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Monthly Financial Report
December 31, 2023

Administrative Services

**NORTHEAST COMMUNITY COLLEGE
MONTHLY FINANCIAL REPORT
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Disclaimer:

The following consolidated statements of financial condition and operations are unaudited and no auditor has opined that these unaudited financial statements present fairly, in all material aspects, the financial position and the results of the operations of the College for the periods reported in accordance with the generally accepted accounting principles.

Definitions:

These are meant to define the uses of the various fund types within this report.

General – Funds available for general operating purposes expendable in the short term for the primary mission of the institution. Uses include personnel, operating expenses, supplies, travel and equipment.

Auxiliary – Provide a service to students, faculty, or staff and charge a fee directly related to the cost of the services; managed as essentially self-supporting, e.g. Residence Halls, Food Service, Bookstore, etc.

Restricted – Resources which have externally imposed limitations, e.g. grants and scholarships.

Plant – Resources available to acquire, replace or renew long-lived capital assets such as land, buildings, or retirement of debt.

Agency – Funds held in custody for others, e.g. student clubs and organizations.

These are meant to define the uses of the various program types within this report.

Instruction - Includes all activities that are part of an institution's instructional program.

Academic Support - Includes support services for the institution's primary missions: instruction, research, and public service. (ex. Libraries, Academic Administration, Center for Enterprise)

Student Services - Includes those activities whose primary purpose is to contribute to the student's emotional and physical well-being and to his or her intellectual, cultural, and social development outside the context of the formal instructional program. (ex. Athletics, Financial Aid, Counseling, Disability Services)

Institutional Support - Includes 1) central executive-level activities concerned with management and long-range planning of the entire institution. (ex. Executive Management, Fiscal Operations, General Administrative and Logistical Services, Administrative Computing Services, Public Relations/Development, Registrar)

Operation and Maintenance of Plant - Includes the operation and maintenance of physical plants for all institutional activities. (ex. Physical Plant Administration, Building Maintenance, Custodial Services, Safety, Security, Utilities, Landscape and Grounds, Major Repairs and Renovation)

Northeast Community College
Balance Sheet
December 31, 2023

Assets	December 2023	December 2022	Annual Change	Increase (Decrease) from Prior Month
Unrestricted Cash	\$ 5,068,810.64	\$ 3,450,803.01	46.9%	\$ (141,765.71)
Restricted Cash	4,253.07	6,149.37	-30.8%	-
Money Market Accounts	20,399,743.00	25,632,634.76	-20.4%	5,432,793.86
Petty Cash and Change Funds	9,700.00	9,800.00	-1.0%	-
Cash on Deposit County Treasurer	323,660.65	237,110.75	36.5%	-
Certificates of Deposit	12,950,000.00	5,950,000.00	117.6%	(7,750,000.00)
Short Term Investments Other	8,489,403.90	7,001,768.76	21.2%	(1,956,432.40)
Receivables	6,278,035.26	6,411,802.25	-2.1%	185,216.10
Uncollected Taxes	9,319,762.32	9,427,437.63	-1.1%	-
Loans	600.00	-	N/A	600.00
Inventories	1,273,002.06	1,262,496.59	0.8%	-
Prepaid and Clearing	561,494.68	659,835.22	-14.9%	(163,027.08)
Due From Fund	76,605.00	-	N/A	76,605.00
Total Assets	\$ 64,755,070.58	\$ 60,049,838.34	7.8%	\$ (4,316,010.23)
Liabilities				
Accounts Payable	\$ 50,890.96	\$ (132,176.41)	-138.5%	\$ (441,890.60)
Unapplied Payments	5,651.81	5,300.39	6.6%	(4,264.78)
Payroll Withholding	237,548.96	296,256.67	-19.8%	13,306.89
Payroll Taxes Payable Employer	419,602.75	278,500.24	50.7%	12,139.99
Accruals	3,272,166.42	3,028,911.29	8.0%	217,613.55
Deferrals and Deposits	50.00	-	N/A	-
Other Liabilities	29,033.22	8,855.60	227.9%	28,205.67
Due From Fund	-	-	N/A	-
Total Liabilities	\$ 4,014,944.12	\$ 3,485,647.78	15.2%	\$ (174,889.28)
Fund Balances				
General Funds	\$ 20,132,233.01	\$ 24,404,395.86	-17.5%	\$ (2,198,465.12)
Auxiliary Funds	24,225,912.61	21,341,671.13	13.5%	(489,294.91)
Grants and Contracts	8,179,961.28	260,281.04	3042.7%	(90,160.41)
Scholarships and Financial Aid	(269,268.90)	66,037.08	-507.8%	140,263.84
Student Loans	7,260.00	7,260.00	0.0%	-
Student Clubs	153,541.18	161,167.94	-4.7%	(1,293.90)
Other Agencies	142,600.73	133,014.37	7.2%	13,598.33
Capital Improvement	11,075,227.14	11,947,765.81	-7.3%	(1,048,248.02)
ADA Hazard	-	4.39	-100.0%	-
Restricted Plant	(1,561,707.31)	(441,342.83)	253.9%	(467,520.76)
Debt Retirement	(1,345,633.28)	(1,316,064.23)	2.2%	-
Total Fund Balance	\$ 60,740,126.46	\$ 56,564,190.56	7.4%	\$ (4,141,120.95)
Total Liabilities and Fund Balance	\$ 64,755,070.58	\$ 60,049,838.34		\$ (4,316,010.23)

NORTHEAST COMMUNITY COLLEGE
Statement of Changes in Fund Balances-Summary
July 01, 2023 to December 31, 2023

		Current Unrestricted		Current Restricted		Agency		Plant		
		General Funds	Auxiliary Funds	Grants and Contracts	Scholarships and Financial Aid	Student Clubs	Other Agencies	Capital Improvement	Restricted Plant	Debt Retirement
Revenues	Tuition	6,650,000.42	57,837.00							
	Fees	388,136.51	529,394.92					545,475.60		
	Government Appropriations	13,998,566.51						1,963,470.28		
	Grants Contracts and Gifts	81,566.94	28,030.83	11,657,179.53	6,003,135.84	7,742.78	43,691.45			
	Other Income	382,848.28	7,281,869.07	34,760.42		28,116.83	1,907.00	64,481.18	-	1,006.24
	Total Revenues	21,501,118.66	7,897,131.82	11,691,939.95	6,003,135.84	35,859.61	45,598.45	2,573,427.06	-	1,006.24
Personnel Expense	Salaries and Wages	19,710,555.29	888,346.35	859,476.01	26,125.33		(139.69)			
	Total Personnel Expense	19,710,555.29	888,346.35	859,476.01	26,125.33	-	(139.69)	-	-	-
Expense	Operating Expense	6,770,045.81	578,882.90	414,238.34	200.00	17,126.79	18,547.41	398,606.45	18,941.46	19,886.35
	Supplies and Materials Expense	1,036,753.69	1,219,815.84	53,758.16		15,570.17	9,918.60	807.10	9,054.54	
	Travel Expense	250,667.68	1,798.33	31,520.40		1,343.59				
	Capital Outlay Expense	636,772.44	123,245.76	115,470.75			5,776.15		318,885.00	
	Plant Related Costs		324,206.91					2,244,139.76	3,252,327.52	
	Student Aid Expense	30,937.00			6,261,016.40	(1,000.00)				
	Other Expense									1,330,000.00
	Auxiliary Cost of Sales and Service		1,342,824.23			2,177.50				
		Total Expense	8,725,176.62	3,590,773.97	614,987.65	6,261,216.40	35,218.05	34,242.16	2,643,553.31	3,599,208.52
Transfers	Mandatory Transfers In				8,869.25					
	Non-mandatory Transfers In	86,544.55	11,856.54			7,445.25			2,037,501.21	
	Mandatory Transfers Out	(8,869.25)								
	Non-mandatory Transfers Out	(75,104.41)	(30,321.93)	(2,037,501.21)			(420.00)			
	Total Transfers	2,570.89	(18,465.39)	(2,037,501.21)	8,869.25	7,445.25	(420.00)	-	2,037,501.21	-
	Net Increase (Decrease) in Fund Balance	(6,932,042.36)	3,399,546.11	8,179,975.08	(275,336.64)	8,086.81	11,075.98	(70,126.25)	(1,561,707.31)	(1,348,880.11)
	Beginning Fund Balance	27,064,275.37	20,826,366.50	(13.80)	6,067.74	145,454.37	131,524.75	11,145,353.39	-	3,246.83
	Ending Fund Balance	20,132,233.01	24,225,912.61	8,179,961.28	(269,268.90)	153,541.18	142,600.73	11,075,227.14	(1,561,707.31)	(1,345,633.28)

Northeast Community College
Monthly Budget Status Report - Expenses
As of December 31, 2023

Board of Governors - Expenses:

General Norfolk - Expenses:

Account		Budgeted Amount	Current Month Actual	Fiscal Year Actual	Encumbrances	Budget Balance	Percent Available
Operating Expenses	Advertising	\$500.00	\$159.56	\$413.37	\$1,030.19	(\$943.56)	(188.71%)
	Memberships and Dues	75,844.00	74,865.03	74,865.03	0.00	978.97	1.29%
	Printing Costs	500.00	0.00	0.00	0.00	500.00	100.00%
	Postage Expense	25.00	363.12	29,122.00	0.00	(29,097.00)	(116,388.00%)
	Prizes, Awards and Promotional Exp	250.00	0.00	0.00	150.00	100.00	40.00%
	Prof Development and Training	3,000.00	945.00	1,425.00	0.00	1,575.00	52.50%
	Contractual Services	30,000.00	33,750.00	33,750.00	0.00	(3,750.00)	(12.50%)
	Rent Expense	250.00	0.00	0.00	0.00	250.00	100.00%
Supplies Expense	Food Expense	\$7,000.00	\$1,110.35	\$4,164.32	\$3,835.68	(\$1,000.00)	(14.29%)
	Supplies	0.00	0.00	9.89	0.00	(9.89)	0.00%
	Minor Equipment	0.00	0.00	0.00	1,410.28	(1,410.28)	0.00%
	College Store Charges	100.00	0.00	0.00	0.00	100.00	100.00%
Travel Expense	Employee Travel Expense	\$18,000.00	\$5,399.93	\$11,373.23	\$0.00	\$6,626.77	36.82%
	Personal Vehicle Mileage	0.00	0.00	(56.00)	0.00	56.00	0.00%
Total Expenditures		\$135,469.00	\$116,592.99	\$155,066.84	\$6,426.15	(\$26,023.99)	(19.21%)

NORTHEAST COMMUNITY COLLEGE

SUMMARY OF PAID BILLS REPORT FOR THE MONTH OF DECEMBER 2023

	Amount
General Funds	\$ 3,096,110.11
Auxiliary Funds	6,781,316.63
Grants and Contracts	124,501.59
Scholarships and Financial Aid	0.00
Student Loans	600.00
Student Clubs	5,792.59
Other Agencies	23,305.73
Capital Improvement	1,163,453.10
Restricted Plant	487,703.76
Debt Service	0.00
Payroll Fund	3,805,861.57
Total:	\$ 15,488,645.08

NORTHEAST COMMUNITY COLLEGE

PAID BILLS REPORT FOR THE MONTH OF DECEMBER 2023

Vendor	Check #	A/P Doc #	Fund	Organization	Amount	
1st Course Inc	00508421	10231795	Concessions	Concessions	33.50	
		10231797	Concessions	Concessions	33.50	
		10231798	Concessions	Concessions	33.50	
		10231799	Concessions	Concessions	33.50	
		10231800	Concessions	Concessions	33.50	
		10231801	Concessions	Concessions	63.50	
4 Imprint	00508303	10230961	General Norfolk	Counseling	427.92	
A to Z Auto	00508209	10231077	Driver Training Noncredit Non Reimb	Driver Training Noncredit Non Reimb	0.00	
		10231077	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	240.00	
A.M. Leonard	00508422	10231595	General Norfolk	Grounds	843.61	
AKRS Equipment Solutions Inc	00508212	10231079	General Norfolk	Grounds	142.85	
		00508310	10231552	General Norfolk	Agriculture	1,750.00
		10231555	General Norfolk	Agriculture	1,000.00	
		10231556	General Norfolk	Grounds	86.07	
APH Stores Inc	00506426	10231639	General Norfolk	Automotive Body	9.98	
		10231747	Auto Body Repair Parts	Automotive Body	211.45	
		10231748	General Norfolk	Automotive Body	14.79	
		10231788	General Norfolk	Automotive Body	6.79	
AWP	00508303	10230962	General Norfolk	English General Academic	325.00	
Abby Marie Wragge	00508309	10231271	General Norfolk	VP of Educational Services	60.00	
Academic Hallmarks LLC	00508210	10231012	General Norfolk	VP of Educational Services	125.00	
Accreditation Commission for Education in Nursing Inc.	00506526	10232057	General Norfolk	Nursing	10,500.00	
Adam Potter	10063410	10231775	General Norfolk	Soccer Mens	30.00	
		10083500	10231458	General Norfolk	Soccer Mens	150.00
Adam Wayne Alfis	00508213	10231199	Livestock Judging	Agriculture	175.00	
Ag & Industrial Engine Machine	00508211	10231137	Diesel Repair Parts	Diesel Technology	1,821.20	
		10231138	Diesel Repair Parts	Diesel Technology	1,741.69	
		00506423	10231755	Diesel Repair Parts	Diesel Technology	241.00
Ag Leader Technology	00506424	10231794	General Norfolk	Agriculture	1,995.00	
Alexa Rose Johnson	10083353	10231504	General Norfolk	Recruiting	359.60	
		10083476	10232124	General Norfolk	Recruiting	179.47
Alissa Ellen Gubbels	10063465	10228638	Student Services	Student Services Student Activity	150.00	
Alldata LLC	00508527	10232263	General Norfolk	Automotive Body	495.00	
		10232263	General Norfolk	Automotive Technology	975.00	
Allo Communications LLC	00508528	10232264	College Center Operations	College Center Operations	347.25	
		10232264	General Norfolk	Network and Infrastructure	461.15	
		10232264	General Norfolk	Network and Infrastructure Acad	153.72	
Alyson Brooke McFarland	10083402	10231753	Physical Therapy	Student Clubs and Organizations	24.61	

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
	10063484	10232385	Maas Memorial	Nondepartmental	600.00
Amanda Ellen Vogeler	10063519	10232224	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Amanda J C Nipp	10063492	10231451	General Norfolk	VP of Student Services	150.00
Amanda Nicole Hawthorne	10063467	10232122	General Norfolk	Allied Health Ed Noncredit	83.84
Amanda Noel Schultze	10063511	10231480	General Norfolk	Volleyball	150.00
		10232134	General Norfolk	Volleyball	108.73
Amazon.com LLC	10063316	10230810	General Norfolk	Library Services	26.11
		10231017	General Norfolk	Electromechanical	33.80
		10231019	General Norfolk	Electromechanical	217.79
		10231021	General Norfolk	Agriculture	38.79
		10231023	General Norfolk	Network and Infrastructure	149.99
		10231023	General Norfolk	Network and Infrastructure Acad	50.00
		10231080	General Norfolk	Library Services	16.92
		10231083	Job Fair	Career Services	71.09
	10063365	10231084	General Norfolk	Grounds	320.48
		10231320	General Norfolk	Biology and Science	149.75
		10231324	General Norfolk	Service Center	14.69
		10231324	General Norfolk	Service Center Academic	9.80
		10231326	General Norfolk	Service Center	7.67
		10231326	General Norfolk	Service Center Academic	5.12
		10231328	General Norfolk	Nursing	32.33
		10231329	General Norfolk	Personnel Development	17.98
	10063418	10231321	General Norfolk	Electromechanical	49.25
		10231323	General Norfolk	Allied Health Ed Noncredit	182.48
		10231323	General Norfolk	Allied Health Education Credit	1,198.78
		10231323	General Norfolk	EMT Paramedic Administration	33.07
		10231323	General Norfolk	Paramedic	27.49
		10231325	General Norfolk	Veterinary Technician	129.91
		10231327	General Norfolk	Welding	118.23
		10231590	General Norfolk	Electromechanical	736.30
		10231591	General Norfolk	Network and Infrastructure	69.07
		10231591	General Norfolk	Network and Infrastructure Acad	23.03
		10231592	General Norfolk	Veterinary Technician	32.82
		10231593	General Norfolk	VP of Educational Services	59.35
		10231594	General Norfolk	Electromechanical	252.76
	10063528	10230826	General Norfolk	Custodial Services	356.40
		10231953	Student Services	Student Services Student Activity	389.94
		10231956	General Norfolk	Library Services	301.10
		10231957	General Norfolk	Service Center	128.38
		10231957	General Norfolk	Service Center Academic	85.58
		10231958	General Norfolk	Web and Enterprise Systems	1,063.58

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
		10231958	General Norfolk	Web and Enterprise Systems Acad	265.90
		10231959	General Norfolk	Media Arts	15.99
		10231963	General Norfolk	Custodial Services	(118.80)
		10232030	Retail Services	Retail Services	217.09
		10232050	Retail Services	Retail Services	(10.23)
		10232051	Retail Services	Retail Services	(10.23)
		10232052	Retail Services	Retail Services	(10.23)
		10232053	Retail Services	Retail Services	1,112.97
		10232155	General Norfolk	Horticulture	196.91
		10232174	General Norfolk	Physical Therapist Assistant	120.13
		10232175	General Norfolk	Health PE Rec	368.96
		10232176	General Norfolk	Veterinary Technician	84.31
		10232177	General Norfolk	Accounting	162.62
		10232178	General Norfolk	Human Resources	80.97
		10232280	Retail Services	Retail Services	816.45
Amber Lynn Marcellus	10063356	10231508	General Norfolk	Math Readiness Match	947.81
	10063481	10232125	General Norfolk	Math Readiness Match	598.03
American Airlines	00506303	10231005	General Norfolk	Accounting	916.20
		10231005	General Norfolk	Business Admin Mrktng Mngmt	916.20
American Heart Association Inc	10063317	10231041	Retail Services	Retail Services	40.00
	10063419	10231852	Retail Services	Retail Services	551.85
		10231853	Retail Services	Retail Services	158.00
	10063529	10232054	Retail Services	Retail Services	238.00
American Library Association	00506214	10231202	General Norfolk	Library Services	306.00
American Mathematical Association of Two-Year Colleges	00506303	10230963	General Norfolk	Math General Academic	869.00
		10231006	General Norfolk	Math General Academic	191.00
		10231007	General Norfolk	Math General Academic	360.00
		10231008	General Norfolk	Math General Academic	49.00
		10231009	General Norfolk	Math General Academic	360.00
		10231010	General Norfolk	Math General Academic	49.00
		10231011	General Norfolk	Math General Academic	360.00
American National Red Cross	00506529	10232265	Allied Health Nonreimbursable	Allied Health Nonreimbursable	425.60
American Physical Therapy Association	00506311	10231446	General Norfolk	Physical Therapist Administration	310.00
American Safety Council Inc	10063530	10232055	Retail Services	Retail Services	931.00
American Technical Publishers	00506425	10230583	Retail Services	Retail Services	(1,519.50)
		10230593	Retail Services	Retail Services	(393.00)
		10231851	Retail Services	Retail Services	2,135.53
Amy Schovanec	10063510	10231478	College Center Operations	College Center Operations	150.00
Amy J Ries	10063412	10231719	General Norfolk	Health PE Rec	54.21
Andrea Marie Suhr	10063308	10231262	General Norfolk	Academy for Professional Develop	1,000.00
		10231262	General Norfolk	Physical Therapist Assistant	200.00

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
	10063514	10232249	Physical Therapy	Student Clubs and Organizations	149.63
Angel Elizabeth Burns	00506547	10232200	CCPE Gap Assistance	Workforce Development Noncredit	62.00
Angela L Shaffer	10063513	10232248	General Norfolk	Economics General Academic	21.36
		10232248	Phi Beta Lambda	Student Clubs and Organizations	99.61
Angela Lee Nuss	10063405	10231773	General Norfolk	Allied Health Ed Noncredit	57.00
Angela Marie Wemhoff	10063522	10232251	General Norfolk	Nursing	110.00
Angelica Valdovinos	10063416	10231725	General Norfolk	Allied Health Education Credit	75.00
Anixter Inc	00506532	10231964	General Norfolk	Network and Infrastructure	3,207.75
		10231964	General Norfolk	Network and Infrastructure Acad	1,069.25
		10232266	General Norfolk	Network and Infrastructure	473.62
		10232266	General Norfolk	Network and Infrastructure Acad	157.88
		10232268	General Norfolk	Network and Infrastructure	157.87
		10232268	General Norfolk	Network and Infrastructure Acad	52.63
Anthony Kent Chambers	10063452	10228631	General Norfolk	Operations	150.00
Apogee Telecom Inc.	00506215	10231085	Residence Life	Residence Life	3,292.96
Apple Inc	00506533	10232281	Retail Services	Retail Services	114.00
Architectural Builders Supply Inc	00506303	10230964	General Norfolk	Maintenance	22.58
Ariel Marie Widhalm	10063523	10232225	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Arthur J Gallagher Risk	00506216	10231301	General Norfolk	Logistical Services	3,121.00
		10231302	General Norfolk	Logistical Services	2,560.00
Association of College Unions - Intl	00506427	10231680	General Norfolk	Union 73	1,296.00
Association of Veterinary Technician Education	00506534	10232196	General Norfolk	Veterinary Technician	300.00
Augusta Sportswear Inc	00506303	10231034	Retail Services	Retail Services	73.50
Auto Glass Solutions LLC	00506217	10231003	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	50.00
	00506535	10231965	Transportation Center	Transportation Center	35.00
Automationdirect.Com Inc	00506312	10231351	General Norfolk	Electromechanical	309.00
Autosales Inc	00506303	10230988	General Norfolk	Automotive Technology	2,723.03
B & H Foto & Electronics Corp	00506303	10230965	General Norfolk	Media Arts	157.54
		10230966	General Norfolk	Media Arts	232.46
		10230967	General Norfolk	Media Arts	323.50
		10230968	General Norfolk	Lifelong Learning Center Oper	44.25
		10230989	General Norfolk	Maintenance	360.72
		10230990	General Norfolk	Service Center	1,259.55
		10230990	General Norfolk	Service Center Academic	839.70
		10230991	General Norfolk	VP of Educational Services	297.38
		10230991	General Norfolk	VP of Technology Services	892.14
		10230991	General Norfolk	VP of Technology Services Academic	594.76
Baird Holm LLP	00506536	10232381	General Norfolk	Human Resources	782.00
Baker Mechanical Inc	00506537	10231960	General Norfolk	Maintenance	408.00
Bashlin Industries Inc	00506313	10231418	General Norfolk	Utility Line On Campus	91.45
Battle Creek Farmers Cooperative N/S	00506429	10231585	General Norfolk	Grounds	9,154.00

