800-233-5027 FAX: 402-228-8935
8800 O St. Lincoln, NE 68520-1299 402-471-3333/800-642-4075 FAX: 402-437-2402
600 State St. Milford, NE 68405-8498 402-761-2131/800-933-7223 FAX: 402-761-2324

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SOUTHEAST COMMUNITY COLLEGE BOARD OF GOVERNORS REGULAR MEETING

Tuesday, October 18, 2022

Southeast Community College
Jack J. Huck Continuing Education Center
301 S. 68th Street Place, Lincoln, Nebraska
Rooms 303 & 304

1. Meeting Called to Order 3:00 p.m.
2. Roll Call 3:03
3. Public Meeting Law Compliance Statement 3:05
4. Consent Agenda 3:07
 - a. Action Item - Review Agenda; Move Action Items to Regular Agenda and/or Approve Consent Agenda Items
 - 1) Approval of Agenda as Presented or Amended
 - 2) Approval of Minutes of September 27, 2022, Special Meeting (Budget Hearing) and Regular Board Meeting
 - 3) Approval and Ratification of Bills and Claims
 - 4) Approval of Personnel Changes for College Administrative and Support Personnel
 - 5) Approval of Hiring/Resignations/Terminations of Instructional Staff
5. Financial Report 3:12
6. Board Member Reports 3:22
7. Board Team Reports 3:27
8. President's Report 3:32
9. Faculty Association Report 3:42
10. Student Activities Report 3:47
11. Public Comment 3:52
12. Administrative Presentation/Board Review
 - a. Access/Equity/Diversity Office Report (**Goals 1.6, 9.6**) 3:57
- BREAK
- b. New/Revised College Policies: Shawna Herwick (**Goals 9.2, 9.4**) 4:17
 - c. Planning Team Report on and Presentation of New SCC Board Member Orientation Handbook 4:27
13. **DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:**
 - a. Authorize Project for Construction of Loop Road and Parking Lots on Lincoln Campus 4:37
 - b. Authorize Project for Roof Replacement on Continuing Education Facility 4:42
14. Legal Counsel Report 4:47
15. Times and Place for November Regular Meeting 4:52



Area Office
Beatrice Campus
Lincoln Campus
Milford Campus

301 S. 68th St. Place	Lincoln, NE	68510-2449	402-323-3400/800-642-4075	FAX: 402-323-3420
4771 W. Scott Rd.	Beatrice, NE	68310-7042	402-228-3468/800-233-5027	FAX: 402-228-8935
8800 O St.	Lincoln, NE	68520-1299	402-471-3333/800-642-4075	FAX: 402-437-2402
600 State St.	Milford, NE	68405-8498	402-761-2131/800-933-7223	FAX: 402-761-2324

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| 16. Good of the Order and Public Comment | 4:54 |
| 17. Adjournment | 4:57 |

NOTE: The Southeast Community College (SCC) Board of Governors reserves the right and is empowered to discuss, consider and take action on (a) any item listed on the Agenda, and (b) at any time during the meeting, irrespective of the time or order listed. In addition, the Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The SCC Board of Governors releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the President.

*** Proof of Publication ***

State of Nebraska)
Lancaster County) SS.

**NOTICE OF THE MEETING
OF THE BOARD OF GOVERNORS
OF THE SOUTHEAST
COMMUNITY COLLEGE AREA**
October 18, 2022 3:00 P.M.
Location: Jack J. Huck Continuing
Education Center Rooms 303 &
304, 301 S. 68th Street Place,
Lincoln, Nebraska
Notice is hereby given that the
regular meeting of the Board of
Governors of the Southeast Com-
munity College Area, will be held at
3:00 p.m. on October 18, 2022, at
the Southeast Community College
Jack J. Huck Continuing Education
Center, rooms 303 & 304, or other
location therein, 301 S. 68th Street
Place, Lincoln, NE. The agenda for
the meeting, kept continuously
current, is available for public
inspection during regular business
hours at the Jack J. Huck Contin-
ing Education Center, 301 S. 68th
Street Place, Lincoln, Nebraska.
THE BOARD OF GOVERNORS OF
THE SOUTHEAST COMMUNITY
COLLEGE AREA
1111624 10:11 ZNEZ

SOUTHEAST COMMUNITY COLLEGE-LINCOLN

301 S 68TH ST PLACE Floor 5
LINCOLN, NE 68510

ORDER NUMBER 1111624

The undersigned, being first duly sworn, deposes and says that she/he is a Clerk of the Lincoln Journal Star, legal newspaper printed, published and having a general circulation in the County of Lancaster and State of Nebraska, and that the attached printed notice was published in said newspaper and that said newspaper is the legal newspaper under the statutes of the State of Nebraska.

The above facts are within my personal knowledge and are further verified by my personal inspection of each notice in each of said issues.

Clerk of the Lincoln Journal Star

Signature Mary White Date 10/11/22

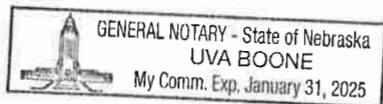
Section: Class Legals
Category: 0099 LEGALS
PUBLISHED ON: 10/11/2022