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
	00506539	I0232269	General Norfolk	Maintenance	1,865.84
Battle Creek State Bank	00506415	I0231698	General Norfolk		250,000.00
Bauer Built Inc	00506314	I0231401	Agriculture Production	Agriculture	21.00
Baum Hydraulics Corp	00506218	I0231025	Diesel Repair Parts	Diesel Technology	27.87
	00506540	I0231966	Diesel Repair Parts	Diesel Technology	9.26
		I0231967	Diesel Repair Parts	Diesel Technology	33.04
Baum's Inc	00506303	I0230969	General Norfolk	Music	142.45
Ben Robert Baldwin	00506538	I0232382	Agriculture Production	Agriculture	625.00
Bentson Termite & Pest Control Inc	00506315	I0231330	College Center Operations	College Center Operations	165.00
Bernard J Thyen	I0063310	I0231264	General Norfolk	Agriculture	117.63
	I0063362	I0231514	Ag Education Complex Concessions	Agriculture Complex Concessions	518.84
Berry Dunn McNeil & Parker LLC	00506430	I0231597	General Norfolk	VP of Admin Services	10,650.00
Betadac Media, LLC	00506303	I0230992	General Norfolk	Recruiting	24.00
Big Red Printing Inc	00506431	I0231598	ECAP-Early College Access Project	Early College	47.15
Binswanger Glass	00506219	I0231140	General Norfolk	Major Repair and Renovation	1,177.62
	00506432	I0231883	General Norfolk	Maintenance	464.73
		I0231884	General Norfolk	Maintenance	447.98
Black Hills Energy	00506220	I0231141	General Norfolk	Utilities	4,501.33
		I0231142	General Norfolk	Utilities	476.80
		I0231143	General Norfolk	Utilities	274.85
		I0231144	General Norfolk	Utilities	262.79
		I0231145	General Norfolk	Utilities	98.09
		I0231146	General Norfolk	Utilities	63.57
		I0231147	Residence Life	Residence Life	79.75
		I0231148	General Norfolk	Utilities	71.65
		I0231149	General Norfolk	Utilities	323.09
		I0231150	General Norfolk	Utilities	133.94
		I0231151	General Norfolk	Utilities	29.71
		I0231152	General Norfolk	Utilities	107.28
		I0231153	General Norfolk	Utilities	109.67
	00506316	I0231441	General West Point	Utilities	319.19
	00506541	I0232164	General O'Neill	Utilities	585.98
Blackbaud Inc	00506542	I0231968	General Norfolk	Web and Enterprise Systems	781.34
		I0231968	General Norfolk	Web and Enterprise Systems Acad	195.34
Blender, LLC	00506303	I0230970	Student Services	Student Services Student Activity	273.33
Blue Cross & Blue Shield of Nebraska	00506221	I0231205	General Norfolk		928.15
Blue Icon Advisors LLC	00506433	I0231751	General Norfolk	Financial Aid	770.00
Board of Junior College Dist 514	00506222	I0230987	USDA NRCS Cooperative Ag Agreement	Agriculture	401.78
Board of Regents of University of Nebraska	00506303	I0231013	General Norfolk	Network and Infrastructure	471.00
		I0231013	General Norfolk	Network and Infrastructure Acad	157.00
	00506543	I0232156	Retail Services	Retail Services	321.90

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Bobby Cecil Frost	10063461	10228636	General Norfolk	Athletics	150.00
Bomgaars Supply Inc	00506223	10231086	General O'Neill	Grounds	7.48
	00506317	10231331	Diesel Repair Parts	Diesel Technology	0.42
		10231332	General Norfolk	Utility Line On Campus	79.95
		10231333	General Norfolk	Utility Line On Campus	31.98
		10231443	General Norfolk	Maintenance	8.29
		10231454	General Norfolk	Grounds	107.33
		10231456	General Norfolk	Maintenance	129.99
		10231459	General O'Neill	Grounds	19.54
		10231460	Agriculture Production	Agriculture	53.94
		10231463	Agriculture Production	Agriculture	96.27
		10231557	General Norfolk	Welding	219.98
	00506434	10231825	Agriculture Production	Agriculture	41.88
	00506544	10231992	Diesel Repair Parts	Diesel Technology	4.22
	00506545	10231969	Diesel Repair Parts	Diesel Technology	71.96
		10231970	General Norfolk	Grounds	37.36
		10231971	General Norfolk	Maintenance	257.98
		10232270	Agriculture Production	Agriculture	18.99
		10232271	Agriculture Production	Agriculture	47.73
		10232272	Agriculture Production	Agriculture	119.89
		10232273	Transportation Center	Transportation Center	154.99
Bonnie Sue Johnson-Bartee	10063398	10231703	General Norfolk	English General Academic	123.36
Border States Industries Inc	00506318	10230851	General Norfolk	Utility Line On Campus	7,832.90
		10231352	General Norfolk	Wind Energy	51.18
		10231471	General Norfolk	Utility Line On Campus	2,192.27
	00506435	10231599	General Norfolk	Utility Line On Campus	1,569.34
Bound Tree Medical LLC	00506319	10231334	General Norfolk	Allied Health Ed Noncredit	212.44
		10231334	General Norfolk	Allied Health Education Credit	6.64
		10231334	General Norfolk	Emergency Medical Training	104.57
		10231334	General Norfolk	Paramedic	101.07
		10231336	General Norfolk	Allied Health Education Credit	162.90
		10231337	General Norfolk	Emergency Medical Training	142.82
		10231337	General Norfolk	Paramedic	142.81
	00506546	10231972	General Norfolk	Allied Health Education Credit	514.35
		10231972	General Norfolk	Emergency Medical Training	342.90
Bowdie D Otte	10063495	10232129	General Norfolk	Automotive Technology	78.60
Bradley Dean Korth	10063354	10231505	General Norfolk	EMT Paramedic Noncredit Reimb	94.32
		10231506	General Norfolk	EMT Paramedic Noncredit Reimb	148.03
	10063399	10231710	General Norfolk	EMT Paramedic Noncredit Reimb	173.58
Bradley James Ranslem	10063304	10231256	General Norfolk	Dean of Applied Technology	408.72
Brandon Alan Eckmann	10063294	10231243	General Norfolk	Enterprise Architect	795.92

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Brandon E Keller	10063477	10232126	General Norfolk	Agriculture	164.16
		10232186	General Norfolk	Tuition Reimbursement	2,118.00
Brandon Robert McLean	10063485	10231440	General Norfolk	Operations	150.00
Brandon S Maly	10063401	10231758	General Norfolk	Accounting	134.71
Busco Inc	00506320	10231576	General Norfolk	Volleyball	2,959.00
		10231577	General Norfolk	Basketball Mens	2,295.00
		10231578	General Norfolk	Basketball Womens	2,295.00
		10231579	General Norfolk	Basketball Mens	3,041.00
		10231580	General Norfolk	Soccer Mens	686.00
		10231580	General Norfolk	Soccer Womens	686.00
		10231581	General Norfolk	Soccer Mens	686.00
		10231581	General Norfolk	Soccer Womens	686.00
		10231582	General Norfolk	Soccer Mens	1,086.00
		10231582	General Norfolk	Soccer Womens	1,086.00
	00506548	10232279	General Norfolk	Soccer Mens	6,000.00
		10232279	General Norfolk	Soccer Womens	6,000.00
Bush Cleaners	00506224	10231026	College Center Operations	College Center Operations	5.70
		10231027	General South Sioux	Custodial Services	5.70
	00506321	10231558	College Center Operations	College Center Operations	14.55
		10231559	College Center Operations	College Center Operations	14.25
		10231560	General South Sioux	Custodial Services	23.70
	00506549	10231973	College Center Operations	College Center Operations	17.40
CDW Government LLC	10063531	10232292	General Norfolk	Service Center	78.19
		10232292	General Norfolk	Service Center Academic	52.13
CEC Lanes	00506323	10231449	Student Services	Student Services Student Activity	512.41
	00506324	10231366	General Norfolk	Presidents Contingency	1,864.96
CI Sport	00506231	10231042	Retail Services	Retail Services	449.10
CIE Norfolk GNS LLC	00506232	10231154	Agriculture Production	Agriculture	220.62
	00506440	10231600	Agriculture Production	Agriculture	506.07
CLS Veterinary PC	00506330	10231416	General Norfolk	Veterinary Technician	101.61
		10231417	General Norfolk	Veterinary Technician	101.61
	00506442	10231902	Agriculture Production	Agriculture	125.00
		10231905	Agriculture Production	Agriculture	1,004.94
Cade Douglas Stratman	00506393	10231493	Livestock Judging	Agriculture	200.00
Callahan Industries Inc	00506550	10232109	Retail Services	Retail Services	2,957.32
Callaway Golf Sales Company	00506303	10231035	Retail Services	Retail Services	416.78
Capital Business Systems Inc	00506225	10231165	Print Services	Print Services	6,273.75
	00506436	10231586	Print Services	Print Services	96.36
		10231587	Print Services	Print Services	4,485.91
		10231588	Print Services	Print Services	124.45
		10231589	Print Services	Print Services	25.00

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Carhart Lumber Company/Carhart Kitchen & Bath	00506322	10231419	House Construction	Building Construction	215.86
		10231584	House Construction	Building Construction	344.40
	00506437	10231087	House Construction	Building Construction	2,234.00
Carly Jean Krause	10063479	10228643	General Norfolk	Human Resources	150.00
Carnegie Darlet LLC	00506226	10231229	DOL Apprenticeship Building America	Workforce Development Admin	2,500.00
	00506438	10231736	General Norfolk	Marketing	3,704.55
Carol Annette Sibbel	00506656	10232146	General Norfolk	Board of Governors	206.98
Carol Lynn Rodenberg	10063359	10231511	General Norfolk	Paramedic	214.05
	10063504	10232132	General Norfolk	Paramedic	78.60
Carolina Biological Supply Company	00506227	10230855	General Norfolk	Biology and Science	48.27
		10231088	General Norfolk	Biology and Science	120.68
	00506551	10232096	Retail Services	Retail Services	1,474.00
Casebus	00506303	10230993	General Norfolk	Service Center	149.97
		10230993	General Norfolk	Service Center Academic	99.98
Castle Branch Inc	00506228	10231166	General Norfolk	Compliance	468.00
		10231167	General Norfolk	Compliance	42.00
		10231169	Health and Public Services Aux	Dean of Health & Public Services	45.00
Cellco Partnership	00506229	10231277	General Norfolk	Agriculture	26.37
		10231277	General Norfolk	Athletics	135.03
		10231277	General Norfolk	Maintenance	146.92
		10231277	General Norfolk	Marketing	54.64
		10231277	General Norfolk	Recruiting	179.61
		10231277	Residence Life	Residence Life	53.64
		10231277	Retail Services	Retail Services	40.01
		10231277	General Norfolk	Shipping Receiving Property Ctrl	54.64
		10231277	General Norfolk	Truck Driving Noncredit Reimb	184.55
		10231277	General Norfolk	Utility Line Off Campus	135.03
		10231277	Nebraska Rural Electric Association	Utility Line Off Campus	13.18
	00506685	10232391	General Norfolk	Agriculture	35.60
		10232391	General Norfolk	Athletics	135.03
		10232391	General Norfolk	Maintenance	178.23
		10232391	General Norfolk	Marketing	53.64
		10232391	General Norfolk	Recruiting	176.61
		10232391	Residence Life	Residence Life	53.64
		10232391	Retail Services	Retail Services	40.01
		10232391	General Norfolk	Shipping Receiving Property Ctrl	53.64
		10232391	General Norfolk	Truck Driving Noncredit Reimb	249.19
		10232391	General Norfolk	Utility Line Off Campus	135.03
		10232391	Nebraska Rural Electric Association	Utility Line Off Campus	17.80
Cengage Learning	00506552	10230618	Retail Services	Retail Services	(25,161.04)
		10232097	Retail Services	Retail Services	50,957.00

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Chad Barnhill	00506428	I0231596	General Norfolk	Media Arts	135.00
Chad Elliott Miller	I0063486	I0231442	General Norfolk	Soccer Womens	150.00
Charlene Kay Widener	I0063363	I0231515	General Norfolk	VP of Educational Services	100.22
Chesterman Co	00506230	I0231060	Retail Services	Retail Services	91.21
		I0231061	Retail Services	Retail Services	13.63
		I0231062	Retail Services	Retail Services	217.70
		I0231170	Concessions	Concessions	345.88
	00506325	I0231338	Ag Education Complex Concessions	Agriculture Complex Concessions	795.69
	00506439	I0231601	Concessions	Concessions	146.50
	00506553	I0232098	Retail Services	Retail Services	158.41
Chewy Inc	00506303	I0230971	General Norfolk	Veterinary Technician	136.26
Church & Dwight Co Inc	00506303	I0230972	General Norfolk	Counseling	216.81
Cindy Lea Bowers	I0063448	I0228627	Residence Life	Residence Life	150.00
City of Norfolk	I0063318	I0231158	General Norfolk	Utilities	508.12
	I0063420	I0231876	General Norfolk	Maintenance	465.00
	I0063421	I0231826	General Norfolk	Utilities	48.76
		I0231827	General Norfolk	Utilities	48.76
		I0231828	Residence Life	Residence Life	157.47
		I0231829	General Norfolk	Utilities	128.98
		I0231830	General Norfolk	Utilities	102.70
		I0231831	General Norfolk	Utilities	271.02
		I0231832	General Norfolk	Utilities	279.44
		I0231833	General Norfolk	Utilities	190.33
		I0231834	Residence Life	Residence Life	1,532.30
		I0231835	General Norfolk	Utilities	271.02
		I0231836	General Norfolk	Utilities	85.11
		I0231837	General Norfolk	Utilities	115.05
		I0231838	General Norfolk	Utilities	258.39
		I0231839	General Norfolk	Utilities	185.17
		I0231840	General Norfolk	Utilities	241.55
		I0231841	General Norfolk	Utilities	201.94
		I0231842	Cafeteria	Cafeteria	1,009.75
		I0231842	Residence Life	Residence Life	2,050.10
		I0231843	Cafeteria	Cafeteria	79.84
		I0231843	Residence Life	Residence Life	162.09
		I0231844	General Norfolk	Utilities	93.98
		I0231845	General Norfolk	Utilities	30.23
		I0231846	General Norfolk	Utilities	100.25
		I0231847	General Norfolk	Utilities	211.88
		I0231848	General Norfolk	Utilities	56.76
		I0231849	General Norfolk	Utilities	123.47

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		10231850	General Norfolk	Utilities	115.05
		10231854	Residence Life	Residence Life	1,963.26
		10231855	Residence Life	Residence Life	309.08
		10231856	Residence Life	Residence Life	379.94
		10231857	General Norfolk	Utilities	123.47
		10231858	General Norfolk	Utilities	45.96
		10231859	General Norfolk	Utilities	203.46
		10231860	General Norfolk	Utilities	159.98
		10231861	General Norfolk	Utilities	467.54
		10231862	General Norfolk	Utilities	244.18
		10231863	General Norfolk	Utilities	448.09
		10231864	General Norfolk	Utilities	764.18
		10231865	College of Nursing Operations	College of Nursing Operations	134.72
		10231865	General Norfolk	Utilities	119.46
		10231866	College of Nursing Operations	College of Nursing Operations	49.37
		10231866	General Norfolk	Utilities	43.79
		10231867	General Norfolk	Utilities	230.54
		10231868	General Norfolk	Utilities	489.92
	10063532	10232359	General Norfolk	Maintenance	56.74
		10232360	General Norfolk	Maintenance	63.04
	00506233	10231210	General Norfolk	Electrical Construction and Control	100.00
		10231210	General Norfolk	Heating Ventilation and Air Cond	100.00
		10231210	General Norfolk	Plumbing	50.00
	00506441	10231681	House Construction	Building Construction	274.68
City of O'Neill	00506326	10231562	General O'Neill	Utilities	625.20
City of South Sioux City	00506327	10231339	General South Sioux	Utilities	744.64
City of West Point	00506328	10231340	General West Point	West Point Extended Campus	9,000.00
	00506329	10231367	General West Point	Utilities	2,152.50
	00506554	10232384	General West Point	Utilities	2,195.83
Clinical Pattern Recognition LLC	10063422	10231807	Retail Services	Retail Services	4,770.00
Cole Papers Inc	00506234	10231094	General Norfolk	Custodial Services	266.98
		10231095	General Norfolk	Custodial Services	3,476.46
		10231097	General Norfolk	Custodial Services	41.20
	00506443	10231602	General Norfolk	Custodial Services	41.20
		10231603	General Norfolk	Custodial Services	351.72
		10231604	General Norfolk	Custodial Services	143.01
	00506555	10231974	General Norfolk	Custodial Services	6,258.00
		10232300	General Norfolk	Custodial Services	7,040.00
Coleen Kay Bressler	10063450	10228629	General Norfolk	VP of Admin Services	150.00
College Reading & Learning Association	00506303	10231014	General Norfolk	Tutor and Writers Clinic	70.00
Collin Vrbka	00506673	10232092	Livestock Judging	Agriculture	150.00

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Combined Health Agency Drive	I0063319	I0231195	General Norfolk		87.00
Compass Group USA Inc	00506235	I0231039	General Norfolk	Presidents Office	64.43
		I0231040	General Norfolk	Presidents Office	(64.43)
		I0231098	General Norfolk	Recruiting	16.00
		I0231099	General Norfolk	Recruiting	40.00
		I0231100	General Norfolk	Recruiting	213.90
		I0231214	Classified Staff Association	Nondepartmental	42.76
		I0231215	General Norfolk	Advisement	36.66
		I0231217	General Norfolk	Student Success	62.24
		I0231218	General Norfolk	Media Arts	376.00
		I0231219	General Norfolk	Counseling	625.29
		I0231220	General Norfolk	Union 73	42.76
		I0231224	General Norfolk	Student Success and Retention	401.73
	00506331	I0231452	Cafeteria	Cafeteria	134,842.24
		I0231461	Ag Ceptional Conference	Dean of Science Tech Ag and Math	8,373.06
		I0231462	Student Services	Student Serv Leadership Training	321.72
		I0231464	General Norfolk	VP of Technology Services	290.26
		I0231464	General Norfolk	VP of Technology Services Academic	193.50
		I0231465	Cafeteria	Cafeteria	56,978.16
		I0231467	General Norfolk	Utility Line On Campus	551.36
		I0231469	General Norfolk	Physical Therapist Assistant	329.16
		I0231472	General Norfolk	Development Office	144.92
		I0231473	General Norfolk	Student Life	243.67
	00506444	I0231605	General Norfolk	Recruiting	80.00
		I0231606	General Norfolk	Recruiting	16.00
		I0231607	General Norfolk	Recruiting	1,352.00
		I0231608	General Norfolk	Recruiting	57.46
		I0231609	General Norfolk	Presidents Office	296.36
		I0231626	General Norfolk	Presidents Office	(296.36)
		I0231682	General Norfolk	Accounting	244.68
		I0231683	General Norfolk	Veterinary Technician	168.00
		I0231684	General Norfolk	Student Success and Retention	224.85
		I0231684	TRIO SSS	Student Success and Retention	524.65
		I0231685	General Norfolk	Student Success	84.92
		I0231686	General Norfolk	VP of Student Services	104.00
		I0231687	General Norfolk	VP of Student Services	56.00
		I0231885	General Norfolk	Recruiting	112.23
		I0231886	General Norfolk	Recruiting	240.00
		I0231887	General Norfolk	Recruiting	40.00
		I0231888	General Norfolk	Presidents Office	58.23
		I0231889	General Norfolk	Presidents Office	(58.23)

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	00506556	I0231947	General Norfolk	Recruiting	14.59
		I0231975	General Norfolk	Personnel Development	117.77
		I0231976	General Norfolk	Presidents Office	429.90
		I0231978	General Norfolk	Presidents Office	(429.90)
		I0231979	General Norfolk	Board of Governors	768.64
		I0231980	General Norfolk	Board of Governors	341.71
		I0231981	General Norfolk	Recruiting	81.44
		I0231982	General Norfolk	Recruiting	509.16
		I0232058	General Norfolk	VP of Admin Services	100.50
		I0232059	General Norfolk	Basketball Mens	150.00
		I0232059	General Norfolk	Basketball Womens	110.00
		I0232060	General Norfolk	Automotive Technology	120.00
		I0232061	General Norfolk	Soccer Mens	28.00
		I0232061	General Norfolk	Soccer Womens	28.00
		I0232062	General Norfolk	VP of Student Services	206.97
		I0232064	General Norfolk	Basketball Mens	300.00
		I0232064	General Norfolk	Basketball Womens	220.00
		I0232066	General Norfolk	VP of Educational Services	107.69
		I0232205	Early Childhood Club	Student Clubs and Organizations	756.95
		I0232210	General Norfolk	Development Office	218.06
		I0232212	Cafeteria	Cafeteria	82,139.62
		I0232361	General Norfolk	Recruiting	18.65
Comprehensive Adult Student Assessment Sys	00506236	I0231102	Adult Education Corrections	Adult Education	84.00
		I0231102	Adult Education IELCE	Adult Education	21.00
		I0231102	Adult Education Regular	Adult Education	2,090.00
ContiTech USA Inc	00506332	I0231474	DOL Apprenticeship Building America	Workforce Development Admin	3,000.00
Control Management Inc	00506237	I0231044	Maclay Building	Nondepartmental	3,245.20
		I0231047	SSC CDL Driving Range	Nondepartmental	5,757.90
		I0231233	General Norfolk	Maintenance	1,025.00
Core-Mark Midcontinent Inc.	00506238	I0231105	Ag Education Complex Concessions	Agriculture Complex Concessions	1,384.41
Cornhusker Cleaning Systems Inc	00506445	I0231614	General Norfolk	Grounds	189.59
Cory R Thomsen	00506297	I0231238	Livestock Judging	Agriculture	579.47
County of Boone	00506446	I0231688	General Norfolk	Board of Governors	363.12
County of Madison	00506303	I0230994	General Norfolk	Automotive Body	15.66
		I0230994	General Norfolk	Truck Driving Noncredit Reimb	62.54
		I0230995	General Norfolk	Truck Driving Noncredit Reimb	27.00
		I0230996	General Norfolk	Truck Driving Noncredit Reimb	23.00
Courtney Kay Nelson	I0063358	I0231510	CHS Precision Ag	Agriculture	689.55
	I0063490	I0232238	CHS Precision Ag	Agriculture	364.84
Cristobal Salinas Jr	00506650	I0232056	General Norfolk	Presidents Contingency	5,000.00
Crucial Click LLC	00506303	I0230973	General Norfolk	Teaching and Learning	9.89

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		10230974	General Norfolk	Network and Infrastructure	7.42
		10230974	General Norfolk	Network and Infrastructure Acad	2.47
		10230975	General Norfolk	Grants	9.89
Culligan Water Cond.	00506333	10231413	College Center Operations	College Center Operations	78.00
Cummins Inc	00506557	10232302	General Norfolk	Maintenance	1,633.18
		10232304	General Norfolk	Maintenance	70.78
		10232305	General Norfolk	Maintenance	1,134.37
		10232306	General Norfolk	Maintenance	1,846.32
		10232309	Cafeteria	Cafeteria	1,241.60
		10232309	Residence Life	Residence Life	611.54
Curators of the University of Missouri	00506558	10232101	Retail Services	Retail Services	2,063.25
Cynthia Ann Hanson	10063351	10231502	General Norfolk	Workforce Development Admin	147.91
D & E Equipment Solutions Inc	00506447	10231161	General Norfolk	Diesel Technology	23,933.48
D & L Equipment	00506448	10231879	College Center Operations	College Center Operations	109.13
		10231881	College Center Operations	College Center Operations	128.38
D & L Towing and Recovery LLC	00508334	10231516	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	175.00
D&T Shirtified	00505239	10231038	General Norfolk	Counseling	1,380.00
DHS US Citizenship and Immigration Services	00505240	10231172	CCPE Gap Assistance Admin	Workforce Development Noncredit	28.00
Dale A Johanson	10063298	10231248	General Norfolk	Math General Academic	332.25
Dana F Cole & Company LLP	00506449	10231643	General Norfolk	Board of Governors	33,750.00
Dangerous Things LLC	00506303	10230997	General Norfolk	Security and Technology Serv Acad	9.60
		10230997	General Norfolk	Security and Technology Services	86.35
Daniel Gerard Kuester	00506466	10231737	General Norfolk	Workforce Development Noncredit	600.00
		10231738	General Norfolk	Workforce Development Noncredit	600.00
		10231739	General Norfolk	Workforce Development Noncredit	600.00
Daniel Jay Van Deest	10063518	10232147	College Center Operations	College Center Operations	79.85
Danielle Rae Gibson	10063463	10228971	General Norfolk	Inst Research and Analytics Acad	75.00
		10228971	General Norfolk	Institutional Research and Analytic	75.00
Darin D Watts	10063520	10231483	General Norfolk	Service Center	90.00
		10231483	General Norfolk	Service Center Academic	60.00
Darlene L Lilienkamp	10063301	10231252	Adult Education State Leadership	Adult Education	40.61
David Leon Cone	10063455	10228983	General Norfolk	Web and Enterprise Systems	120.00
		10228983	General Norfolk	Web and Enterprise Systems Acad	30.00
Dayton Weaver	00506306	10231270	Livestock Judging	Agriculture	175.00
Debbie Kay Koehlmoos	00506266	10231249	General Norfolk	Human Resources	9.00
DeeAnn S Zimmerman	00506684	10232182	General Norfolk	Workforce Development Noncredit	1,990.00
Delbert J Ames	00506530	10232118	General Norfolk	Board of Governors	364.18
Dell Marketing LP	00506450	10231823	General Norfolk	Network and Infrastructure	71,686.17
		10231823	General Norfolk	Network and Infrastructure Acad	23,895.39
		10231824	General Norfolk	Network and Infrastructure	7,221.15
		10231824	General Norfolk	Network and Infrastructure Acad	2,407.05

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Demco Inc	00506303	10230976	General Norfolk	Library Services	117.90
		10230977	General Norfolk	Library Services	54.45
Diane M Reikofski	10063502	10231468	General Norfolk	Presidents Office	150.00
Donovan Howard Ellis	00506565	10232121	General Norfolk	Board of Governors	49.78
Dustin Michael Pendergast	10063409	10231716	General Norfolk	Service Center	33.80
		10231716	General Norfolk	Service Center Academic	22.53
E & A Enterprises LLC	00506337	10231341	General Norfolk	Human Resources	31.50
EBSCO Industries Inc	10063366	10231342	General Norfolk	Library Services	2,051.48
Eakes Inc	00506241	10231222	General South Sioux	Custodial Services	52.36
		10231278	College Center Operations	College Center Operations	6,886.00
	00506561	10232102	Retail Services	Retail Services	185.40
Echo Group Inc	00506242	10231109	General Norfolk	Maintenance	73.62
	00506338	10231307	House Construction	Building Construction	612.12
		10231311	House Construction	Building Construction	570.91
		10231353	House Construction	Building Construction	2,678.66
	00506451	10231615	General Norfolk	Maintenance	55.07
	00506562	10232313	House Construction	Building Construction	176.47
		10232315	House Construction	Building Construction	313.72
Eckert Fabrication LLC	00506243	10231163	General Norfolk	Grounds	1,383.46
Economic Modeling LLC	10063423	10231583	General Norfolk	Instructional Services Contingency	6,125.00
		10231583	General Norfolk	Presidents Contingency	6,125.00
Educational Service Unit 17	00506339	10231414	General Norfolk	Network and Infrastructure	450.00
		10231414	General Norfolk	Network and Infrastructure Acad	150.00
Edward James Lewis	10063300	10231251	General Norfolk	Utility Line On Campus	167.03
	10063355	10231507	General Norfolk	Truck Driving Noncredit Reimb	104.80
		10231507	General Norfolk	Utility Line On Campus	55.68
Egan Supply Company	00506340	10231343	General Norfolk	Custodial Services	1,361.84
Electrical Engineering & Equipment Company	00506244	10231111	General Norfolk	Maintenance	474.66
		10231113	General Norfolk	Maintenance	357.34
		10231116	General Norfolk	Maintenance	227.24
		10231133	General Norfolk	Maintenance	40.53
	00506341	10231344	General Norfolk	Electromechanical	7.74
		10231520	General Norfolk	Maintenance	2,215.84
	00506563	10232320	General Norfolk	Welding	659.63
		10232362	General Norfolk	Maintenance	196.64
		10232363	General Norfolk	Maintenance	82.73
		10232364	General Norfolk	Maintenance	108.00
		10232365	General Norfolk	Maintenance	4.59
		10232366	General Norfolk	Maintenance	46.55
		10232368	General Norfolk	Maintenance	715.83
Eli Mcphillips	10063302	10231253	Student Services	Student Services Fee	189.53

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Elkhorn Feed Center Inc	00506342	10231565	Agriculture Production	Agriculture	68.03
		10231566	Agriculture Production	Agriculture	97.19
		10231567	Agriculture Production	Agriculture	138.88
		10231568	Agriculture Production	Agriculture	194.39
	00506564	10231983	Agriculture Production	Agriculture	92.98
		10231984	Agriculture Production	Agriculture	155.10
		10232322	General Norfolk	Veterinary Technician	212.12
		10232323	Agriculture Production	Agriculture	130.97
		10232325	Agriculture Production	Agriculture	179.65
		00506343	10231378	General Norfolk	Utilities
10231379	General Norfolk		Utilities	2,886.25	
10231380	General Norfolk		Utilities	920.00	
Elsevier Inc	00506566	10230624	Retail Services	Retail Services	(6,895.13)
		10230625	Retail Services	Retail Services	(3,397.26)
		10232105	Retail Services	Retail Services	24,021.28
		10232106	Retail Services	Retail Services	1,142.26
		10232107	Retail Services	Retail Services	2,921.83
		10232242	Retail Services	Retail Services	509.83
Enterprise Holdings Inc	00506245	10231119	General Norfolk	Athletics	622.26
	00506452	10231118	General Norfolk	Academy for Professional Develop	238.62
		10231645	General Norfolk	Grants	191.60
		10231671	General Norfolk	Soccer Womens	200.51
	00506567	10231985	General Norfolk	Soccer Womens	170.84
		10231986	General Norfolk	Soccer Womens	65.81
Environmental Services Inc	00506246	10231231	Northeast NE Innovation Studio	Nondepartmental	8,800.00
	00506344	10231345	Maclay Building	Nondepartmental	26.00
	00506453	10231787	Maclay Building	Nondepartmental	19,266.80
	00506568	10232327	Maclay Building	Nondepartmental	1,682.50
		10232329	General Norfolk	Major Repair and Renovation	500.00
Eric Daniel Ternus	10063309	10231263	General Norfolk	Drafting	1,223.60
Erin M McCartney Chapter 13 Trustee	00506569	10232182	General Norfolk		940.00
Evisions LLC	10063320	10231304	General Norfolk	Web and Enterprise Systems	22,907.20
		10231304	General Norfolk	Web and Enterprise Systems Acad	5,726.80
Expedia.com	00506303	10231015	General Norfolk	English General Academic	585.80
		10231015	General South Sioux	English General Academic	0.00
Facts on File Inc	00506345	10231354	General Norfolk	Allied Health Education Credit	937.29
		10231354	General Norfolk	Library Services	10,715.74
		10231354	General Norfolk	Nursing	937.29
Federal Express Corporation	00506346	10231569	Print Services	Print Services	24.77
		10231571	Print Services	Print Services	496.55
	00506570	10232369	Print Services	Print Services	81.44

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		10232370	Print Services	Print Services	189.20
Field Roland May	10063483	10231439	General Norfolk	Network and Infrastructure	112.50
		10231439	General Norfolk	Network and Infrastructure Acad	37.50
First Community Bank	00506416	10231699	General Norfolk		250,000.00
First National Bank Norfolk	00506347	10231429	General Norfolk		1,207.54
	00506571	10232193	General Norfolk		1,333.32
	00506572	10232194	General Norfolk		1,207.54
Fisher Scientific Company LLC	00506348	10231335	General Norfolk	Biology and Science	108.80
	00506573	10232331	General Norfolk	Veterinary Technician	49.38
Flags Unlimited	00506574	10231987	General O'Neill	Grounds	619.70
Flexible Benefit Administrators Inc.	00506247	10231173	General Norfolk	Human Resources	326.25
Flinn Scientific Inc	00506575	10232383	General Norfolk	Chemistry	177.75
Flood Communications LLC	00506349	10231346	DOL Apprenticeship Building America	Workforce Development Admin	1,000.00
	00506576	10232069	General Norfolk	Soccer Mens	1,000.00
		10232069	General Norfolk	Soccer Womens	1,000.00
Foulk Bros Plumbing & Heating	00506577	10232357	College Center Operations	College Center Operations	142.50
Franciscan Care Services Inc	00506454	10231760	CCPE Gap Assistance	Workforce Development Noncredit	65.00
		10231792	CCPE Gap Assistance	Workforce Development Noncredit	145.00
		10231793	CCPE Gap Assistance	Workforce Development Noncredit	145.00
Fremont Tire Inc	00506248	10231208	College Center Operations	College Center Operations	(924.08)
		10231209	College Center Operations	College Center Operations	924.08
		10231211	College Center Operations	College Center Operations	877.08
	00506578	10232375	College Center Operations	College Center Operations	49.00
GNM LLC	00506249	10231028	Transportation Center	Transportation Center	57.57
		10231120	General Norfolk	Utility Line On Campus	54.14
	00506350	10231444	General Norfolk	Utility Line On Campus	32.25
		10231546	General Norfolk	Truck Driving Noncredit Reimb	35.44
		10231550	General Norfolk	Grounds	15.58
	00506456	10231749	General Norfolk	Grounds	13.98
		10231869	General Norfolk	Utility Line On Campus	8.66
		10231870	General Norfolk	Automotive Technology	38.60
		10231871	General Norfolk	Automotive Technology	24.00
		10231872	Diesel Repair Parts	Diesel Technology	34.28
		10231873	Diesel Repair Parts	Diesel Technology	11.23
		10231874	Diesel Repair Parts	Diesel Technology	16.42
		10231875	Diesel Repair Parts	Diesel Technology	12.49
	00506579	10232334	General Norfolk	Automotive Technology	26.17
		10232336	General Norfolk	Automotive Technology	54.68
GT Marketplace LLC	00506583	10232111	Retail Services	Retail Services	10,913.62
Gage Stetson Weller	10063521	10231484	College Center Operations	College Center Operations	150.00
Gallup Organization	00506303	10231016	General Norfolk	Speech and Debate	2,250.00

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Georgia Holdings Inc	10063533	10231081	Retail Services	Retail Services	(12,406.31)
		10232001	Retail Services	Retail Services	4,816.24
		10232002	Retail Services	Retail Services	(4,816.24)
		10232006	Retail Services	Retail Services	2,240.00
		10232007	Retail Services	Retail Services	6,800.00
		10232008	Retail Services	Retail Services	12,980.00
		10232009	Retail Services	Retail Services	640.00
		10232010	Retail Services	Retail Services	2,775.00
		10232011	Retail Services	Retail Services	2,025.00
		10232012	Retail Services	Retail Services	15,000.00
		10232013	Retail Services	Retail Services	1,000.00
		10232014	Retail Services	Retail Services	850.00
		10232015	Retail Services	Retail Services	1,350.00
		10232016	Retail Services	Retail Services	14,850.00
		10232017	Retail Services	Retail Services	532.52
		10232018	Retail Services	Retail Services	3,050.00
		10232019	Retail Services	Retail Services	7,442.00
		10232020	Retail Services	Retail Services	2,938.25
		10232021	Retail Services	Retail Services	2,100.00
		10232022	Retail Services	Retail Services	1,456.00
		10232023	Retail Services	Retail Services	2,478.06
		10232024	Retail Services	Retail Services	6,090.00
		10232025	Retail Services	Retail Services	2,362.50
		10232026	Retail Services	Retail Services	732.16
		10232027	Retail Services	Retail Services	157.60
		10232028	Retail Services	Retail Services	10,455.00
		10232029	Retail Services	Retail Services	2,464.00
		10232112	Retail Services	Retail Services	777.00
Gerald Paul Guenther	10063466	10228639	General Norfolk	Public Relations	150.00
Gill Hauling Inc	00506455	10231616	College Center Operations	College Center Operations	228.18
		10231616	General South Sioux	Utilities	99.25
Gina M Holtz	10063352	10231503	General West Point	West Point Extended Campus	115.28
	10063473	10232189	General Norfolk	Tuition Reimbursement	2,160.00
Gina Marie Krysl	10063299	10231250	General Norfolk	Counseling	144.64
Glenn R Henkel	10063470	10232070	General Norfolk	VP of Educational Services	60.00
Go4 Healthcare LLC	00506250	10231029	General Norfolk	Athletics	5,460.00
		10231306	General Norfolk	Athletics	3,978.00
	00506580	10231988	General Norfolk	Athletics	5,460.00
Goodheart-Willcox Company	00506581	10230655	Retail Services	Retail Services	(2,591.70)
		10232113	Retail Services	Retail Services	3,346.14
Gotschall & Sholes PC LLO	00506351	10231432	Cafeteria	Cafeteria	2,832.82

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		I0231432	Residence Life	Residence Life	2,832.83
Great River Technologies LLC	00506582	I0232114	Retail Services	Retail Services	1,490.70
Gunparr LLC	00506251	I0231121	General Norfolk	Veterinary Technician	402.00
HCI Construction	00506584	I0231961	SSC CDL Driving Range	Nondepartmental	351,451.30
		I0231962	Restr Plant EDA Industrial Bldg	Nondepartmental	58,906.19
HD Supply Facilities Maintenance Ltd	00506252	I0231305	General Norfolk	Custodial Services	374.91
	00506585	I0231989	General Norfolk	Custodial Services	5,023.83
		I0232338	General Norfolk	Custodial Services	2,945.05
		I0232345	General Norfolk	Custodial Services	321.92
	00506686	I0231989	General Norfolk	Custodial Services	5,023.83
		I0232338	General Norfolk	Custodial Services	2,945.05
		I0232342	General Norfolk	Custodial Services	(321.92)
		I0232345	General Norfolk	Custodial Services	321.92
Hadley Dunklau	00506335	I0231475	Livestock Judging	Agriculture	250.00
Haley Marie Mattison	I0063357	I0231509	Student Ambassadors Association	Recruiting	197.10
Hartington Telecommunications Co. Inc	00506352	I0231347	General Norfolk	Network and Infrastructure	71.25
		I0231347	General Norfolk	Network and Infrastructure Acad	23.75
Hattie McCollom	00506609	I0232071	Livestock Judging	Agriculture	225.00
Hausmann Construction Inc	00506457	I0231709	Maclay Building	Nondepartmental	1,112,160.60
Heartland Business Systems LLC	00506353	I0231415	General Norfolk	Network and Infrastructure	76.87
		I0231415	General Norfolk	Network and Infrastructure Acad	25.63
Heather Jean Claussen	I0063348	I0231499	General Norfolk	Allied Health Educ Administration	70.74
		I0231499	General Norfolk	Allied Health Education Credit	227.94
Hem Inc	00506354	I0231348	General Norfolk	Welding	1,367.39
Henry McCollom	00506610	I0232073	Livestock Judging	Agriculture	100.00
Hill Family Corporation	00506303	I0230978	General Norfolk	Music	142.50
Hobart Institute of Welding Technology	00506586	I0232115	Retail Services	Retail Services	653.31
		I0232367	Retail Services	Retail Services	273.14
Hobby Lobby Stores Inc	00506459	I0231617	General Norfolk	Presidents Contingency	673.75
Holt Woodworking Inc	00506253	I0231030	Print Services	Print Services	446.34
Homestead Bank	00506417	I0231705	General Norfolk		250,000.00
Howard LLC	00506355	I0231054	Diesel Repair Parts	Diesel Technology	(1,033.16)
		I0231055	Diesel Repair Parts	Diesel Technology	412.95
		I0231547	Diesel Repair Parts	Diesel Technology	963.94
Huff Construction - Nebraska LLC	00506254	I0231296	Capital Improvement Norfolk	Nondepartmental	11,450.00
Huse Publishing Company	00506460	I0231907	General Norfolk	Purchasing	23.57
		I0231909	General Norfolk	Marketing	325.00
		I0231910	General Norfolk	Board of Governors	16.00
	00506587	I0231923	General Norfolk	Presidents Contingency	(26.25)
		I0231924	General Norfolk	Presidents Contingency	18.75
		I0231942	General Norfolk	Presidents Contingency	18.75

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		I0231943	General Norfolk	Presidents Contingency	18.00
Hy-Capacity Inc	00506588	I0232346	Diesel Repair Parts	Diesel Technology	65.21
Hy-Vee Inc	00506255	I0231031	General Norfolk	Veterinary Technician	7.39
		I0231122	Ag Education Complex Concessions	Agriculture Complex Concessions	197.29
	00506461	I0231618	General Norfolk	Veterinary Technician	66.52
		I0231619	Ag Education Complex Concessions	Agriculture Complex Concessions	139.83
		I0231620	Ag Education Complex Concessions	Agriculture Complex Concessions	83.38
		I0231621	Workforce Development Reimbursable	Workforce Development Noncredit	9.98
		I0231893	General Norfolk	Veterinary Technician	26.67
		I0231899	General Norfolk	Veterinary Technician	7.18
		I0231900	General Norfolk	Veterinary Technician	30.21
	00506589	I0232347	General Norfolk	Veterinary Technician	12.72
		I0232348	General Norfolk	VP of Student Services	69.99
Hydraulic Equipment Service	00506256	I0231260	General Norfolk	Utility Line On Campus	240.00
		I0231261	General Norfolk	Utility Line On Campus	590.00
ICM Distributing Company Inc	00506257	I0231082	Retail Services	Retail Services	218.43
Ike C Rayford	00506646	I0232184	General Norfolk	Workforce Development Noncredit	13,195.00
Infosec Learning Inc	00506591	I0232138	Retail Services	Retail Services	803.25
Ingram Industries Inc	00506592	I0231092	Retail Services	Retail Services	(276.93)
		I0232136	Retail Services	Retail Services	625.24
		I0232137	Retail Services	Retail Services	301.86
Institute of Study Abroad Ireland	00506303	I0230998	General Norfolk	Center for Global Engagment	196.00
Integrated Medical Inc	00506593	I0232139	Retail Services	Retail Services	450.54
Intellicom Computer Consulting Inc	00506258	I0231175	General Norfolk	Network and Infrastructure	5,835.75
		I0231175	General Norfolk	Network and Infrastructure Acad	1,945.25
	00506462	I0231622	General Norfolk	Network and Infrastructure	900.00
		I0231622	General Norfolk	Network and Infrastructure Acad	300.00
		I0231623	General Norfolk	Paramedic	666.00
Intermedia Inc	00506463	I0231357	General Norfolk	Music	1,355.63
	00506594	I0232358	General Norfolk	Music	44.00
Iowa SFK Leasing Inc	00506595	I0232261	General Norfolk	Grounds	1,343.35
Iris Michelle Woodhead	I0063525	I0231487	General Norfolk	Softball	150.00
Island Supply Welding Company	00506259	I0230446	General Norfolk	Heating Ventilation and Air Cond	1,746.26
		I0231078	General Norfolk	Welding	367.30
	00506356	I0231412	General Norfolk	Heating Ventilation and Air Cond	512.40
		I0231420	General Norfolk	Welding	207.25
		I0231445	General Norfolk	Heating Ventilation and Air Cond	71.95
	00506596	I0232349	General Norfolk	Welding	128.25
		I0232350	General Norfolk	Welding	301.85
		I0232351	General Norfolk	Welding	185.20
Ivy Tech Community College of Indiana	00506260	I0231226	USDA NRCS Cooperative Ag Agreement	Agriculture	4,000.00

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JM Hospitality Inc	00506464	10231624	General Norfolk	Human Resources	319.80
JOMAST Corporation	00506261	10231091	Retail Services	Retail Services	146.70
	00506358	10231358	Concessions	Concessions	556.80
		10231359	Concessions	Concessions	139.20
	00506599	10232140	Retail Services	Retail Services	110.35
		10232171	Retail Services	Retail Services	68.30
Jacob Jeffery Dusel	00506560	10232215	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
James Allen Bruegman	10063451	10228630	General Norfolk	Maintenance	150.00
James Patrick Curry	10063458	10228634	General Norfolk	Public Relations	150.00
Janel Marie Walton	00506409	10231495	General Norfolk	Human Resources	197.81
Janet Pablo	10063497	10232243	Adult Educ Volunteer Coordinator	Adult Education	39.42
		10232243	Adult Education HS Equivalency	Adult Education	17.04
Jeanie M Wilken	10063524	10231485	General Norfolk	Custodial Services	150.00
Jeanne Marie Reigle	00506647	10232131	General Norfolk	Board of Governors	1,598.97
Jeffrey Max Scherer	00506651	10232133	General Norfolk	Board of Governors	94.32
Jenna Marie Jelinek	00506357	10231349	General Norfolk	Workforce Development Noncredit	2,800.00
Jennifer Lynn Schliewe	10063507	10232223	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Jeri Renee Parks	10063408	10231715	General Norfolk	Grants	349.42
Jerrett Jeffrey Mills	10063403	10231712	General Norfolk	Athletics	154.58
	10063487	10231447	General Norfolk	Athletics	150.00
Jessica Kay Dvorak	10063459	10228635	General Norfolk	Human Resources	150.00
JiffyShirts.com	00506303	10231036	Retail Services	Retail Services	408.52
Jill M Heemstra	10063295	10231245	General Norfolk	Agriculture	18.38
	10063468	10232123	General Norfolk	Agriculture Administration	208.98
Jmaylia D Mimms	10063488	10232219	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Jody M Gibson	10063396	10231769	General Norfolk	Inst Research and Analytics Acad	443.61
		10231769	General Norfolk	Institutional Research and Analytic	443.62
John Wiley & Sons Inc	00506597	10230246	Retail Services	Retail Services	66.50
		10230247	Retail Services	Retail Services	(66.50)
		10232141	Retail Services	Retail Services	918.00
		10232142	Retail Services	Retail Services	1,836.75
		10232143	Retail Services	Retail Services	1,012.48
Johnson Hardware Company LLC	00506598	10232353	Residence Life	Residence Life	903.91
Jones & Bartlett Learning LLC	00506262	10231283	Retail Services	Retail Services	(807.52)
		10231285	Retail Services	Retail Services	2,103.86
		10231286	Retail Services	Retail Services	5,512.12
Joni C Cassidy	10063291	10231240	General Norfolk	Recruiting	1,169.83
		10231241	General Norfolk	Recruiting	248.90
Joshua Dean Clark	10063454	10228633	General Norfolk	Basketball Mens	150.00
Joshua Dewayne Mattson	10063482	10232127	General Norfolk	EMT Paramedic Noncredit Reimb	30.13
Joshua Thomas Becker	10063447	10232190	General Norfolk	Tuition Reimbursement	2,154.00