TOTAL AD COST: 16.39
FILED ON: 10/11/2022

Subscribed in my presence and sworn to before me on

Oct 11, 2022

UVA Boone Notary Public



**SOUTHEAST COMMUNITY COLLEGE
Personnel Changes**

October 14, 2022

Personnel Report: Staff (Non-Faculty)									
ACTION TAKEN									
NAME	ASSIGNMENT	RANK		AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Friesen, Wendy	Learning Center Coordinator-Hebron	P03			X			10/03/22	Replacement: Fangmeier, Crystal
Gomez, Yolanda	ESL Coordinator	P03				X		01/06/23	Retirement
Hunzeker, Lisa	Learning Center Coordinator-Falls City	P03			X			11/07/22	Replacing: Carr, Holly
Itzen, Marge	Administrative Assistant I Physical Plant Shipping/Receiving-Beatrice	N08				X		12/30/22	Retirement
Jensen, Kristin	Student Affairs Technician – Beatrice	N10				X		09/22/22	Resignation
Jolicouer (Sewell), Katie	Associate Dean-Instructional-Lincoln	A5				X		09/16/22	Separation of Employment
Kash-Brown, Susan	ESL Assistant Director-ESQ/Lincoln	P02				X		01/06/23	Retirement
Kowalczyk, Makayla	Registration Technician-Lincoln	N10			X			10/03/22	Replacement: Hart, Sharon
Marsh, Mindy	From: Admissions Tech-Student Affairs-Lincoln to Assistant Director, Traffic Safety & Licensing-CEC	From: N15 to P02		X			X	10/03/22	Transfer to fill expanded position
Meyer, Cody	Institutional Research Analyst	P01				X		01/13/23	Resignation
Russell, Connie	From: Admissions Advisor-Student Affairs-Lincoln to Apprenticeship Program Director	From: P02 to A07		X			X	10/31/22	Transfer to a new expanded/grant funded temporary position
Schueman, Jenna	Administrative Assistant I – Student Affairs - Lincoln	N08			X			11/07/22	Replacement: Schulte, Paige
Sievers, Jacob	Career Services Specialist-Beatrice	P02			X			11/07/22	Replacement: Kreikemeier, Rachel
Vogel, Ryan	Maintenance Worker II-HVAC & Controls-Beatrice	N15			X			11/07/22	Replacement: Schmale, Rodney
Vosta, Elizabeth (Lisa)	Supervisor Print Shop	P02				X		11/04/22	Retirement
Warren, Jennifer	From: Campus Store Manager-Beatrice to College Advisor-Beatrice	P02 (No change in Rank)			X		X	10/04/22	Transfer to replace Anderson, Betsy
Yokel, Emily	Administrative Assistant I-Admissions-Lincoln	N08			X			11/07/22	Replacement: Schueman, Jenna

AD=Addition

RP=Replacement

RS=Resignation

TR=Transfer

**SOUTHEAST COMMUNITY COLLEGE
Personnel Changes**

October 14, 2022

Personnel Report: Staff (Faculty)

		ACTION TAKEN						
NAME	ASSIGNMENT		AD	RP	RS	TR	EFFECTIVE DATE	COMMENT
Bartholomew, Jason	Transfer From: Instructor, Automotive Technology - Auto Tech – Milford To: Instructor, Deere Construction & Forestry Equip Tech-Milford			X		X	10/19/22	Transfer to Replace: Hansen, Charles
Christensen, Sherri	Instructor, Math/Physics - Milford				X		12/20/22	Retirement
Liberator, Joseph	Instructor, Computer Information Technology – TCA				X		09/30/22	Resignation
Martens, Eric	Instructor, Paramedic – Lincoln				X		09/16/22	Resignation
Rasmussen, Jesiah	Instructor, Diesel Ag Equipment Service Technology-Milford			X			11/07/22	Replacement: Hohman, Thomas
Schmidt, Dusty	Instructor, Professional Truck Driving – Milford		X				10/03/22	Expanded Position

AD=Addition

RP=Replacement

RS=Resignation

TR=Transfer

Board Report	SOUTHEAST COMMUNITY COLLEGE		
	Approved Position Requisitions		
Application Deadline Date	Job Title	Justification	Status as of 10/13/2022
Open until filled	Custodian I - Beatrice	Replacement	
8/31/2022	Help Desk Technician (2 positions)	Replacement	Recommendations
9/12/2022	Admissions Representative - Beatrice	Replacement	Recommendation
9/21/2022	Associate Director, Financial Aid	Replacement	Recommendation
9/22/2022	Administrative Assistant II	Replacement	To Team
9/23/2022	Instructor, Speech Communication - Beatrice	Replacement	To Team
9/26/2022	Milford Assistant Campus Director/Dean of Students	Replacement	To Team
9/28/2022	Instructor, Livestock Management & Production	Replacement	To Team
9/30/2022	Instructor, Graphic Design/Media Arts Program	Replacement	To Team
9/30/2022	Executive Assistant	Replacement	To Team
10/4/2022	Instructor, Business - Lincoln	Replacement	To Team
10/6/2022	Admissions Technician	Replacement	To Team
10/6/2022	Public Safety Officer	Replacement	To Team
10/7/2022	Administrative Assistant I - Financial Aid (2 positions)	Replacement	To Team
10/10/2022	Administrative Assistant I - Arts & Sciences	Replacement	To Team
10/11/2022	Custodian II	Replacement	To Team
10/13/2022	Instructor, Programming	Replacement	
10/14/2022	Administrative Assistant I, Physical Plant - Beatrice	Replacement	
10/14/2022	Instructor, Computer Information Technology - Networking	Replacement	
10/16/2022	Executive Director, Work-Based Learning	New Grant Funded Position	
10/17/2022	Instructor, Criminal Justice - Beatrice	Replacement	
10/17/2022	Associate Dean	Replacement	
10/18/2022	Instructor, Physics	Replacement	
10/19/2022	Admissions Outreach Specialist - Milford	Expanded	
10/19/2022	Registration Technician	Expanded	
10/20/2022	Instructor, Practical Nursing	Replacement	
10/27/2022	Student Affairs Technician - Beatrice	Replacement	
10/30/2022	Administrative Assistant I - Health Sciences	Replacement	
10/30/2022	Learning Center Coordinator (Wahoo)	Replacement	