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Julie Younkin LLC	I0063424	I0231625	General Norfolk	Personnel Development	1,253.75
		I0231750	General Norfolk	Workforce Development Noncredit	820.00
Karl Erik Henkel	00506458	I0231689	General Norfolk	Music	150.00
Katherine A Towler	I0063312	I0231266	General South Sioux	South Sioux City Extended Campus	159.82
	I0063516	I0232250	General South Sioux	South Sioux City Extended Campus	123.85
		I0232377	General South Sioux	South Sioux City Extended Campus	50.00
Kathy Sue Timmerman	I0063311	I0231265	General O'Neill	O'Neill Extended Campus	11.00
	I0063415	I0231724	General O'Neill	O'Neill Extended Campus	15.72
Kaup Forage & Turf	00506263	I0231123	General Norfolk	Grounds	625.00
Kayla Marjorie Burdick	I0063347	I0231498	General Norfolk	Early College	403.48
Kelly Jeanne Perley	I0063498	I0232220	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Kelly Supply Company	00506264	I0231032	Diesel Repair Parts	Diesel Technology	3.00
		I0231124	General Norfolk	Plumbing	1,543.33
		I0231135	General Norfolk	Maintenance	27.24
		I0231174	General Norfolk	Maintenance	20.60
	00506465	I0231627	General Norfolk	Maintenance	21.22
		I0231628	General Norfolk	Maintenance	5.00
		I0231629	General Norfolk	Maintenance	27.24
		I0231630	General Norfolk	Maintenance	7.15
	00506600	I0231991	Agriculture Production	Agriculture	35.90
		I0232371	General Norfolk	Maintenance	89.73
		I0232372	General Norfolk	Maintenance	70.51
Kendall Deanne Wallick	I0063314	I0231268	General Norfolk	Institutional Effectiveness	166.48
Kendall/Hunt Publishing Company	00506601	I0232144	Retail Services	Retail Services	1,344.73
		I0232145	Retail Services	Retail Services	924.00
Kenneth A Wurdinger	I0063526	I0232117	General Norfolk	Tuition Reimbursement	2,046.00
Kevin Lee Furstenau	I0063482	I0228969	General Norfolk	Network and Infrastructure	112.50
		I0228969	General Norfolk	Network and Infrastructure Acad	37.50
Keystone Automotive Industries Inc	00506265	I0231033	General Norfolk	Automotive Body	49.95
	00506602	I0232354	General Norfolk	Automotive Body	184.00
Kimberly Ann Andersen	I0063345	I0231496	DOL Apprenticeship Building America	Workforce Development Admin	201.09
Kofax Inc	00506267	I0231294	General Norfolk	Service Center	84.43
		I0231294	General Norfolk	Service Center Academic	56.28
Kory Jon Hildebrand	I0063297	I0231247	General Norfolk	Utility Line Off Campus	1,007.52
	I0063472	I0228641	General Norfolk	Utility Line Off Campus	150.00
Kristy J Sandman	I0063360	I0231512	General South Sioux	South Sioux City Extended Campus	193.88
Lai-Monte Hunter	I0063474	I0228642	General Norfolk	Student Life	150.00
Lane Manufacturing Inc	00506603	I0232356	General Norfolk	Veterinary Technician	112.50
Lang Diesel Inc.	00506467	I0231125	General Norfolk	Grounds	459.06
	00508604	I0232355	General Norfolk	Grounds	2,001.92
Larry Alan Oetken	I0063406	I0231731	General Norfolk	Utility Line Off Campus	40.00

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		10231731	Nebraska Rural Electric Association	Utility Line Off Campus	1,706.67
	10063494	10231453	Nebraska Rural Electric Association	Utility Line Off Campus	150.00
Latimer Associates Inc	10063367	10231350	Restr Plant LLC Remodel Phase 1	Nondepartmental	223.50
Laura Lynn Schwanebeck	10063305	10231257	General Norfolk	Physical Therapist Administration	870.00
Leah A Barrett	10063446	10228626	General Norfolk	Presidents Office	450.00
Lee Enterprises Inc	00506359	10231477	General Norfolk	Library Services	398.77
	00506468	10231912	General Norfolk	Board of Governors	43.64
Lessman Electric Supply Co Inc	00506360	10231549	College Center Operations	College Center Operations	1,226.25
Little Priest Tribal College	00506361	10230526	General Norfolk	Little Priest Tribal College	12,669.38
Logic, Inc	00506469	10231740	General Norfolk	Electromechanical	12,802.79
Long Lines Siouxland	00506362	10231572	College Center Operations	College Center Operations	93.95
Lorena Rivas	10063503	10232221	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Loretta Jean Brabec	10063449	10228628	General Norfolk	Custodial Services	150.00
Lori Ann Trowbridge	10063313	10231267	General Norfolk	Union 73	150.90
	10063517	10231482	General Norfolk	Union 73	150.00
Love Signs Inc	00506470	10231631	General Norfolk	VP of Admin Services	55.00
		10231634	General Norfolk	Student Accounts and Cashiering	34.00
	00506605	10231632	General Norfolk	Truck Driving Noncredit Reimb	150.00
Lucas John Reichlinger	10063411	10231717	Information Technology Club	Student Clubs and Organizations	102.71
Lumen Inc	00506363	10231384	Retail Services	Retail Services	4,375.00
		10231387	Retail Services	Retail Services	3,325.00
		10231398	Retail Services	Retail Services	490.00
		10231399	Retail Services	Retail Services	490.00
	00506471	10231777	Retail Services	Retail Services	0.01
MBS Textbook Exchange Inc	00506608	10231314	Retail Services	Retail Services	(87.76)
		10231315	Retail Services	Retail Services	(81.90)
		10231316	Retail Services	Retail Services	(476.13)
		10231317	Retail Services	Retail Services	(529.10)
		10231318	Retail Services	Retail Services	(11.70)
		10231319	Retail Services	Retail Services	(6,261.85)
		10231949	Retail Services	Retail Services	26,989.19
		10231950	Retail Services	Retail Services	2,268.00
		10231951	Retail Services	Retail Services	4,079.25
MWI Veterinary Supply Company	00506369	10231411	General Norfolk	Veterinary Technician	83.70
		10231540	General Norfolk	Veterinary Technician	78.37
		10231554	General Norfolk	Veterinary Technician	118.27
	00506478	10231707	General Norfolk	Veterinary Technician	219.61
		10231708	General Norfolk	Veterinary Technician	259.14
	00506619	10232046	General Norfolk	Veterinary Technician	18.90
		10232068	General Norfolk	Veterinary Technician	103.41
Madison County Ag Society	00506268	10231127	Livestock Judging	Agriculture	110.00

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Madison Star Mail	00506606	10231990	General Norfolk	Board of Governors	36.73
Makemusic Inc	00506364	10231541	General Norfolk	Music	700.00
Marc A Rexroad	00506289	10231235	General Norfolk	VP of Educational Services	60.00
Marcus James Clapp	10063453	10228632	General Norfolk	Baseball	150.00
Margaret A Schultz	10063512	10232246	General Norfolk	Academy for Professional Develop	466.75
		10232246	General Norfolk	Music	288.00
Mary S Green-Warnstadt	10063350	10231501	DOL Apprenticeship Building America	Workforce Development Admin	104.80
Matheson Tri-Gas Inc	00506269	10230244	Perkins Equipment	VP of Educational Services	72,199.75
		10231276	General Norfolk	Allied Health Education Credit	69.05
		10231276	General Norfolk	Emergency Medical Training	103.57
		10231276	General Norfolk	Paramedic	103.58
	00506365	10231530	General Norfolk	Welding	15,292.65
		10231536	General Norfolk	Welding	285.69
	00506607	10232088	General Norfolk	Welding	23,510.00
		10232090	General Norfolk	Welding	163.72
		10232091	General Norfolk	Welding	7,513.72
		10232254	General Norfolk	Welding	714.02
		10232274	General Norfolk	Welding	887.38
Matthew J Svehla	10063515	10231481	General Norfolk	Basketball Womens	150.00
Matthew S Nelson	10063404	10231730	General Norfolk	Utility Line Off Campus	631.32
		10231771	General Norfolk	Utility Line Off Campus	1,352.75
	10063491	10231450	General Norfolk	Utility Line Off Campus	150.00
Mead Lumber Company Inc.	00506472	10231785	House Construction	Building Construction	1,873.86
		10231789	House Construction	Building Construction	6,845.02
		10231790	House Construction	Building Construction	(138.95)
		10231791	House Construction	Building Construction	169.84
	00506611	10232276	House Construction	Building Construction	144.39
		10232379	General Norfolk	Building Construction	1,900.76
Mechanical Sales Parts Inc	00506473	10231877	General Norfolk	Maintenance	0.00
		10231877	Residence Life	Residence Life	8,112.60
Media Production Group LLC	00506612	10232076	Ag Ceptional Conference	Dean of Science Tech Ag and Math	3,300.00
Melanie R Thompson	10083361	10231513	General Norfolk	VP of Admin Services	255.45
	10083414	10231723	General Norfolk	VP of Admin Services	32.75
Melissa M O'Connor	10083493	10232188	General Norfolk	Tuition Reimbursement	1,152.00
Menards CC	00506366	10231375	General Norfolk	Custodial Services	85.26
		10231375	General Norfolk	Grounds	196.90
		10231375	General Norfolk	Maintenance	708.73
		10231375	Residence Life	Residence Life	149.97
Menards Inc	00506270	10231159	House Construction	Building Construction	28.99
		10231160	House Construction	Building Construction	37.92
		10231162	General Norfolk	Biology and Science	29.28

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		I0231164	House Construction	Building Construction	739.50
		I0231178	House Construction	Building Construction	13.94
		I0231303	General Norfolk	Utility Line On Campus	5.90
	00506367	I0231373	House Construction	Building Construction	438.68
		I0231374	House Construction	Building Construction	301.89
	00506474	I0231701	House Construction	Building Construction	149.98
		I0231815	House Construction	Building Construction	108.25
	00506613	I0232222	House Construction	Building Construction	193.66
Merri Beth Schneider	I0063413	I0231721	General O'Neill	O'Neill Extended Campus	656.00
	I0063509	I0232257	General O'Neill	O'Neill Extended Campus	50.00
Meyer Tool Service LLC	00506271	I0231289	General Norfolk	Automotive Technology	5,749.98
Michael R Cooper	I0083456	I0232120	Veterinarian Technician Services	Veterinary Technician	299.56
Microsoft Corporation	00506303	I0230999	General Norfolk	Information Technology	34.33
		I0230999	General Norfolk	Web and Enterprise Systems	3.08
		I0230999	General Norfolk	Web and Enterprise Systems Acad	0.77
Mid City Service	00506475	I0231911	Residence Life	Residence Life	31,062.00
		I0231913	Residence Life	Residence Life	1,672.00
	00506614	I0232165	General Norfolk	Maintenance	75.00
Mid-State Eng & Testing Inc	00506272	I0231299	Maclay Building	Nondepartmental	2,566.00
	00506368	I0231538	SSC CDL Driving Range	Nondepartmental	4,013.00
	00506615	I0232255	Maclay Building	Nondepartmental	8,496.00
MidAmerican Energy Company	00506476	I0231778	College Center Operations	College Center Operations	1,964.44
	00506616	I0232228	General South Sioux	Utilities	183.26
Midwest Bank	00506418	I0231702	Working Capital	Nondepartmental	6,000,000.00
Midwest Diesel Inc	00506477	I0231704	Diesel Repair Parts	Diesel Technology	31.43
	00506617	I0232149	Diesel Repair Parts	Diesel Technology	197.79
		I0232150	Diesel Repair Parts	Diesel Technology	22.68
Miles Harper Stagemeyer	00506293	I0231269	Livestock Judging	Agriculture	389.08
Moran Technology Consulting Inc	00506618	I0232000	General Norfolk	Security and Technology Serv Acad	427.50
		I0232000	General Norfolk	Security and Technology Services	3,847.50
Motio Inc	00506303	I0231018	General Norfolk	Inst Research and Analytics Acad	497.50
		I0231018	General Norfolk	Institutional Research and Analytic	497.50
NCS Pearson	00506303	I0231020	Adult Education HS Equivalency	Adult Education	460.00
NECC	00506276	I0231196	General Norfolk	EMT Paramedic Administration	276.00
	00506375	I0231437	Retail Services	Retail Services	25,000.00
	00506376	I0231308	Retail Services	Retail Services	423.00
		I0231309	Retail Services	Retail Services	200.00
		I0231310	Retail Services	Retail Services	104.00
	00506377	I0231422	Residence Life	Residence Life	53.00
		I0231422	eSports Club	Student Clubs and Organizations	45.76
	00506627	I0232282	Retail Services	Retail Services	519.00

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		10232283	Retail Services	Retail Services	507.00
		10232284	Retail Services	Retail Services	214.00
		10232295	Retail Services	Retail Services	7,251.00
		10232296	Retail Services	Retail Services	3,299.00
		10232297	Retail Services	Retail Services	3,688.00
NECC Foundation	10063321	10231197	General Norfolk		4,369.52
	10063425	10231691	General Norfolk	Presidents Office	218.95
	00506483	10231690	Foundation Credit Card Donations	Nondepartmental	3,000.00
NIULPE Inc	00506277	10231225	General Norfolk	Heating Ventilation and Air Cond	50.00
NMC Industrial Services LLC	00506630	10232159	General Norfolk	Maintenance	317.70
NMN Express Inc	00506378	10231532	Ag Ceptional Conference	Dean of Science Tech Ag and Math	107.00
Nasco Education LLC	00506479	10231816	General Norfolk	Agriculture	178.75
Natalie Renee-Reno Kent	10063478	10232191	General Norfolk	Tuition Reimbursement	1,125.00
Natalie Rose James	10063475	10232217	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
National Association of Veterinary Technicians in America	00506273	10231227	General Norfolk	Veterinary Technician	150.00
National Council on Strength and Fitness	00506480	10231783	Retail Services	Retail Services	903.00
Nebraska Appliance Center Inc	00506370	10231391	Residence Life	Residence Life	1,194.99
Nebraska Broadcasters Association	00506620	10232080	General Norfolk	Media Arts	150.00
Nebraska College Career Services Association	00506621	10232084	General Norfolk	Career Services	15.00
Nebraska Community College Association	00506481	10231692	General Norfolk	Board of Governors	300.00
		10231692	General Norfolk	Presidents Office	1,448.89
	00506622	10232085	General Norfolk	Board of Governors	74,865.03
Nebraska Harvestore Systems	00506371	10231361	General Norfolk	Grounds	1,226.82
Nebraska Indian Community College	00506372	10230738	General Norfolk	NECC and NICC Agreement	39,715.22
Nebraska Interactive LLC	00506303	10231293	General Norfolk	Dean of Applied Technology	105.00
		10231293	General Norfolk	VP of Student Services	3.00
Nebraska Library Association	00506373	10231479	General Norfolk	Library Services	60.00
Nebraska Machinery Company LLC	00506274	10231132	Diesel Repair Parts	Diesel Technology	156.91
		10231279	Diesel Repair Parts	Diesel Technology	213.64
		10231280	Diesel Repair Parts	Diesel Technology	3,015.17
		10231281	Diesel Repair Parts	Diesel Technology	2,779.11
		10231282	Diesel Repair Parts	Diesel Technology	338.84
		10231287	Diesel Repair Parts	Diesel Technology	1,896.77
		10231288	Diesel Repair Parts	Diesel Technology	(2,039.51)
		10231290	Diesel Repair Parts	Diesel Technology	164.18
Nebraska Public Power District	00506482	10231666	General O'Neill	Utilities	707.95
		10231668	General Norfolk	Utilities	44.15
		10231669	General Norfolk	Utilities	119.06
		10231670	General Norfolk	Utilities	38.68
	00506623	10232195	General Norfolk	Utilities	1,923.21
		10232197	General Norfolk	Utilities	1,662.87

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		I0232199	General Norfolk	Utilities	48,377.78
		I0232201	General Norfolk	Utilities	3,019.40
		I0232202	General Norfolk	Utilities	45.00
		I0232203	General Norfolk	Utilities	125.81
		I0232204	General Norfolk	Utilities	119.92
		I0232206	General Norfolk	Utilities	28.53
		I0232207	General Norfolk	Utilities	104.75
		I0232208	Residence Life	Residence Life	54.38
		I0232209	General Norfolk	Utilities	59.64
		I0232211	General Norfolk	Utilities	54.61
Nebraska School Activities Association	00508419	I0231663	General Norfolk	Marketing	15,000.00
Nebraska Section, Society for Range Management	00506303	I0231022	General Norfolk	Biology and Science	60.00
Nebraska State College Board of	00506275	I0231228	College Center Operations	College Center Operations	230.81
		I0231228	General Norfolk	Dean of Academic Outreach	37.64
		I0231230	College Center Operations	College Center Operations	230.81
		I0231230	General Norfolk	Dean of Academic Outreach	37.64
		I0231232	General Norfolk	Accounting	4.19
		I0231232	General Norfolk	Administrative Professional	1.24
		I0231232	Adult Education Regular	Adult Education	442.83
		I0231232	General Norfolk	Allied Health Education Credit	117.34
		I0231232	General Norfolk	Art	1.02
		I0231232	General Norfolk	Behavioral Sciences Gen Academic	7.41
		I0231232	General Norfolk	Biology and Science	134.89
		I0231232	General Norfolk	Business Admin Mrktng Mngmt	251.79
		I0231232	General Norfolk	Chemistry	2.41
		I0231232	College Center Operations	College Center Operations	46.64
		I0231232	General Norfolk	Criminal Justice	0.06
		I0231232	General Norfolk	Economics General Academic	1.35
		I0231232	General Norfolk	Education	40.05
		I0231232	General Norfolk	Emergency Medical Training	0.02
		I0231232	General Norfolk	English General Academic	5.04
		I0231232	General Norfolk	English Transitional	21.09
		I0231232	General Norfolk	Health PE Rec	0.05
		I0231232	General Norfolk	Human Services	0.95
		I0231232	General Norfolk	Information Technology	0.12
		I0231232	General Norfolk	Language	0.18
		I0231232	General Norfolk	Learning Skills and Career Planning	1.60
		I0231232	General Norfolk	Music	18.33
		I0231232	General Norfolk	Recruiting	24.45
		I0231232	General Norfolk	Social Sciences	19.98
		I0231232	General South Sioux	South Sioux City Extended Campus	184.01

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		10231232	General Norfolk	Testing Services	1.39
		10231232	General Norfolk	Truck Driving Noncredit Reimb	1.79
		10231232	General Norfolk	Tutor and Writers Clinic	2.38
		10231232	General Norfolk	Welding	2.33
		10231232	General Norfolk	Workforce Development Admin	56.55
		10231232	General Norfolk	Workforce Development Noncredit	177.25
	00506624	10231952	Retail Services	Retail Services	224.00
	00506625	10232229	General Norfolk	Human Resources	200.00
Nebraska Turfgrass Association	00506374	10231486	General Norfolk	Horticulture	415.00
		10231488	Horticulture Club	Student Clubs and Organizations	150.00
Nebraska Veterinary Medical Association	00506626	10232231	General Norfolk	Veterinary Technician	700.00
Nelnet Business Solutions	00506628	10232235	General Norfolk	Student Accounts and Cashiering	1,598.72
Nicole Joy Sedlacek	00506654	10232135	General Norfolk	Board of Governors	355.01
Norfolk Area Chamber of Commerce	00506379	10231533	General Norfolk	Presidents Office	10.00
		10231564	General Norfolk	Dean of Health & Public Services	10.00
		10231564	General Norfolk	Development Office	8.00
		10231564	General Norfolk	Presidents Office	8.00
		10231564	General Norfolk	VP of Educational Services	8.00
		10231564	General Norfolk	Workforce Development Admin	18.00
	00506484	10231695	General Norfolk	Workforce Development Admin	433.65
Norfolk Area United Way Inc	10063322	10231198	General Norfolk		195.17
Norfolk Implement Inc	00506485	10231818	General Norfolk	Grounds	428.68
Norfolk Lodge & Suites LLC	00506486	10231796	General Norfolk	English General Academic	101.00
Norfolk Motor Company	00506487	10231803	Agriculture Production	Agriculture	918.60
Northeast Iowa Community College	00506278	10231131	USDA NRCS Cooperative Ag Agreement	Agriculture	3,026.50
Northeast Shoppers LLC	00506488	10231817	General Norfolk	Marketing	1,882.00
Northern Tool & Equipment Catalog Company Inc	00506489	10231711	General Norfolk	Purchasing	39.99
O'Neill Area Chamber of Commerce	00506490	10231697	General Norfolk	Workforce Development Admin	268.91
O'Neill Shopper	00506380	10231542	General Norfolk	Marketing	1,800.00
ODP Business Solutions LLC	00506279	10231157	Retail Services	Retail Services	10.36
	00506491	10231764	Retail Services	Retail Services	254.07
		10231765	Retail Services	Retail Services	86.97
		10231766	Retail Services	Retail Services	652.70
		10231767	Retail Services	Retail Services	(5.44)
	00506632	10232108	Retail Services	Retail Services	148.88
		10232110	Retail Services	Retail Services	183.88
		10232172	Retail Services	Retail Services	171.28
Oates Specialties LLC	00506303	10230979	Baseball	Baseball	277.32
		10230980	General Norfolk	Baseball	79.98
Obert W Dimmitt Jr	00506559	10232310	General Norfolk	Agriculture	180.00
Ogden Hardware Inc	00506633	10232214	General O'Neill	Maintenance	52.97

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Omaha Paper Company Inc	00506634	10232216	Print Services	Print Services	3,791.33
Omaha Truck Center Company Inc	00506492	10231820	Diesel Repair Parts	Diesel Technology	5.64
		10231821	Diesel Repair Parts	Diesel Technology	9.34
		10231822	Diesel Repair Parts	Diesel Technology	214.86
Onyx MDH LLC	00506280	10231273	General Norfolk	Maintenance	1,732.00
Oriental Trading Company Inc	00506303	10230981	Veterinary Technology Club	Student Clubs and Organizations	671.86
Ortmeier Enterprises Inc	00506493	10231809	General Norfolk	Building Construction	55.95
		10231810	General Norfolk	Building Construction	73.95
PRN Medical Equipment Repair Inc	00506384	10231434	General Norfolk	Biology and Science	2,128.40
		10231435	General Norfolk	Biology and Science	1,643.40
Papillion-La Vista School District	00506303	10231000	General Norfolk	Recruiting	50.00
PartnerShip LLC	00506381	10231539	Retail Services	Retail Services	1,102.46
	00506635	10231994	Retail Services	Retail Services	725.33
	00506636	10231995	Retail Services	Retail Services	361.55
	00506637	10232252	Retail Services	Retail Services	559.61
	00506638	10232253	Retail Services	Retail Services	360.07
Parts Town LLC	00506303	10231001	General Norfolk	Maintenance	680.11
Patricia Sue Wojcik	00506683	10232148	General Norfolk	Board of Governors	2,048.06
Patterson Veterinary Supply Inc	00506281	10231237	General Norfolk	Veterinary Technician	1,360.86
Pearson	00506282	10223115	Retail Services	Retail Services	3,134.81
		10231180	Retail Services	Retail Services	(1,484.89)
		10231181	Retail Services	Retail Services	(1,079.92)
		10231182	Retail Services	Retail Services	(219.98)
		10231184	Retail Services	Retail Services	(2,114.82)
		10231186	Retail Services	Retail Services	(1,049.90)
		10231194	Retail Services	Retail Services	7,424.55
		10231221	Retail Services	Retail Services	(1,649.90)
Peregrine Radiology LLC	00506494	10231802	Veterinarian Technician Services	Veterinary Technician	123.00
Performance Health Supply, Inc	10063534	10228775	General Norfolk	Athletics	39.44
		10228784	General Norfolk	Athletics	918.39
Phillip John Schimonitz	10063506	10232245	General Norfolk	Graphic Design	48.47
Pitzer Digital LLC	00506495	10231776	General Norfolk	Board of Governors	22.64
Playaway Products LLC	00506496	10231713	General Norfolk	Library Services	393.88
Pocket Nurse Enterprises Inc	00506382	10231376	General Norfolk	Allied Health Education Credit	10.90
		10231377	General Norfolk	Allied Health Ed Noncredit	445.00
		10231377	General Norfolk	Allied Health Education Credit	3,007.91
		10231400	Retail Services	Retail Services	832.50
Pollard Pumping Service	00506639	10232380	Cafeteria	Cafeteria	493.75
Pomp's Tire Service Inc	00506383	10231531	General Norfolk	Grounds	655.34
	00506640	10232230	General Norfolk	Operations	1,343.96
Popplers Music Inc	00506283	10231212	General Norfolk	Music	87.00

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		10231213	General Norfolk	Music	80.00
Precision Marketing & Sales Inc	00506284	10231272	Retail Services	Retail Services	251.10
Precision Technology Inc	00506497	10231746	Residence Life	Residence Life	4,000.00
Prime Sanitation	00506285	10231179	Cafeteria	Cafeteria	507.29
		10231179	College of Nursing Operations	College of Nursing Operations	168.90
		10231179	Residence Life	Residence Life	1,373.63
		10231179	General Norfolk	Utilities	3,855.72
Qwest Corporation	00506286	10231297	General Norfolk	Network and Infrastructure	215.45
		10231297	General Norfolk	Network and Infrastructure Acad	71.81
		10231297	Residence Life	Residence Life	106.24
	00506287	10231298	General Norfolk	Network and Infrastructure	92.32
		10231298	General Norfolk	Network and Infrastructure Acad	30.77
		10231298	Residence Life	Residence Life	45.52
	00506641	10232187	General Norfolk	Network and Infrastructure	167.10
		10232187	General Norfolk	Network and Infrastructure Acad	55.70
	00506642	10232239	General Norfolk	Network and Infrastructure	167.10
		10232239	General Norfolk	Network and Infrastructure Acad	55.70
	00506643	10232240	General Norfolk	Network and Infrastructure	668.40
		10232240	General Norfolk	Network and Infrastructure Acad	222.80
	00506644	10232154	General Norfolk	Network and Infrastructure	96.93
		10232154	General Norfolk	Network and Infrastructure Acad	32.31
		10232154	Residence Life	Residence Life	47.80
Ranchland Broadcasting Company Inc	00506645	10231993	General Norfolk	Marketing	285.00
Rasmussen Mechanical Services Inc	00506385	10231570	College Center Operations	College Center Operations	35,000.00
RefQuest LLC	10063426	10231768	General Norfolk	Basketball Mens	3,000.00
		10231768	General Norfolk	Basketball Womens	3,000.00
	00506288	10231234	General Norfolk	Basketball Mens	3,000.00
		10231234	General Norfolk	Basketball Womens	3,000.00
Renee Ann Peters	10063499	10231457	General Norfolk	Security and Technology Serv Acad	15.00
		10231457	General Norfolk	Security and Technology Services	135.00
Renee C Krusemark	10063400	10231729	General Norfolk	English General Academic	783.11
Rentokil North America Inc	00506498	10231882	General South Sioux	Operations	41.00
		10231890	Cafeteria	Cafeteria	66.44
		10231890	Residence Life	Residence Life	134.93
		10231891	General Norfolk	Maintenance	135.00
		10231892	General Norfolk	Maintenance	54.00
		10231894	General Norfolk	Maintenance	81.00
		10231895	General Norfolk	Maintenance	64.00
		10231896	General Norfolk	Maintenance	350.00
		10231897	General Norfolk	Maintenance	121.92
		10231898	General Norfolk	Maintenance	258.25

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	00506648	10232185	General O'Neill	Utilities	65.00
		10232244	College of Nursing Operations	College of Nursing Operations	82.00
Revolution Wraps LLC	00506649	10232278	General West Point	West Point Extended Campus	219.41
Richard Scott Crawford	10083349	10231500	General Norfolk	Paramedic	96.94
Richland Community College	00506290	10231275	USDA NRCS Cooperative Ag Agreement	Agriculture	1,473.37
Rittenhouse Book Distributors Inc	00506499	10231544	Retail Services	Retail Services	(579.90)
		10231779	Retail Services	Retail Services	2,069.94
		10231780	Retail Services	Retail Services	1,297.43
Rotary International	00506291	10231236	General Norfolk	Presidents Office	125.00
Sage Stoltz	00506392	10231491	Livestock Judging	Agriculture	100.00
Sage Publications Inc	10083427	10231733	Retail Services	Retail Services	4,860.00
Sara Ann Morgan	10063489	10231448	Residence Life	Residence Life	150.00
Scot Alan Ouderkirk	10063303	10231254	General Norfolk	Utility Line Off Campus	314.96
		10231255	General Norfolk	Utility Line Off Campus	50.00
	10063407	10231714	General Norfolk	Utility Line Off Campus	353.94
	10063496	10231455	General Norfolk	Utility Line Off Campus	150.00
Scott A Gray	10063464	10228637	General Norfolk	VP of Admin Services	150.00
Scottsbluff Motor Co Inc	00506652	10232237	General Norfolk	Utility Line Off Campus	237.19
Screenvision Direct	00506653	10232181	General Norfolk	Marketing	353.00
Seals & Service Inc	00506386	10231394	Diesel Repair Parts	Diesel Technology	402.92
	00506500	10231819	Diesel Repair Parts	Diesel Technology	26.00
Security Bank	00506420	10231700	General Norfolk		1,000,000.00
Shamrock Nursery Inc	00506655	10232089	Horticulture Club	Student Clubs and Organizations	2,177.50
Shawn Patrick Sayers	10063505	10231470	General Norfolk	Grounds	150.00
Shelley A Noonan	00506631	10232087	General Norfolk	Business Admin Mrktng Mngmt	400.00
Sherwin Williams	00506292	10231168	House Construction	Building Construction	81.04
	00506501	10231872	General Norfolk	Building Construction	350.00
		10231720	General Norfolk	Maintenance	64.44
Sioux City Night Patrol	10063428	10231735	General South Sioux	Safety and Security Services	442.25
		10231742	College Center Operations	College Center Operations	823.50
Sioux City Truck Sales Inc	00506387	10231402	Diesel Repair Parts	Diesel Technology	1,205.64
		10231403	Diesel Repair Parts	Diesel Technology	718.98
		10231404	Diesel Repair Parts	Diesel Technology	(704.66)
		10231405	Diesel Repair Parts	Diesel Technology	(684.28)
		10231406	Diesel Repair Parts	Diesel Technology	9.25
		10231407	Diesel Repair Parts	Diesel Technology	30.61
		10231408	Diesel Repair Parts	Diesel Technology	75.49
		10231410	Diesel Repair Parts	Diesel Technology	(17.52)
	00506502	10231878	Diesel Repair Parts	Diesel Technology	23.71
		10231880	Diesel Repair Parts	Diesel Technology	161.70
South Sioux City Area Chamber of Commerce	00506388	10231489	General South Sioux	South Sioux City Extended Campus	250.00

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Stadium Sports	00506389	10231436	General Norfolk	Softball	480.00
		10231545	Retail Services	Retail Services	196.00
		10231573	Retail Services	Retail Services	2,168.00
		10231574	Retail Services	Retail Services	2,522.00
	00506657	10232099	Retail Services	Retail Services	660.00
		10232100	Retail Services	Retail Services	56.00
Stan Houston Equip Co Inc	00506390	10231433	Perkins Equipment	VP of Educational Services	4,599.00
Stanton County Public Power District	00506658	10232378	General Norfolk	Utility Line On Campus	20,000.00
Staples Contract & Commercial Inc	00506294	10231155	Retail Services	Retail Services	29.12
		10231156	Retail Services	Retail Services	104.05
	00506391	10231396	Retail Services	Retail Services	68.99
	00506503	10231781	Retail Services	Retail Services	300.23
	00506659	10232093	Retail Services	Retail Services	196.79
		10232179	Retail Services	Retail Services	78.88
		10232180	Retail Services	Retail Services	178.72
State of Nebraska	00506295	10231292	College Center Operations	College Center Operations	120.00
	00506296	10231139	General Norfolk	Network and Infrastructure	269.95
		10231139	General Norfolk	Network and Infrastructure Acad	89.98
	00506504	10231756	General Norfolk	Maintenance	115.00
	00506660	10232162	General Norfolk	Operations	360.00
	00506661	10232233	CCPE Gap Assistance	Workforce Development Noncredit	18.00
	00506662	10232152	General Norfolk	Network and Infrastructure	269.95
		10232152	General Norfolk	Network and Infrastructure Acad	89.98
Sterling Computers Corporation	10083323	10231216	General Norfolk	Operations	5,553.44
	10083368	10231274	General Norfolk	Service Center	4,269.12
		10231274	General Norfolk	Service Center Academic	2,846.08
	10083535	10232067	General Norfolk	Network and Infrastructure	1,180.68
		10232067	General Norfolk	Network and Infrastructure Acad	393.56
Steven M Anderson	00506531	10232119	General Norfolk	Board of Governors	626.30
Sturek Media Inc	00506505	10231774	General Norfolk	Board of Governors	40.55
Sun Associates Educational Technology Inc	00506506	10231901	NSF Urban Ag ATE	Agriculture	5,437.50
Sunny Meadow Medical Clinic P.C.	00506507	10231744	General Norfolk	Compliance	35.00
		10231745	General Norfolk	Compliance	25.00
	00506663	10231996	Applied Tech Division Aux	Dean of Applied Technology	40.00
		10231997	Applied Tech Division Aux	Dean of Applied Technology	15.00
		10231998	Applied Tech Division Aux	Dean of Applied Technology	15.00
Suntwist Inc	00506303	10230982	General Norfolk	Student Success and Retention	924.93
Susan Lynn Schmielt	10083508	10232259	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
		10232260	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
SweepScrub.com LLC	00506303	10230983	General Norfolk	Custodial Services	178.68
Syntellis Performance Solutions LLC	00506394	10231355	General Norfolk	Web and Enterprise Systems	1,248.00

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		10231355	General Norfolk	Web and Enterprise Systems Acad	312.00
		10231356	General Norfolk	Web and Enterprise Systems	34,937.60
		10231356	General Norfolk	Web and Enterprise Systems Acad	8,734.40
TK Elevator Corporation	00506299	10231200	College Center Operations	College Center Operations	198.34
		10231201	College Center Operations	College Center Operations	198.34
		10231203	Residence Life	Residence Life	261.08
		10231204	General Norfolk	Maintenance	263.20
		10231206	General Norfolk	Maintenance	190.00
		10231207	College of Nursing Operations	College of Nursing Operations	321.94
	00506400	10231392	College of Nursing Operations	College of Nursing Operations	491.04
		10231393	General Norfolk	Maintenance	491.04
TTBG Sioux City OpCo LLC	00506669	10232247	General Norfolk	Marketing	2,500.00
Tabitha Joy Lindahl	10063480	10232218	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Tara Rose Smydra	10063307	10231259	Ag Ceptional Conference	Dean of Science Tech Ag and Math	451.80
Taylor Corporation	00506664	10232086	General Norfolk	Student Accounts and Cashiering	685.01
Teeco Inc	00506395	10231428	General Norfolk	Presidents Contingency	5.00
		10231427	General Norfolk	Presidents Contingency	23.50
		10231428	General Norfolk	Presidents Contingency	30.75
		10231430	General Norfolk	Presidents Contingency	5.00
		10231431	General Norfolk	Presidents Contingency	30.75
		10231534	General Norfolk	Dean of Academic Outreach	30.75
		10231535	General Norfolk	Dean of Academic Outreach	30.75
	00506508	10231811	General West Point	West Point Extended Campus	5.00
		10231812	General West Point	West Point Extended Campus	5.00
		10231813	General West Point	West Point Extended Campus	9.00
Terri Ann Heggemeyer	10063296	10231246	General Norfolk	Career Services	154.58
Terrill Lawrence Cook	10063292	10231242	General Norfolk	Truck Driving Noncredit Reimb	47.82
Terry Fredrick Nelson	00506629	10232128	General Norfolk	Board of Governors	56.33
The Chicago Lumber Company of Omaha	00506396	10231543	House Construction	Building Construction	41.69
	00506509	10231903	House Construction	Building Construction	12.90
		10231904	House Construction	Building Construction	94.12
		10231906	House Construction	Building Construction	17.73
		10231908	House Construction	Building Construction	11.99
	00506665	10232003	House Construction	Building Construction	15.48
The College Agency LLC	00506397	10231395	Student Services	Student Services Student Activity	1,650.00
The Enterprise Publishing Company Inc	00506398	10231563	General Norfolk	Marketing	709.00
The Goal Kick LLC	00506666	10232083	General Norfolk	Softball	1,012.71
The Lincoln Electric Company	00506399	10231388	General Norfolk	Welding	750.00
		10231389	General Norfolk	Welding	250.50
		10231390	General Norfolk	Welding	47.40
The Wash Tub	00506667	10232227	General Norfolk	Physical Therapist Assistant	43.84

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The Webstaurant Store Inc	00506303	10230984	Cafeteria	Cafeteria	728.48
TherapyNotes LLC	00506303	10231024	BHECN Hawks Counseling 83	Counseling	89.00
Theresa M Bane	10063346	10231497	General Norfolk	Behavioral Sciences Vocational	36.00
Tiffany Seybold	10063308	10231258	General Norfolk	Marketing	1,175.56
Timothy J Fenton	10063460	10228967	General Norfolk	Network and Infrastructure	112.50
		10228967	General Norfolk	Network and Infrastructure Acad	37.50
Todd's Sod Farm	00506300	10231126	General Norfolk	Grounds	90.00
Tonix Corporation	00506303	10231037	Retail Services	Retail Services	300.45
Tophatmonocle (US) Corp.	10063369	10231381	Retail Services	Retail Services	2,109.60
Townsend Communications Inc.	00506510	10231808	General Norfolk	Web and Enterprise Systems	4,000.00
		10231808	General Norfolk	Web and Enterprise Systems Acad	1,000.00
Trane	00506301	10231300	General Norfolk	Maintenance	1,349.34
	00506668	10232226	General Norfolk	Heating Ventilation and Air Cond	1,305.00
		10232373	General Norfolk	Maintenance	23,070.00
		10232374	General Norfolk	Maintenance	435.75
Trevor Alan Bailey	10063445	10232183	General Norfolk	Tuition Reimbursement	2,118.00
TrueDialog Inc.	00506511	10231806	General Norfolk	Recruiting	744.17
		10231806	General Norfolk	Student Success	744.16
Tucker Tibken	00506298	10231239	Livestock Judging	Agriculture	335.00
Twisted Stitch Inc	00506302	10231183	Livestock Judging	Agriculture	1,320.00
Ty C Heimes	10063469	10228640	General Norfolk	Golf	150.00
U.S. Bank National Association	00506303	10229942	General Norfolk	Nondepartmental	(91,930.27)
		10231043	Retail Services	Retail Services	24.33
		10231045	General Norfolk	Presidents Office	1,980.22
		10231046	General Norfolk	Media Arts	340.76
		10231048	General Norfolk	Student Success and Retention	248.70
		10231048	TRIO SSS	Student Success and Retention	3,673.92
		10231049	General Norfolk	Basebal	1,064.16
		10231050	General Norfolk	Basketball Mens	869.08
		10231051	General Norfolk	Human Resources	195.07
		10231052	General Norfolk	Inst Research and Analytics Acad	593.98
		10231052	General Norfolk	Institutional Research and Analytic	593.98
		10231052	General Norfolk	VP of Technology Services	(587.40)
		10231052	General Norfolk	VP of Technology Services Academic	(391.60)
		10231056	General Norfolk	Recruiting	1,143.50
		10231057	Student Activities Council	Student Clubs and Organizations	287.29
		10231058	General Norfolk	Workforce Development Admin	165.97
		10231059	General Norfolk	Dietary Management	300.00
		10231063	General Norfolk	Golf	1,463.10
		10231064	General Norfolk	Teaching and Learning	15.00
		10231065	General Norfolk	Human Resources	446.59

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		I0231065	General Norfolk	Security and Technology Serv Acad	31.80
		I0231065	General Norfolk	Security and Technology Services	286.16
		I0231065	General Norfolk	Teaching and Learning	317.96
		I0231066	General Norfolk	Counseling	211.02
		I0231066	Northeast Food Pantry	Student Clubs and Organizations	241.12
		I0231067	General Norfolk	Human Resources	2,716.17
		I0231068	General Norfolk	Math Readiness Match	533.00
		I0231069	General Norfolk	Soccer Womens	3,930.71
		I0231070	General Norfolk	Athletics	673.56
		I0231072	General Norfolk	Grants	(344.00)
		I0231073	General Norfolk	Grants	133.56
		I0231074	General Norfolk	Soccer Mens	5,707.45
		I0231075	General Norfolk	Student Success and Retention	30.00
		I0231075	TRIO SSS	Student Success and Retention	4,712.56
		I0231089	General Norfolk	Agriculture	2,339.83
		I0231090	General Norfolk	Truck Driving Noncredit Reimb	468.43
		I0231093	General Norfolk	Automotive Technology	750.61
		I0231093	Applied Tech Division Aux	Dean of Applied Technology	60.00
		I0231093	General Norfolk	Utility Line Off Campus	57.74
		I0231093	General Norfolk	Utility Line On Campus	75.00
		I0231093	General Norfolk	Wind Energy	71.21
		I0231096	General Norfolk	Institutional Accreditation	143.39
		I0231096	General Norfolk	VP of Educational Services	5,243.65
		I0231101	General Norfolk	Truck Driving Noncredit Reimb	324.15
		I0231103	General Norfolk	Marketing	1,011.42
		I0231104	General Norfolk	Dean of Business and Humanities	37.36
		I0231106	General Norfolk	Development Office	1,223.70
		I0231107	General Norfolk	Institutional Effectiveness	456.09
		I0231108	General Norfolk	Presidents Office	924.11
		I0231110	General Norfolk	Agriculture	980.36
		I0231110	Livestock Judging	Agriculture	194.90
		I0231112	General Norfolk	Volleyball	1,798.13
		I0231114	General Norfolk	Basketball Womens	520.40
		I0231115	General Norfolk	Softball	1,523.23
		I0231117	General Norfolk	Soccer Womens	296.40
		I0231295	General Norfolk	Nondepartmental	168,814.75
Uline Inc	00508512	I0231385	General Norfolk	Grounds	409.37
		I0231718	General Norfolk	Electromechanical	299.16
Ultimate Consulting IT	00506513	I0231734	General Norfolk	Web and Enterprise Systems	884.00
		I0231734	General Norfolk	Web and Enterprise Systems Acad	221.00
Unex Corporation	00506401	I0231368	General Norfolk	Wind Energy	20,108.96

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United Airlines	00506303	10231002	General Norfolk	Agriculture	2,652.24
		10231002	Global Engagement	Center for Global Engagment	8,720.83
		10231002	General Norfolk	Student Assistance Study Abroad	2,652.24
United Parcel Service Inc	10063324	10231128	Print Services	Print Services	30.00
		10231129	Retail Services	Retail Services	80.95
	10063370	10231386	Print Services	Print Services	30.00
		10231387	Retail Services	Retail Services	270.84
	10063429	10231664	Retail Services	Retail Services	535.44
		10231665	Print Services	Print Services	30.00
	10063536	10232168	Print Services	Print Services	30.00
		10232169	Retail Services	Retail Services	239.65
United States Postal Service	00506402	10231528	Print Services	Print Services	3,000.00
	00506403	10231494	General Norfolk	Print Services	310.00
Vander Haag's Inc	00506304	10231291	General Norfolk	Truck Driving Noncredit Reimb	44,075.00
Varsity Brands Holding Co Inc	00506305	10231171	General Norfolk	Baseball	1,923.87
		10231176	General Norfolk	Baseball	1,598.49
	00506404	10231421	Baseball	Baseball	381.00
	00506514	10231675	General Norfolk	Baseball	582.81
		10231676	Baseball	Baseball	412.80
		10231677	Baseball	Baseball	1,846.81
		10231678	Baseball	Baseball	2,444.68
	00506670	10232267	Baseball	Baseball	781.31
Veterinary Orthopedic Implants LLC	00506515	10231814	Retail Services	Retail Services	456.60
Victory Too LLC	00506405	10231575	Retail Services	Retail Services	2,775.83
Vista Energy Marketing LP	00506516	10231752	General Norfolk	Utilities	15,457.05
Volkman Plumbing & Heating Inc	00506671	10232158	General Norfolk	Maintenance	85.00
Voyager Fleet Systems Inc	00506672	10232262	Agriculture Production	Agriculture	98.23
		10232262	College Center Operations	College Center Operations	55.20
		10232262	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	22.58
		10232262	General Norfolk	Emergency Medical Training	37.13
		10232262	General Norfolk	Grounds	83.76
		10232262	General O'Neill	Grounds	47.10
		10232262	General Norfolk	Paramedic	37.14
		10232262	General Norfolk	Presidents Office	183.25
		10232262	Transportation Center	Transportation Center	218.32
		10232262	General Norfolk	Truck Driving Noncredit Reimb	1,826.49
		10232262	General Norfolk	Utility Line Off Campus	1,707.14
		10232262	General Norfolk	Utility Line On Campus	1,348.82
W.L. Collins Corp Inc	00506303	10230985	General Norfolk	Athletics	128.02
W.W. Grainger Inc	00508406	10231551	General Norfolk	Welding	114.44
		10231553	General Norfolk	Welding	366.70

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W.W. Norton & Company Inc	00506517	10230402	Retail Services	Retail Services	(248.00)
		10231784	Retail Services	Retail Services	7,308.75
WJAG Inc	00506522	10231761	General Norfolk	Institutional Effectiveness	200.00
		10231762	General Norfolk	Marketing	150.00
		10231763	General Norfolk	Marketing	130.00
WSM Industries	00506523	10231772	General Norfolk	Heating Ventilation and Air Cond	3,092.85
Wade Thomas Herley	10063397	10231770	General Norfolk	Dean of Business and Humanities	162.44
	10063471	10232236	General Norfolk	Dean of Business and Humanities	95.63
Wal-Mart	00506303	10230986	General Norfolk	Athletics	216.12
	00506407	10231517	Student Activities Council	Student Services Student Activity	164.82
		10231518	Residence Life	Residence Life	68.33
		10231519	Northeast Players	Student Clubs and Organizations	57.88
		10231521	Residence Life	Residence Life	46.97
		10231522	Student Services	Student Services Student Activity	65.07
		10231523	Pulse	Student Clubs and Organizations	160.31
		10231524	General Norfolk	Union 73	22.76
		10231525	College Center Operations	College Center Operations	16.26
		10231526	Residence Life	Residence Life	182.27
		10231527	Pulse	Student Clubs and Organizations	56.04
Walker Evan Raabe	10063501	10231466	Residence Life	Residence Life	125.00
		10232130	Residence Life	Residence Life	302.17
Walmsley Hay Company Inc	00506408	10231537	Agriculture Production	Agriculture	119.00
	00506674	10232256	Agriculture Production	Agriculture	302.00
Walsh University	00506518	10231732	General Norfolk	Golf	400.00
Warren Garage Door	00506675	10231999	General Norfolk	Maintenance	159.00
		10232163	General Norfolk	Maintenance	255.00
Wasabi Holding, Inc	00506676	10232160	General Norfolk	Network and Infrastructure	1,609.33
		10232160	General Norfolk	Network and Infrastructure Acad	536.45
Western Iowa Tech Community College	00506677	10232049	General Norfolk	Truck Driving Noncredit Reimb	300.00
Western Pathology Consultants	00506678	10232004	General Norfolk	Compliance	62.00
Western States Envelope Company	00506679	10232232	Student Services	Graduation	1,230.28
Wichita Water Conditioning Inc	00506307	10231185	General Norfolk	Maintenance	9.50
		10231187	Cafeteria	Cafeteria	66.50
		10231188	General Norfolk	Maintenance	19.00
		10231189	College of Nursing Operations	College of Nursing Operations	19.00
		10231190	General Norfolk	Maintenance	9.50
		10231191	General Norfolk	Maintenance	23.00
		10231192	Residence Life	Residence Life	57.00
		10231193	General Norfolk	Maintenance	28.50
	00506519	10231722	General O'Neill	O'Neill Extended Campus	8.00
		10231726	General Norfolk	Maintenance	65.00

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
		10231727	Residence Life	Residence Life	47.50
		10231728	Cafeteria	Cafeteria	66.50
	00506680	10232072	General Norfolk	Maintenance	19.00
		10232074	Residence Life	Residence Life	38.00
		10232075	General Norfolk	Maintenance	9.50
		10232077	General Norfolk	Maintenance	13.50
		10232078	General Norfolk	Maintenance	38.00
		10232079	College of Nursing Operations	College of Nursing Operations	9.50
		10232081	General Norfolk	Maintenance	19.00
		10232082	General Norfolk	Maintenance	9.50
		10232083	Cafeteria	Cafeteria	104.50
		10232173	Cafeteria	Cafeteria	66.50
Wild Impact Marketing Inc	00506410	10231365	Retail Services	Retail Services	490.74
Wilkins Architecture Design Planning LLC	00506308	10231177	SSC CDL Driving Range	Nondepartmental	5,625.10
	00506520	10231754	Maclay Building	Nondepartmental	4,560.00
		10231757	Northeast NE Innovation Studio	Nondepartmental	47,301.67
		10231759	SSC CDL Driving Range	Nondepartmental	5,625.10
Wilmes Hardware Inc	00506411	10231360	College Center Operations	College Center Operations	159.70
	00506681	10232065	College Center Operations	College Center Operations	12.97
Winsupply Norfolk Ne Co	00506412	10231364	General Norfolk	Heating Ventilation and Air Cond	111.59
		10231369	General Norfolk	Plumbing	335.61
		10231370	General Norfolk	Maintenance	68.70
		10231371	General Norfolk	Maintenance	28.10
		10231372	General Norfolk	Maintenance	491.97
	00506521	10231667	General Norfolk	Maintenance	940.50
	00506682	10232005	General Norfolk	Heating Ventilation and Air Cond	41.88
		10232031	General Norfolk	Heating Ventilation and Air Cond	34.96
		10232032	General Norfolk	Maintenance	970.45
		10232033	General Norfolk	Maintenance	76.45
		10232034	General Norfolk	Maintenance	6.65
		10232035	General Norfolk	Maintenance	222.75
		10232036	General Norfolk	Maintenance	163.35
		10232037	General Norfolk	Maintenance	206.41
		10232038	General Norfolk	Maintenance	71.71
		10232039	General Norfolk	Maintenance	384.00
		10232040	General Norfolk	Maintenance	275.47
		10232041	General Norfolk	Maintenance	192.00
		10232042	General Norfolk	Maintenance	309.94
		10232043	General Norfolk	Maintenance	4.35
		10232044	General Norfolk	Maintenance	31.85
		10232045	General Norfolk	Maintenance	14.83

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
		I0232170	General Norfolk	Maintenance	91.59
Wyatt Dunklau	00506336	I0231476	Livestock Judging	Agriculture	85.00
Wyhe's Choice Fundraising Inc	00506413	I0231438	Phi Theta Kappa	Student Clubs and Organizations	646.50
Yelitza Correa	I0063293	I0231223	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
	I0063457	I0232213	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Zapeda Bros LLC	00506303	I0231004	General Norfolk	Recruiting	3,000.00
Zoetis US LLC	00506414	I0231362	General Norfolk	Veterinary Technician	1,219.21
		I0231363	General Norfolk	Veterinary Technician	(378.59)
	00506524	I0231706	General Norfolk	Veterinary Technician	440.18
Zoubek Oil Company	00506525	I0231743	General Norfolk	Shipping Receiving Property Ctrl	28.05
iM3 Inc	00506590	I0232352	Perkins Equipment	VP of Educational Services	7,444.00
Alex James Vinson	I0063290	S0082991	Student Refunds		1,500.00
Alexis Sue Woods	I0063343	S0083016	Student Refunds		3,214.00
Ashley N Williams	I0063342	S0083015	Student Refunds		7.00
Benjamin M Schoenherr	00204352	S0083003	Student Refunds		2,275.00
Braeden Kyle Steffen	00204353	S0082994	Student Refunds		1,512.00
Caleb James Lipp	00204359	S0083012	Student Refunds		750.00
Cheyenne Jordyn Drudik	00204373	S0083039	Student Refunds		57.71
Cody David North	00204369	S0083028	Student Refunds		1,176.52
Coltin Timothy Konwinski	00204358	S0083011	Student Refunds		3,623.00
County of Brown	00204342	S0082997	Student Refunds		360.00
Dadrian M Medel	00204348	S0082988	Student Refunds		2,500.00
Damien Michael Erickson	00204356	S0083008	Student Refunds		769.00
	00204365	S0083025	Student Refunds		2,722.00
Daxton B Behmer	00204339	S0082987	Student Refunds		1,000.00
Dominic Justin Kyle	00204346	S0082989	Student Refunds		763.20
Eby Realty Group LLC	00204355	S0083018	Student Refunds		44.60
Ella Marie Gaes	00204343	S0082998	Student Refunds		225.00
Ellie Genese Beaver	00204338	S0083001	Student Refunds		1,603.25
Emily Jo Buhrman	I0063392	S0083030	Student Refunds		500.00
Garet Lord Lockhart	I0063393	S0083026	Student Refunds		10.00
Haden James Kaup	00204344	S0082992	Student Refunds		763.20
Haley M Kennedy	00204345	S0082984	Student Refunds		50.00
	00204368	S0083023	Student Refunds		128.00
Halle A Beller	00204340	S0082993	Student Refunds		2,500.00
Hannah Tanola Santos	I0063442	S0083035	Student Refunds		824.00
Ian Boone Shaw	I0063395	S0083024	Student Refunds		150.00
Jade Bree-Anna Rickard	I0063440	S0083045	Student Refunds		403.50
Jakson W Paus	00204350	S0083004	Student Refunds		2,500.00
Jasiel Isai Hernandez	00204357	S0083006	Student Refunds		183.00
Jayden LaRae Smith	I0063443	S0083047	Student Refunds		1,016.22

<u>Vendor</u>	<u>Check #</u>	<u>A/P Doc #</u>	<u>Fund</u>	<u>Organization</u>	<u>Amount</u>
Jennifer Dawn Huffman	00204367	S0083029	Student Refunds		2,989.00
Jordy Enrique Enamorado	00204364	S0083020	Student Refunds		23.60
Josephine K Lange	I0063288	S0083000	Student Refunds		2,500.00
Juan A Laguna Gutierrez	00204347	S0082985	Student Refunds		763.20
Kaden Crawford West	00204362	S0083014	Student Refunds		2,500.00
Kaitlin Rose West	I0063341	S0083009	Student Refunds		500.00
Katherine Jolyn Utech	I0063444	S0083048	Student Refunds		500.00
Krista Lee Meeske	00204349	S0082999	Student Refunds		2,500.00
Lewis John Rourke	00204370	S0083031	Student Refunds		23.34
Libbi Jade Hood	00204374	S0083041	Student Refunds		1,735.00
Litzzy Avila	00204337	S0083005	Student Refunds		370.00
Madison Jo Berger	00204371	S0083036	Student Refunds		1,809.00
Makenna Nicole Decker	I0063286	S0082996	Student Refunds		1,620.00
Marian Ivette Rodriguez Hernandez	I0063441	S0083046	Student Refunds		2,600.00
Megan Ann Comstock	00204341	S0082976	Student Refunds		1,178.85
Mikaela Teresa McAllister	I0063439	S0083044	Student Refunds		1,568.00
Nicholas K Voichoskie	00204361	S0083007	Student Refunds		541.00
Nicolette Hope Hasebroock	00204366	S0083022	Student Refunds		331.39
Nixon David Snyder	I0063289	S0082995	Student Refunds		2,500.00
Paulina Isabel Lopez Cobos	00204376	S0083042	Student Refunds		2,004.93
Payton R Sliva	00204379	S0083033	Student Refunds		171.50
Peyton Marie Privett	00204351	S0083002	Student Refunds		2,500.00
Plainview Rural Fire Protection District	00204360	S0083019	Student Refunds		580.00
Regan L Weisdorfer	00204354	S0082986	Student Refunds		1,170.00
Sandra Kay Cubillos	00204372	S0083037	Student Refunds		555.55
Sonya Leann Peatrowsky	I0063338	S0083010	Student Refunds		500.00
	I0063394	S0083027	Student Refunds		4,700.00
Spencer Donald Scholz	I0063340	S0083013	Student Refunds		2,500.00
Sydney Marie Quinn	00204378	S0083038	Student Refunds		162.00
T'Andre D Perkins	I0063339	S0083017	Student Refunds		59.55
ToriAnn E Engel	I0063438	S0083040	Student Refunds		396.02
Treyton Robert Frahm	I0063287	S0082990	Student Refunds		1,895.00
Trudy Lynn Kramer	00204375	S0083034	Student Refunds		1,424.00
U.S. Department of Veterans Affairs	00204380	S0083032	Student Refunds		195.37
Vanessa Guadalupe Martinez	00204377	S0083043	Student Refunds		64.16
Zachary Cordner	00204363	S0083021	Student Refunds		5,120.00
Flexible Benefit Administrators Inc.	02000047	I0231804	125 Plan	Nondepartmental	9,533.50
Total Bills Paid:					\$11,679,716.36

Vendor	Check #	A/P Doc #	Fund	Organization	Amount
Record CardConnect Fee - Oct 2023		J0022908	General Fund		15.00
Wire tsfr fee for Pinnacle tsfr		J0022907	General Fund		15.00
Wire tsfr fee for NLAF transfer		J0022907	General Fund		15.00
Merchant Fees November 2023		J0022885	General Fund		1,185.13
Shift4 Bkstr Merch Fee-Nov (online)		J0022884	General Fund		256.98
Shift4 Bkstr Merch Fee- Nov (store)		J0022883	General Fund		395.78
Rec Clover Merchant Fees -Nov 2023		J0022860	General Fund		998.63
Rec Clover Merchant Fees -Nov 2023		J0022860	General Fund		48.88
Rec Clover Merchant Fees -Nov 2023		J0022860	General Fund		136.75
Total General Fund EFT's:					3,067.15

Debt Services

Total Debt Service Fund EFT's:					
					-
Omnify Cobra Eligible Fee- Nov 2023		J0022971	Payroll Fund		38.70
VSP Vision Care 12/18/23 stmt		J0022972	Payroll Fund		3,885.73
Payroll Taxes BW26		J0022960	Payroll Fund		95,410.04
TIAA Cref BW26		J0022959	Payroll Fund		46,025.68
Child Support BW26		J0022958	Payroll Fund		395.67
Transfer Cafeteria/Liability BW26		J0022957	Payroll Fund		1,230.71
Payroll Transfer BW26		J0022944	Payroll Fund		316,077.36
Payroll Taxes MN12		J0022943	Payroll Fund		565,522.13
TIAA Cref MN12		J0022942	Payroll Fund		358,261.90
Transfer Cafeteria/Liability MN12		J0022937	Payroll Fund		16,878.55
Payroll Transfer MN12		J0022936	Payroll Fund		1,525,075.28
Kansas State Tax Monthly -Nov 2023		J0022905	Payroll Fund		552.04
Transfer Cafeteria/Liability BW25		J0022897	Payroll Fund		1,230.71
Child Support BW25		J0022896	Payroll Fund		395.67
TIAA Cref BW25		J0022895	Payroll Fund		45,160.46
Nebraska State Tax - November 2023		J0022893	Payroll Fund		117,656.63
Alabama State Tax - November 2023		J0022894	Payroll Fund		19.17
Payroll Taxes BW25		J0022892	Payroll Fund		67,918.88
Payroll Transfer BW25		J0022882	Payroll Fund		241,302.09
Disability Insurance November 2023		J0022871	Payroll Fund		11,595.81
Life Insurance - November 2023		J0022870	Payroll Fund		10,588.87
BCBS - December 2023 Premiums		J0022861	Payroll Fund		380,639.49
Total Payroll Fund EFT's:					3,805,861.57

Total Bills Paid and EFT's:					15,488,645.08
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2023

ANNUAL
REPORT



Northeast
community college

Northeast Community College is dedicated to
the success of students and the region it serves.

Northeast Community College does not discriminate on the basis of race, color, gender, religion, national or ethnic origin, military veteran status, political affiliation, marital or family status, age, disability, sexual orientation, gender expression or identity in education programs, admissions policies, employment policies, financial aid or other College administered programs and activities. It is the intent of Northeast Community College to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Inquiries may be addressed to the Northeast Compliance Officer for Title IX, ADA, Section 504; Associate Vice President of Human Resources, 801 East Benjamin Avenue, P.O. Box 469, Norfolk, NE 68702-0469; phone: 402-844-7046; email: compliance_officer@northeast.edu; or mail: Office for Civil Rights, U.S. Department of Education, One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, MO 64106.

ACCREDITATION

Northeast Community College is accredited by the Higher Learning Commission (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. Northeast can award two-year Associate of Arts, Associate of Science, Associate of Applied Science, and Associate in Nursing degrees; one-year diplomas; and certificates. The Higher Learning Commission is located at 230 North LaSalle Street, Suite 7-500, Chicago, IL, 60604. The office can be contacted by calling (800) 621-7440 or (312) 263-0456. The College is also approved by the Nebraska State Department of Education.

SERVICE AREA

Northeast Community College's service area consists of 20 counties in northeast and north central Nebraska with a total population of approximately 160,000. The district is nearly 200 miles in length and covers approximately 14,400 square miles. The main campus is located in Norfolk, Nebraska, which has a population of approximately 25,000. Northeast has Extended Campus locations in O'Neill, South Sioux City, and West Point and Regional Offices in Ainsworth and Hartington.

BOARD OF GOVERNORS

Del Ames, *Neligh*

Steve Anderson, *Concord*

Donovan Ellis, *Pierce*

Dr. Terry Nelson, *West Point*

Dirk Petersen, *Norfolk*

Jeanne Reigle, *Madison*

Julie Robinson, *Norfolk*

Jeff Scherer, *Beemer*

Nicole Sedlacek, *O'Neill*

Carol Sibbel, *O'Neill*

Pat Wojcik, *South Sioux City*

Northeast Community College is a member of the National Association of Colleges and Employers (NACE) and complies with the "Professional Standards for College and University Career Services" adopted by the Association.

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INSTITUTIONAL REPORT

4-23

Includes institutional highlights, information about programming and services, and enVISION Strategic Plan updates.

GRADUATE REPORT

24-35

Includes first destination survey results, graduate statistics, continuing education institutions, and employers.

Simon Hall
Burkhardt Hall



Dear friends,

Northeast Community College is celebrating its 50th anniversary after Northeast Nebraska Technical College and Northeastern Nebraska College merged in 1973. One constant that has remained through the years is unwavering commitment to the success of students and the 20-county region we serve. I am proud of what the institution has accomplished and inspired by what it has yet to achieve. Together, our students, employees, Board, and community partners will continue to make great strides in improving the college-going mindset in our region, and engaging the underemployed to increase the economic mobility of those we serve.

This annual report is the first of its kind at Northeast Community College. This year we have combined comprehensive information about the college with the strategic plan annual report and graduate report to provide you with a well-rounded picture of who Northeast is from the current student to graduate outcomes.

Northeast remains committed to its values of championing student success, practicing continuous quality improvement, being mindful stewards of resources, building partnerships and collaborations, and creating an inclusive, diverse culture. Join us as we celebrate who we are and what our graduates have accomplished in 2022-2023.

Sincerely,

A handwritten signature in black ink that reads "Leah A. Barrett". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Leah A. Barrett, Ed.D.
President, Northeast Community College



50 years of high-quality academics balanced with high-impact experiences that empower the people of our region to achieve their academic and workforce development goals.

For five decades, Northeast has been dedicated to the success of our students and the region we serve. We evolve to meet the changing needs of our workforce and provide exceptional educational opportunities that equip students with the skills for success.

10%

130+

13,000+

\$226.8 MILLION

Northeast is nationally ranked as one of the best community colleges in the nation. Northeast has been recognized in the top 10% of America's community colleges by the prestigious Aspen Institute over the past five evaluation periods.

More than 130 programs and concentrations give students options to pursue pathways to their goals.

Northeast served more than 13,000 credit and non-credit students in the 2022-2023 academic year.

In 2022, it was found that Northeast contributed \$226.8 million in income to the Northeast Service Area economy. For context, the \$226.8 million impact was equal to approximately 2.3% of the total gross regional product (GRP) of the service area. Northeast's impact can also be expressed in terms of jobs supported. The \$226.8 million impact supported 3,200 regional jobs. This means one out of every 34 jobs in the service area is supported by the activities of Northeast and its students.

Championing Student Success Through Multiple Pathways

Many high-wage careers don't require a four-year degree. Northeast students can receive specialized training to start earning sooner with a career or technical degree. Statistics show that in Nebraska, you can earn up to 30% more by receiving specialized training. (*2018 Economic Modeling Specialists International (EMSI) Report*)

Northeast Community College wants to empower every person in our region to achieve their academic and workforce development goals. With more than 130 programs and concentrations, Northeast represents a way of thinking about higher education that proves it's possible to balance high-quality academics with high-impact experiences.

ASSOCIATE OF APPLIED SCIENCE DEGREES

AGRICULTURE, FOOD & NATURAL RESOURCES

Agribusiness
Agronomy
Animal Science
Diversified Agriculture
Horticulture & Golf Course Management
Mechanized Agriculture
Precision Agriculture
Urban Agriculture
Veterinary Technology

BUSINESS, MARKETING & MANAGEMENT

Accounting
Administrative Professional Business

COMMUNICATIONS & INFORMATION SYSTEMS

Graphic Design
Information Technology
Cisco Networking Academy
IBMi Application Development
Information Security
Technical Services Support
Web & Visual Application Development
Media Arts
Audio Recording Technology
Broadcasting - Radio/TV
Digital Cinema & Media
Digital Journalism & Social Media Management

HEALTH SCIENCES

Health Information Management Systems
Nursing
Paramedic
Physical Therapist Assistant

HUMAN SCIENCES & EDUCATION

Criminal Justice
Education Early Childhood

SKILLED & TECHNICAL SCIENCES

Auto Body Repair Technology
Automotive Technology
Building Construction

Diesel Technology

Agriculture
Truck
Drafting
Architectural
Mechanical
Structural
Electrical Construction & Control
Electromechanical Technology
Heating, Ventilation, & Air Conditioning
Utility Line
Wind Energy Technology

DIPLOMAS, CERTIFICATES, AND COURSES

AGRICULTURE, FOOD & NATURAL RESOURCES

Dairy Technician
Horticulture
BUSINESS, MARKETING & MANAGEMENT
Accounting
Administrative Professional
Banking
Business
Entrepreneurship
Food Service/Dietary Management

Insurance Services
Office Management
Real Estate

COMMUNICATIONS & INFORMATION SYSTEMS

Broadcast Production
Cisco Networking Academy
Computer Application Specialist
English As A Second Language (ESL)
IBMi Application Development
Information Security
Information Technology
Media Production
Recording Studio Production
Technical Services Support
Video Production
Web & Visual Application Development

HEALTH SCIENCES

Basic Nurse Aide
Cardiopulmonary Resuscitation (CPR)
Community Health Worker
Drug & Alcohol Counselling
Emergency Medical Technician (EMT)
First Aid
Health Information Management Systems
Medication Aide
Nursing: Practical
Paramedic
Personal Training

HUMAN SERVICES & EDUCATION

Education Early Childhood
SKILLED & TECHNICAL SCIENCES
Automotive Light Service Technician
Automotive Technology
Drafting
Mechanical
Machining & Manufacturing Automation
Plumbing Technology
Truck Driving
Welding
Wind Energy Technology



At Northeast, students get their hands dirty learning the skills that employers need to fill high paying, specialized jobs.

“ The experience is awesome and there are great teachers.”

— Skyler Prokop, Class of 2023

For students pursuing a bachelor's degree, Northeast offers a quality education that transfers. The academic experience and knowledge

students receive at Northeast will give them a solid educational foundation that in most cases also saves them time and money.

ASSOCIATE OF ARTS / ASSOCIATE OF SCIENCE DEGREES

AGRICULTURE, FOOD & NATURAL RESOURCES

Agriculture
Natural Resources
Pre-Veterinary Technology

BUSINESS, MARKETING & MANAGEMENT

Accounting
Administrative Professional
Business Administration
Pre-Culinary Arts & Management

COMMUNICATIONS & INFORMATION SYSTEMS

Art
Communication
English
Graphic Design

Information Technology
Computer Information Systems
Computer Science
Music Business
Music Education
Music Performance
Theatre
Theatre Musical Performance

HEALTH SCIENCES

Athletic Training
Exercise Science
Nursing: Pre-Professional
Nursing: UNMC Transfer
Personal Training
Pre-Dietetics
Pre-Medical Assisting
Pre-Physical Therapy

Pre-Radiologic Technology
Pre-Respiratory Care
Pre-Surgical Technology
Public Health
Recreation

HUMAN SCIENCES & EDUCATION

Criminal Justice - Corrections
Criminal Justice - Law Enforcement
Education Early Childhood
Education Elementary
Education Paraprofessional
Education Secondary
Global Studies
Human Services
Library & Information Services

Psychology
Physical Education - Teacher Education
Skilled & Technical Sciences Education
Social Science
Social Work
SKILLED & TECHNICAL SCIENCES
Biology
Chemistry
Pre-Engineering
Mathematics
Physics

Student Success at the Forefront of Everything We Do

Northeast is ranked as a top community college in the country because of its commitment to students. From cutting-edge technology to abundant hands-on learning experiences to beautiful facilities on welcoming campuses, Northeast drives success by providing foundational experiences and access to the most advanced tools.



From design and framing to wiring and plumbing, Northeast students build two 1600+ square foot homes each year.



Criminal justice students set up and secure crime scenes and collect and process evidence in "The Crime House."



HPER students detect small changes in body fat and lean body mass using a Bod Pod. Northeast's is one of only seven in the state.



Wind Energy students gain hands-on experience 80 feet in the air to inspect and repair a Micon 108 Wind Turbine.



Through a partnership with UNMC, nursing students can obtain up to a doctoral nursing degree on Northeast's Norfolk campus.



17 students for every 1 faculty member (Fall 2022) ensures students receive the support they need.



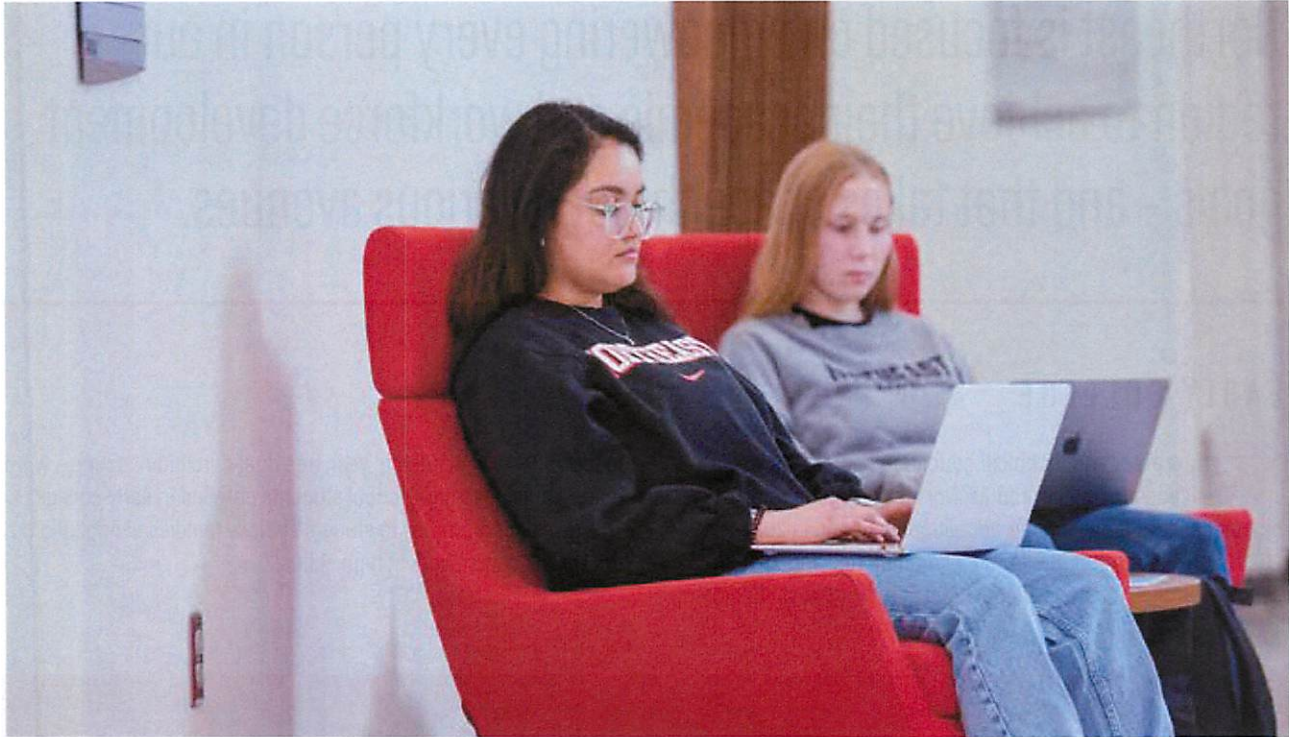
Northeast is home to a 500+ acre farm that allows students to work with crops, livestock, and learn about precision ag operations.



Northeast's Cybersecurity program is one of 70 two-year college programs in the United States with the CAE2Y designation.



Students have studied abroad in England, France, Italy, Spain, Ireland, and Scotland. Our next destinations are Belize and Costa Rica.



Northeast has a robust offering of support services to help ensure students are successful.

ADVISING, ACADEMIC SUPPORT CENTER, TUTORING AND WRITING CENTER

Northeast students receive help with educational planning, transfer processes, career exploration and support in their coursework to ensure greater academic success.

CAREER CLOSET AND FOOD PANTRY

Union 73 is home to the Career Closet and Food Pantry which provide business attire, food, and other essential items to students at no cost.

DISABILITY SERVICES

Northeast students with disabilities have equal access to all Northeast programs, facilities, technology, services, and activities.

COUNSELING AND STUDENT NURSE

If life gets tough, Northeast's counselors can help meet the challenges head on. Faith Regional Health Services provides part-time health services for students on the Norfolk campus. Students have access to a nurse and many health-related services at no cost.

TRIO STUDENT SUPPORT SERVICES

TRIO helps low-income, first-generation, or college students with a disability successfully pursue and earn a post-secondary degree.

CAREER SERVICES

Students and alumni receive guidance and resources for job search or career/major exploration. The services include resume and cover letter assistance, job search strategies, on-line job board, interview preparation, career fairs, job shadow opportunities, and career assessments.



Knowing what I've gone through to get to where I'm at is so rewarding.

— Rhiannon Van Fleet, Class of 2023 (A first-generation student who really embraced college. She earned two degrees and has plans to pursue additional education so she can open her own business as a certified public accountant.)

Northeast is focused on empowering every person in our region to achieve their academic and workforce development goals – and that takes shape through various avenues.

EARLY COLLEGE

With career and technical education courses, as well as academic transfer routes, Northeast is committed to empowering students in their educational pursuit. In 2022-2023, high school students from 63 communities and 69 high schools enrolled in early college courses at Northeast. Beginning

in the 2023-2024 academic year, free dual enrollment courses were made available to high school students enrolled in early college. This gives opportunities to students whose families cannot afford dual credit coursework in high school.

85%

of the students in our service area who take an early college course go onto college. Twenty-eight percent of them matriculate to Northeast.

WORKFORCE DEVELOPMENT

Northeast is committed to the prosperity of its region and considers workforce development a key priority. Northeast prepares students to enter high-skill, high-wage occupations and is therefore positioned to support and lead economic and workforce priorities.

SOUTH SIOUX CITY EXPANSION

Northeast listens to the workforce and responds. A key example is Northeast investing in workforce needs of the region by expanding its South Sioux City campus. In February 2023, the Northeast Board of Governors approved an expansion project on the South Sioux City campus that will allow Northeast to meet increased employer requests for workers with the specialized skills of truck driving and welding to fill vacant positions and foster business growth in the area.

HEARTLAND ROBOTICS CLUSTER

Northeast announced it will play a key role as one of six partners in the Heartland Robotics Cluster in a new \$25 million effort to help Nebraska become a national leader in robotic technologies and automation in the manufacturing and agriculture industries. Northeast will invest its \$4.6 million allocation through the White House's Build Back Better program into an endeavor that will be geared to the workforce needs of local and area manufacturers, many of which generate products and serve clients that support the agriculture industry.

APPRENTICESHIP

Northeast Community College became a Registered Apprenticeship Program Sponsor through the US Department of Labor in 2022. This offers renewed opportunity for the college to engage not only traditional learners, but also post-traditional learners who want to change course. Additionally,

In February 2023, the Northeast Board of Governors approved an expansion project on the South Sioux City campus for CDL truck driving.



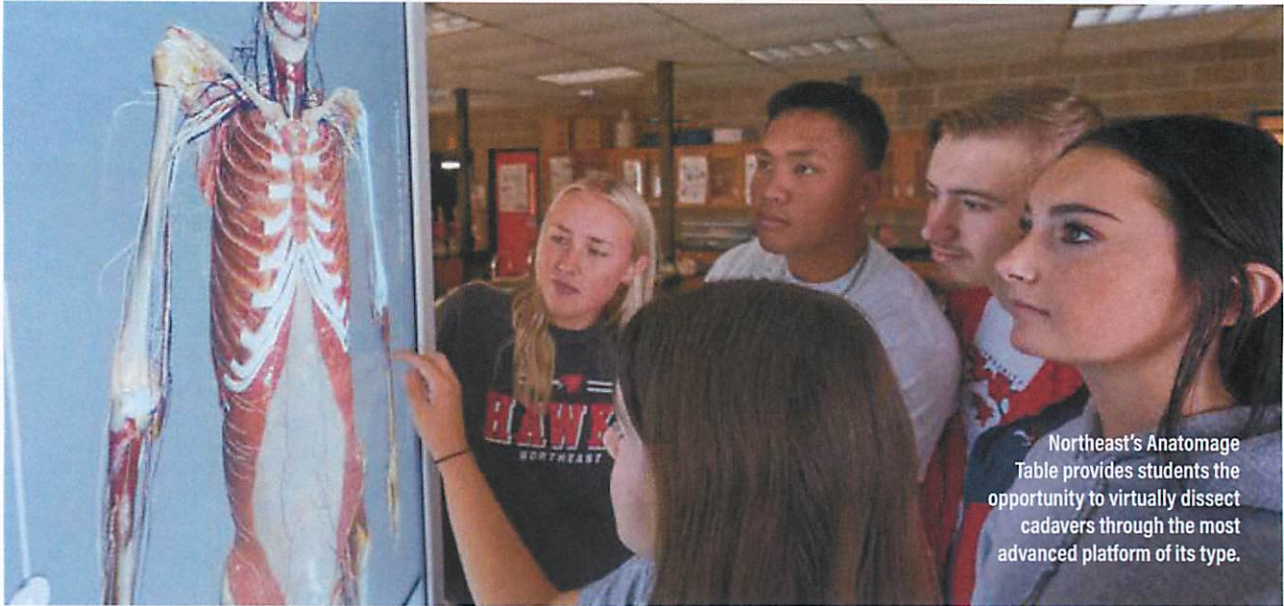
Northeast launched an agriculture diesel mechanic apprenticeship and partnered with Central Valley Ag to launch another apprenticeship program. Apprenticeships offer students a flexible training strategy that allows them to earn while they learn. It offers employers a partner for providing instruction and cultivating a well-trained talented workforce. The financial return for employers averages around \$1.40 for every dollar spent.

WORKFORCE PARTNERS

Northeast Nebraska Workforce Partners is collaborating with businesses to provide cost effective, relevant training for businesses to help them increase productivity, reduce employee turnover and develop tomorrow's leaders.

“ Northeast Nebraska Workforce Partners offered Norfolk Iron and Metal access to a diversified list of training topics allowing us to maximize our training resources.”

— Arnie Robinson,
Norfolk Iron and Metal



Northeast's Anatomage Table provides students the opportunity to virtually dissect cadavers through the most advanced platform of its type.

When it comes to education, we believe that students shouldn't have to compromise quality for convenience or cost.

We are committed to an accessible education for all. Northeast ensures an education that's second to none. We also don't charge more for online classes, another example of the value Northeast offers.

\$3,840 NORTHEAST	\$7,568 STATE COLLEGE	\$10,972 UNIVERSITY	\$38,454 PRIVATE
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2023-24 Tuition: Resident Students \$108.00/credit hour | Iowa and South Dakota Residents \$109.00/credit hour
 Non-resident Students \$151.00/credit hour | Fees: \$20.00/credit hour

	Nebraska Resident	IA & SD Resident	Non-Resident
Tuition & Fees	\$3,840.00	\$3,870.00	\$5,130.00
Books & Supplies (estimate)	\$1,211.00	\$1,211.00	\$1,211.00
Room & Board*	\$9,637.00	\$9,637.00	\$9,637.00
TOTAL	\$14,688.00	\$14,718.00	\$15,978.00

Estimated cost of education at Northeast Community College for one year (based on 30 credit hours per year).
 For more information, contact the Admissions and Registration Department: (800) 348-9033, Ext 7260 or (402) 844-7260. *Average rate of residence halls with unlimited meal plan.

A way that is accessible, affordable and drives achievement.

The need for financial assistance to pursue higher education is growing. During the 2022-2023 academic year, nearly \$15 million of financial aid was awarded to Northeast Community College students. Northeast received 1,106 scholarship

applications – an increase of 306 applications from the year prior. The Financial Aid Office works with students, parents, and counselors to help meet the cost of a college education because at Northeast, we believe earning a college degree is one

of the most rewarding investments you will ever make. In addition, the Foundation works with donors to award scholarships to hundreds of students each year.

36.7%

of degree-seeking students received Pell Grants

76.6%

of degree-seeking Northeast students received financial aid

9/10

first-time, full-time Northeast students who applied for financial aid received assistance

Total Financial Aid 2022-2023:	\$14,968,127
Federal:	\$9,816,757
State:	\$949,584
Institutional Scholarships:	\$1,196,402
Private Alternative Loans:	\$196,136
Private Scholarships:	\$2,021,346
Northeast Community College Foundation Scholarships:	\$595,954
Agency Assistance and Reserves/Veterans Benefits:	\$191,948

“

I was able to focus on learning so that I could be the best nurse that I could be...Scholarships have helped me to be a full-time student and have laid the course to my future.”

— Daryl Lambert, Class of 2022 and 2023

Northeast's Augmented Reality Sandbox allows students to create topography models and see them displayed in real sand in real time by an elevation color map, topographic contour lines, and simulated water.



Impacting our region's economy

Northeast not only contributes to the workforce through our skilled graduates and training programs, our regional economic impact is substantial to the northeast region of Nebraska. In a study conducted by EMSI | burning glass in 2022, it was found that Northeast's added value is equal to 2.3% of the region's total gross regional product (GRP). The study also showed that the activities of Northeast and its students support one out of every 34 jobs in the Northeast service area.

OPERATIONS SPENDING IMPACT

Northeast employed 543 full-time and part-time faculty and staff. Payroll amounted to \$39 million, much of which was spent in the region for groceries, mortgage and rent

payments, dining out, and other household expenses. The college spent another \$18.3 million on day-to-day expenses related to facilities, supplies, and professional services. The net impact of the college's operations spending added \$41.7 million in income to the regional economy in FY 2020-21.

STUDENT SPENDING IMPACT

Around 35% of credit students attending Northeast originated from outside the region. Some of these students relocated to the Northeast service area. In addition, some in-region students, referred to as retained students, would have left the Northeast service area for other educational opportunities if not for Northeast. These relocated and retained students spent money on groceries, mortgage

and rent payments, and other living expenses at regional businesses. The expenditures of relocated and retained students in FY 2020-21 added \$3.4 million in income to the Northeast service area economy.

ALUMNI IMPACT

Over the years, students have studied at Northeast and entered or re-entered the workforce with newly acquired knowledge and skills. Today, thousands of these former students are employed in the Northeast service area. The net impact of Northeast's former students currently employed in the regional workforce amounted to \$181.7 million in added income in FY 2020-21.

Northeast Community College creates a significant positive impact on the business community and generates a return on investment to its major stakeholder groups—students, taxpayers, and society. Using a two-pronged approach that involves an economic impact analysis and an investment analysis, this study calculates the benefits received by each of these groups. Results of the analysis reflect fiscal year (FY) 2020-21. This analysis was developed by EMSI | burning glass in 2022.

INVESTMENT ANALYSIS

STUDENT PERSPECTIVE

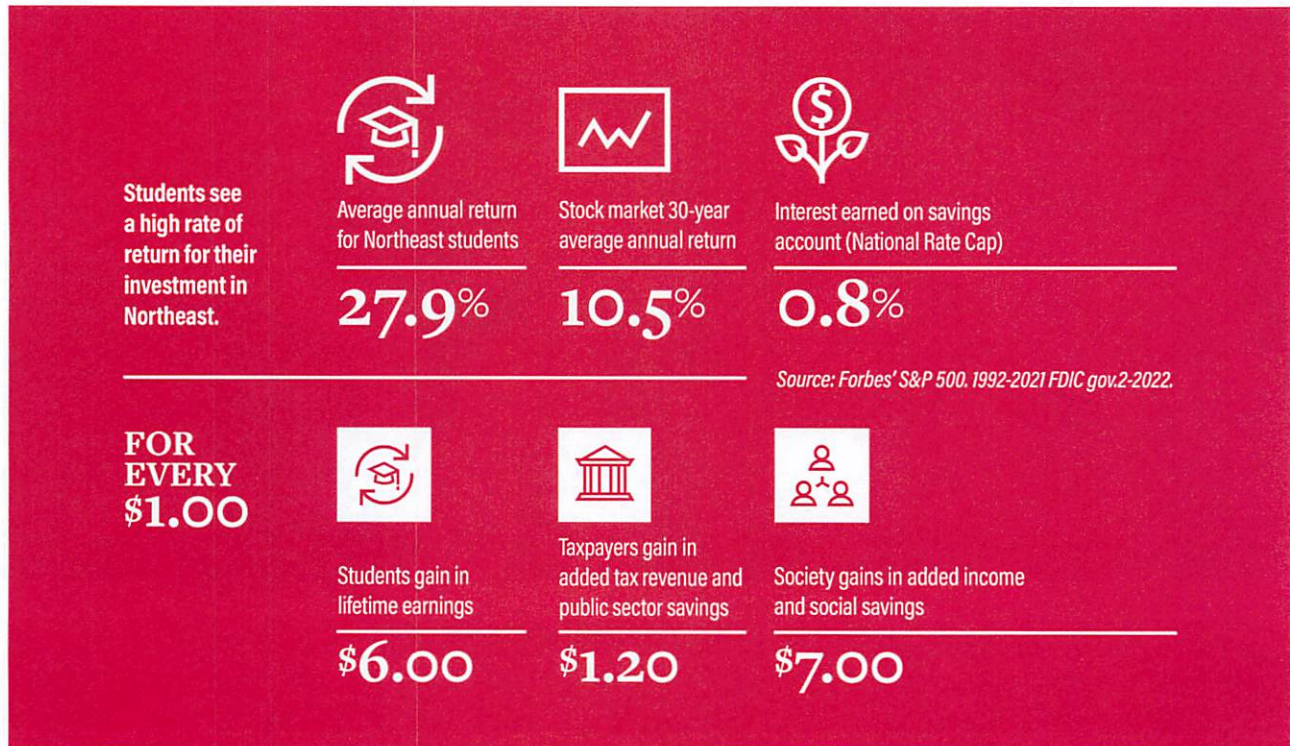
Northeast's FY 2020-21 students paid a present value of \$8.4 million to cover the cost of tuition, fees, supplies, and interest on student loans. They also forwent \$27.2 million in money that they would have earned had they been working instead of attending college. In return for their investment, students will receive a cumulative present value \$215.2 million in increased earnings over their working lives. This translates to a return of \$6.00 in higher future earnings for every dollar students invest in their education. Students' average annual rate of return is 27.9%.

TAXPAYER PERSPECTIVE

Taxpayers provided Northeast Community College with \$47 million of funding in FY 2020-21. In return, they will benefit from added tax revenue, stemming from students' higher lifetime earnings and increased business output, amounting to \$50.4 million. A reduced demand for government-funded services in Nebraska will add another \$4.1 million in benefits to taxpayers. The average annual rate of return for taxpayers is 0.6%.

SOCIAL PERSPECTIVE

In FY 2020-21, Nebraska invested \$88.4 million to support Northeast. In turn, the Nebraska economy will grow by \$604.9 million, over the course of students' working lives. Society will also benefit from \$11.8 million of public and private sector savings. For every dollar invested in Northeast in FY 2020-21, people in Nebraska will receive \$7.00 in return, for as long as Northeast's FY 2020-21 students remain active in the state workforce.



enVISION Strategic Plan

In May 2021, the enVISION Strategic Plan was revealed highlighting the onset of a journey toward guided pathways transformation.

This plan builds upon the foundation set by the previous plan, reinforces the college mission, defines its vision, articulates its values, establishes priorities, and provides systems for every depart-

ment to identify clear goals and objectives. The strategic priorities are rooted in past accomplishments and desired future direction to become a more student-ready institution.



A comprehensive list of all accomplishments in 2022-2023 can be found at
[NORTHEAST.EDU/ABOUT-US/STRATEGIC-PLAN](https://www.northeast.edu/about-us/strategic-plan)

Measurements were identified for the enVISION Strategic Plan to align with the four strategic priorities and to serve as benchmarks for the institution.

STUDENT PATHWAYS TO SUCCESS

Indicator or Metric	2018-19 Value	2019-20 Value	2020-21 Value	2021-22 Value	2022-23 Value	Target
Participation Rate in the Service Area						
Credit Participation rate	3.6%	3.7%	3.6%	3.8%	3.8%	3.9%
Noncredit Participation rate	4.7%	3.4%	3.6%	4.7%	5.0%	5.1%
Credit Momentum						
Completed 12+ college-level credits 1st semester	52.1%	53.1%	52.4%	50.6%	52.3%	54.1%
Completed 24+ college-level credits 1st semester	50.2%	49.8%	51.3%	48.6%	52.4%	51.9%
College-level credit success rate in first	80.5%	82.1%	79.1%	79.4%	80.0%	83.0%
Persistence Momentum						
Fall-to-spring persistence in the first year	82.1%	86.2%	85.5%	81.5%	84.6%	87.15%
Retention Rate						
Fall-to-fall retention (full-time)	67%	68%	68%	71%	73%	68-73%
Fall-to-fall retention (part-time)	28%	36%	35%	33%	46%	35-40%
Dual Credit Matriculation						
Matriculation to Northeast	29.5%	26.9%	29.0%	29.1%	28.3%	33.3%
Matriculation to any college	89.6%	85.5%	88.4%	85.2%	85.0%	92.0%
Foundation Donor-Funded Scholarships						
Average award	\$828	\$846	\$895	\$974	\$977	\$1,000
Total amount awarded	\$393,138	\$413,672	\$444,006	\$525,023	\$595,954	\$750,000

EXCELLENCE AND INNOVATION IN EDUCATIONAL PROGRAMS

Indicator or Metric	2018-19 Value	2019-20 Value	2020-21 Value	2021-22 Value	2022-23 Value	Target
Gateway Course Momentum						
Completed college-level English & Math in the 1st year	19.7%	20.5%	20.5%	15.3%	18.4%	21%
Licensure and Certification						
Pass Rate	94.4%	93.4%	94.1%	91.1%	91.6%	90-95%
Placement Rates and Satisfaction						
Graduates employed or continuing education	99%	99%	98%	99.5%	99%	99%
Graduates employed in service area	58%	61%	56%	58%	52%	58-63%
Employed in jobs related to program	85%	88%	90%	88%	90%	92%
Employer Satisfaction with Graduates	87.9%	86.6%	92.7%	90.5%	91.9%	90-95%
Annual Federal Grants						
Expended Funds	\$1,232,240	\$1,371,430	\$1,539,919	\$1,400,370	\$1,973,310	\$1,709,310

Definitions for each measurement can be found at

[NORTHEAST.EDU/ABOUT-US/STRATEGIC-PLAN/STRATEGIC-MEASUREMENTS](https://www.northeast.edu/about-us/strategic-plan/strategic-measurements)

REWARDING AND INSPIRATIONAL PLACE TO WORK

Indicator or Metric	2018-19 Value	2019-20 Value	2020-21 Value	2021-22 Value	2022-23 Value	Target
Campus Climate Scores from PACE						
Overall	3.64	—	3.68	—	—	3.93
Institutional structure	3.64	—	3.33	—	—	3.58
Student focus	3.64	—	4.08	—	—	4.33
Supervisory relationships	3.64	—	3.69	—	—	3.94
Teamwork	3.64	—	3.79	—	—	4.04
Average Time Stay						
Regular full-time employees (years)	11.12	11.33	11.52	11.3	11.25	11.43
Regular part-time employees (years)	7.14	7.96	9.65	8.4	7.49	8.5

EFFECTIVE RESOURCE MANAGEMENT

Indicator or Metric	2018-19 Value	2019-20 Value	2020-21 Value	2021-22 Value	2022-23 Value	Target
Foundation Total Assets	\$18,034,889	\$31,942,730	\$47,657,578	\$44,909,897	\$46,259,354	\$50,000,000
Instructional Expenses as a % of Total Expenditures	43%	45%	44%	41%	42%	44%
Higher Learning Commission Composite Financial Index	6.21	6.85	8.53	8.99	6.83	3 to 8
Business stakeholder satisfaction	—	—	—	72%	78%	80%
Information technology business value satisfaction	—	—	—	74%	77%	80%
Property Tax Asking (Increase/Decrease)	4.48%	-1.04%	-0.24%	-0.29%	3%	<5%

INSTITUTIONAL BENCHMARKS

	2018-19	2019-20	2020-21	2021-22	2022-23
Degree-Seeking	3,072	2,966	2,912	2,905	2,863
Non-Degree Seeking	3,222	3,484	3,509	3,731	3,747
TOTAL HEADCOUNT	6,294	6,450	6,421	6,636	6,610
	2018-19	2019-20	2020-21	2021-22	2022-23
Noncredit Headcount	7,166	5,436	5,731	6,439	7,137
Dual Credit Headcount	1,346	1,726	1,642	1,852	2,004
Annual Degrees and Certificates Awarded	999	948	962	920	1021
Three-Year Graduation Rate	48%	51%	52%	52%	51%
Six-Year Graduation Rate	46%	49%	53%	57%	57%
Three-Year Success Rate (Transfer/Graduation)	62%	63%	68%	67%	66%
Total Financial Aid Awarded	\$15,706,683	\$15,926,571	\$14,144,178	\$14,040,211	\$14,968,127

OUR STUDENTS

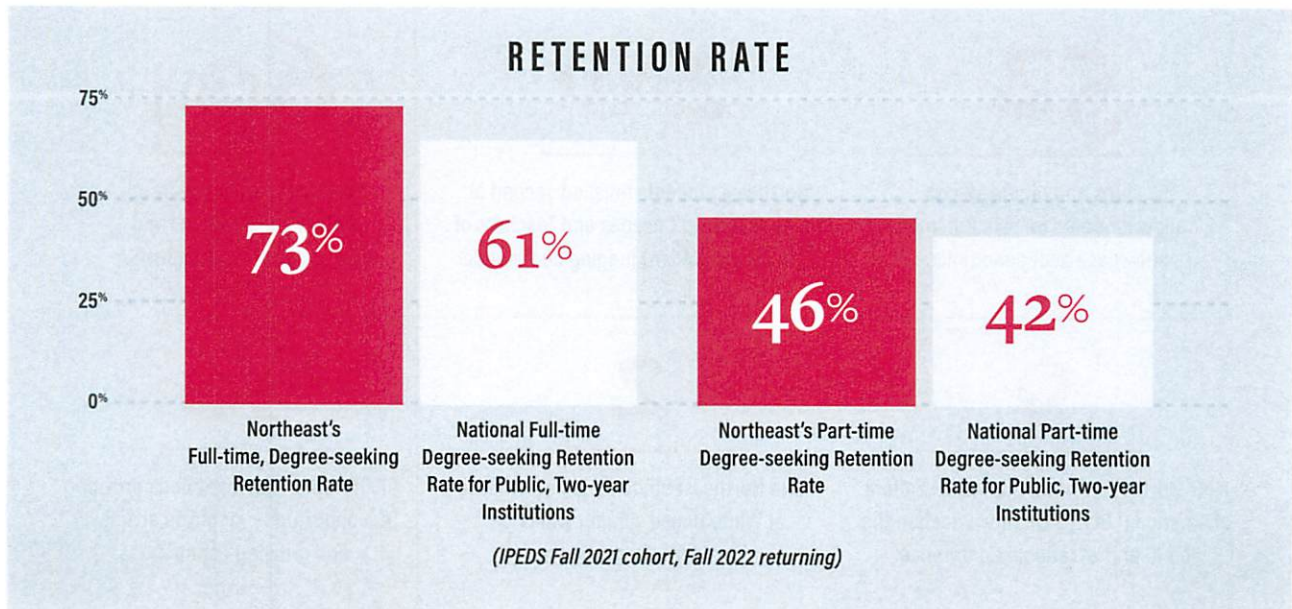
Northeast Community College reported its highest enrollment in a decade at the beginning of the fall 2022 semester.

Total Annual Enrollment		Enrollment	
Credit	6,610	Full-time	1,996/36%
Noncredit	7,137	Part-time	3,587/64%
Total	13,747	Total Students	5,583
FTE	3,007	Fall 2022	
2022-2023		Student Gender	
Student Type		Female	47%
Degree-seeking	45%	Male	53%
Early College	33%	Fall 2022	
Non-degree Seeking	22%	Age Fall 2022	
Fall 2022		24 and under	75%
Race/Ethnicity		25 and over	25%
Caucasian/Non-Hispanic	78%	Average Age	24
Black, Indigenous and People of Color	15%	Transfer/CTE	
Unknown	5%	Academic Transfer	52%
International Students	2%	Career and Technical Education	48%
Fall 2022		Fall 2022	

First-generation degree-seeking students, neither parent having acquired a bachelor's degree

43%

Fall 2022



VIBRANT CAMPUS LIFE

Students can choose from hundreds of activities, explore new interests, connect with others, and build community in ways that both support and challenge.

100+

Northeast hosts over 100 student events each year — more than any college in the area.



52

52 clubs and organizations allow students to have fun and showcase academic skills.

2ND

Northeast students finished second at North American Colleges and Teachers of Agriculture (NACTA) judging conference.

60+

Northeast students earned more than 60 medals and swept categories at SkillsUSA.

9

Nine Northeast Future Business Leaders of America (FBLA) students placed in the Top 10 at the National Conference.

2

Two Northeast students joined others at White House summit with Vice President Kamala Harris.

10

10 intramural competitions provide the opportunity for physical activity and growing connections.

The Hawks baseball team had seven players receive ICCAC postseason awards this past season.



VOLLEYBALL

Volleyball qualified for the conference tournament in 2022.

WOMEN'S SOCCER

Went to the national tournament and secured the Region XI and Plains District Championships for the third year in a row.

MEN'S SOCCER

Made its first trip to the NJCAA DII National Tournament.

MEN'S BASKETBALL

Went to quarterfinals in the Region XI Tournament.

WOMEN'S BASKETBALL

Reached the Region XI Tournament semifinals.

MEN'S GOLF

Reached the NJCAA DII National Tournament for the first time in more than 10 years.

BASEBALL

Set the school record for most wins in a season with 39.

SOFTBALL

Captured the most wins in program history in spring '23.

45

45 student-athletes earned NJCAA All-Academic Honors.

In the News

NEBRASKA INFORMATION TECHNOLOGY COMMISSION

President Leah Barrett was one of nine members appointed to the Nebraska Information Technology Commission, which promotes the use of information technology in education, health care, economic development, and all levels of government services.

DIRK PETERSON RECOGNIZED

Nebraska Community College Association (NCCA) recognized board member Dirk Peterson for his board work.

FUTURE OF PRECISION AGRICULTURE

U.S. Sen. Deb Fischer met with ag industry leaders and representatives of Northeast Community College at the institution's Acklie College Farm for a roundtable discussion on the future of precision agriculture and the technology necessary to maximize its effectiveness.

RECOGNIZED IN THE TOP FIVE

Media Arts - Broadcasting Instructor Brian Anderson was recognized in the top five of North America's community college faculty members.

50 YEARS OF EXCELLENCE

In 2023-2024, Northeast celebrates and reflects on the many achievements and milestones that have made the college what it is today.

DRUG AND ALCOHOL COUNSELING CERTIFICATION PROGRAM

Northeast is one of 83 organizations across Nebraska to be awarded grant dollars to provide student support in a drug and alcohol counseling certification program and to hire an additional student behavioral health counselor and intern on the Norfolk campus.

HONORED

Northeast Community College honored individuals for career success and achievement following graduation from the institution. Inductees included Alumni Hall of Success recipients, a NCCA distinguished alumni honoree, and recognition for distinguished service to the college.



NEW COLLEGE SEAL

A new college seal was unveiled that signifies Northeast Community College's commitment to providing student-centered, open access education that empowers and strengthens students to achieve personal and professional goals which, in turn, strengthens the college service area through workforce development and economic growth.

NORTHEAST SHINES AT SKILLS USA COMPETITIONS

At the 2023 SkillsUSA Nebraska State Leadership and Skills Contest, Northeast students showcased their abilities and took home 60+ medals and swept many categories. While at the national competition, five Northeast students took top honors while almost every member of the team finished in the top ten.

NEW INDUCTEES WELCOMED INTO ATHLETICS HALL OF FAME

This year's inductees include men's basketball standout Martin Keane, '89-91, Toronto, Can.; women's basketball standouts Cathy (Bassett) Amoss, '87-'89, Lakeville, Minn., and Melanie Bremer, '99-'01, Fresno, Calif.; and members of the 1986-87 men's golf team - Matt Bauer, O'Neill, the late Mark Bender, Humphrey, Barry Brown, Norfolk, Craig Daubman, Omaha, David Dolph, Dallas, Tex., Kent Gardner, South Sioux City, Stacey Madsen, North Platte, Sean Rogers, Omaha, and Troy Sullivan, Norfolk. Bender's mother, Mary Ann Bender, accepted the award on his behalf. Contributors are Dr. Robert and Helen Ann Cox, Norfolk, and Debbie (Reed) Benish, LaVista.

NORTHEAST THEATRE INSTRUCTOR RECOGNIZED

Adam Peterson has been presented with the Kennedy Center American College Theater Festival (KCACTF) Region 5 Road Warrior Award. The honor provides special recognition to individuals who often function as "unsung heroes" of the festival: the Regional Production Respondents.

Military Friendly

Northeast earned the 2023-2024 Military Friendly[®] School designation. Over 1,800 schools participated in the survey with approximately 800 of them earning special awards.

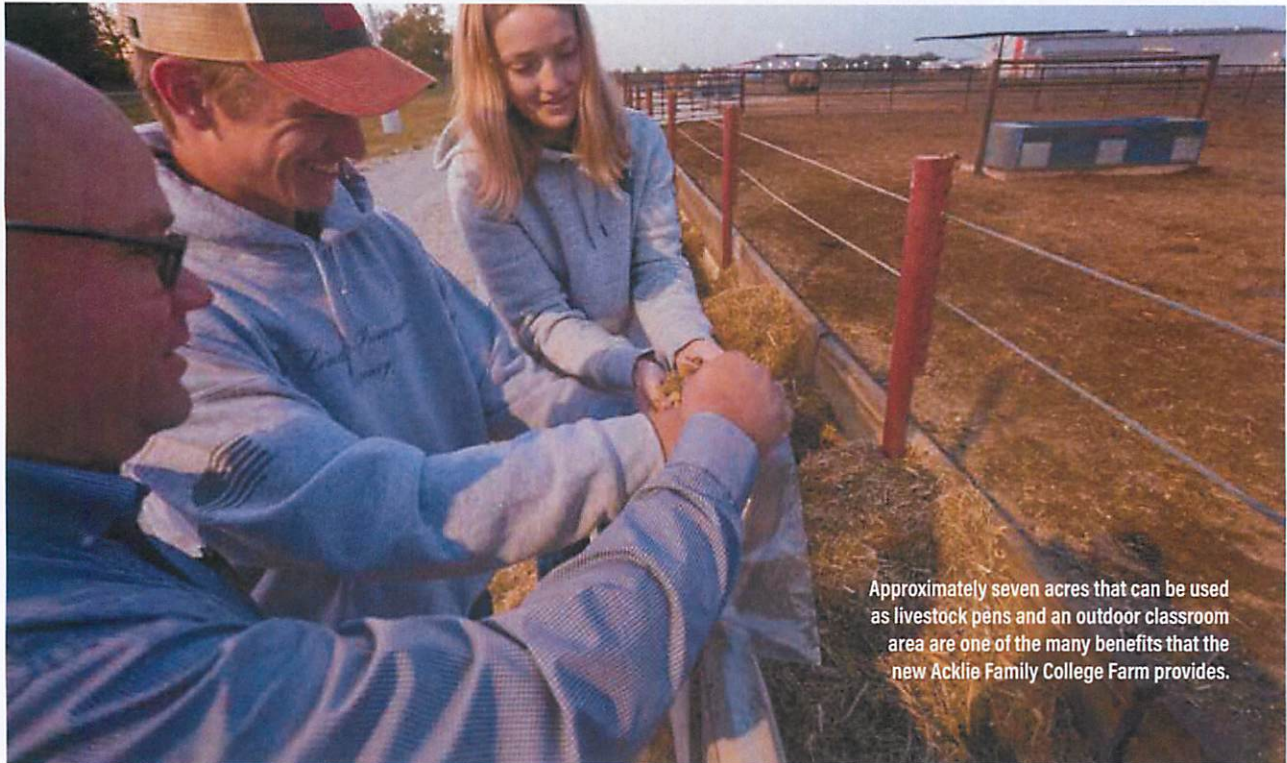
“

[Northeast] has helped me grow so much in numerous ways! The teachers genuinely care and want the best for you no matter what! It made learning so much fun, and I wanted to go to class!”

— Ryen Haines, Class of 2023



CAREER SERVICES



Approximately seven acres that can be used as livestock pens and an outdoor classroom area are one of the many benefits that the new Acklie Family College Farm provides.

Transitioning From Northeast To The Workforce

Success for students in life beyond Northeast is a priority of the College. The Career Services office plays a pivotal role in bridging the transition between academic pursuits and real-world employment, providing students with invaluable resources and guidance as they navigate their career paths.

The Career Services professionals not only assist students in techniques to gain employment, the office facilitates connections between students and local industries, fostering internship opportunities and networking events. The following services are provided by Career Services for students and alumni of Northeast Community College:

- Provide one-on-one advisement and personal attention to students/alumni as they conduct their job search.
- Locate websites with vacancy notices to specifically meet the needs of students' job search.
- Post jobs to northeast.edu/career-services online job board.
- Assist with writing resumes, cover letters, and applications.
- Conduct mock interviews or schedule employers to conduct mock interviews.
- Inform students and alumni of steps in conducting a job search and follow-up techniques.
- Host career fairs to connect students with employers.
- Provide assessments to explore career interests.
- Connect students with employers to conduct job shadows.
- Present workshops on resume/cover letter preparation, job search strategies, interviewing, and dining etiquette.
- Books, handouts, and other resources related to job search are available for review.
- Computer room for printing application materials and conducting job search.
- Offer lifetime employment assistance to alumni at no charge.



Career Services staff assists students with identifying and exploring occupations and developing a strategy to reach their goals.

Graduate Success

Northeast graduate success and the graduates' contributions to the workforce are paramount priorities for Northeast. By providing accessible and affordable education along with programs that align closely with the needs of the local job market, graduates are equipped with skills sought by employers or to pursue further education. Northeast graduates are valuable assets to the region, not only filling crucial roles in various industries but also driving local economic growth and innovation.

The 2022-2023 graduating class has achieved an outstanding 99% success rate, a testament to their dedication and hard work in pursuit of their professional goals. This accomplishment is also a reflection of the exceptional support and teaching provided by our dedicated faculty and staff, who inspire students to learn, explore, and grow. This collaborative effort ensures that our graduates depart with a strong foundation to make a lasting impact in their lives and communities.

99%

of 893 graduates in the 2022-2023 academic year are employed or continuing their education.

NUMBER OF AWARDS DISTRIBUTED TO GRADUATES

394

Associate Of Applied Science Degrees

220

Associate Of Arts Degrees

91

Associate Of Science Degrees

40

Associate Of Nursing Degrees

136

Diplomas

141

Certificates

2023 Northeast's 1st Destination Survey

Through Northeast's 1st Destination Survey, graduates engage with Career Services to share their post-graduate updates. These connections are made through a variety of channels, including personal conversations, classroom visits, phone calls, faculty updates, emails, mailings, texts, and social media, all within the first six months of graduation.

Terri Heggemeyer, Director of Career Services, passionately emphasizes the commitment of Career Services, stating, "We dedicate ourselves to building connections with our graduates because we care about their future. Witnessing our graduates achieve their goals reaffirms that Northeast Community College is unwavering in its mission."

893

Total
Graduates

489

Total Career and
Technical Graduates
Employed

48

Total AA and AS
Degree Graduates
Employed

97%

Collection
Rate

REFERENCE NOTES (PG 27 TABLE)

- The graduates in the Not Found and Non-Seeking columns are not included in the percentage calculations.
- Wage information has been self-reported by graduates for their first job upon graduation in positions that are related to their program of study.
- In some programs, the low number of salaries reported for related positions were statistically insignificant, omitted due to confidentiality, or a data field was not represented as a total so these fields are represented with a dash (-).
- The National Student Clearinghouse was used to assist in tracking graduates who continued their education.

***AA & AS Degrees - General/Transfer** section includes Academic Transfer, Art, Athletic Training, Behavioral Science, Biology, Chemistry, Communication, Education Elementary, Education Paraprofessionals, Education Secondary, English, Exercise Science, General Studies, Health, Physical Education and Recreation, Human Services, Library Information Services, Mathematics, Music Business, Personal Training, Physical Education Teacher Education, Pre-Medical Assisting, Pre-Professional Dentistry, Pre-Professional Dietetics, Pre-Professional Engineering, Pre-Professional Medicine, Pre-Professional Nursing, Pre-Professional Nursing-UNMC, Pre-Professional Physical Therapy, Pre-Professional Radiologic Technology, Pre-Professional Surgical Technology, Pre-Professional Veterinary, Psychology, and Social Work.

“ [Northeast] was a life changing experience.”

— Emily Carstens, Class of 2023

PROGRAMS

Includes AAS, AA, AS,
Diplomas, and Certificates

	# of Grads	Employed	Related	Non-Related	Continuing Ed.	Not Found	Non-Seeking	Unemployed	% Related	% Employed or Continuing Ed.	Ave. Hr. Wage	High Wage	Low Wage	Job in NE	Job Out of NE
Accounting	25	9	5	4	12	3	1	0	56%	100%	\$20.09	\$25.00	\$17.00	8	1
Administrative Professional	12	10	6	4	1	0	0	1	60%	92%	\$17.83	\$18.56	\$16.50	7	3
Agriculture - Agribusiness	31	26	23	3	2	1	0	2	88%	94%	\$22.98	\$35.00	\$16.42	25	1
Agriculture - Agronomy	12	11	11	0	0	1	0	0	100%	100%	\$21.10	\$25.42	\$16.47	11	0
Agriculture - Animal Science	3	3	2	1	0	0	0	0	67%	100%	-	-	-	3	0
Agriculture - College Transfer	10	2	2	0	8	0	0	0	100%	100%	-	-	-	2	0
Agriculture - Diversified	8	6	6	0	2	0	0	0	100%	100%	\$21.33	\$23.00	\$20.00	5	1
Agriculture - Mechanized	6	5	5	0	1	0	0	0	100%	100%	\$17.75	\$20.00	\$14.00	5	0
Agriculture - Precision	7	7	7	0	0	0	0	0	100%	100%	\$20.47	\$22.25	\$17.54	6	1
Auto Body Repair Technology	12	12	11	1	0	0	0	0	92%	100%	\$17.33	\$27.00	\$13.00	12	0
Automotive Technology	14	12	12	0	2	0	0	0	100%	100%	\$19.72	\$28.00	\$14.00	11	1
Building Construction	33	29	27	2	3	1	0	0	93%	100%	\$20.69	\$30.00	\$15.00	28	1
Business	32	23	22	1	6	3	0	0	96%	100%	\$17.32	\$22.00	\$14.00	21	2
Business Administration	39	16	14	2	22	0	1	0	88%	100%	\$19.37	\$28.85	\$16.00	14	2
Criminal Justice	30	16	6	10	10	3	1	0	38%	100%	\$18.88	\$23.50	\$16.00	14	2
Diesel Technology	26	25	25	0	1	0	0	0	100%	100%	\$22.42	\$28.00	\$18.00	24	1
Drafting	20	9	9	0	10	0	0	1	100%	95%	\$20.01	\$22.00	\$17.42	8	1
Drug and Alcohol Counseling	10	8	7	1	1	0	1	0	88%	100%	\$20.36	\$23.07	\$17.49	8	0
Early Childhood	34	28	23	5	5	1	0	0	82%	100%	\$15.43	\$24.87	\$10.25	26	2
Electrical Construction & Control	19	17	16	1	0	2	0	0	94%	100%	\$21.78	\$28.00	\$17.00	16	1
Electromechanical Technology	15	14	14	0	0	0	0	1	100%	93%	\$30.77	\$39.00	\$20.00	13	1
Food Service Dietary Management	1	1	1	0	0	0	0	0	100%	100%	-	-	-	1	0
Graphic Design	12	11	6	5	0	1	0	0	55%	100%	\$16.12	\$17.50	\$14.00	11	0
Health Information Management Systems	24	12	12	0	12	0	0	0	100%	100%	\$18.15	\$22.25	\$13.85	9	3
Heating, Ventilation & AC (HVAC)	10	10	10	0	0	0	0	0	100%	100%	\$21.19	\$24.00	\$18.00	8	2
Horticulture & Golf Course Management	6	3	3	0	3	0	0	0	100%	100%	-	-	-	3	0
Information Technology	37	9	7	2	22	2	0	4	78%	89%	\$22.63	\$29.57	\$16.50	8	1
Machining and Manufacturing Automation	6	5	3	2	1	0	0	0	60%	100%	-	-	-	5	0
Media Arts	19	5	2	3	13	1	0	0	40%	100%	-	-	-	4	1
Nursing - Associate Degree (RN)	40	32	32	0	8	0	0	0	100%	100%	\$31.42	\$41.82	\$20.64	29	3
Nursing - Practical	34	2	2	0	32	0	0	0	100%	100%	-	-	-	2	0
Paramedic	6	5	5	0	0	1	0	0	100%	100%	\$22.28	\$24.03	\$20.50	4	1
Physical Therapist Assistant	9	8	8	0	0	0	0	1	100%	89%	\$23.45	\$28.00	\$20.25	6	2
Plumbing Technology	8	6	5	1	0	2	0	0	83%	100%	\$17.56	\$20.00	\$15.50	5	1
Utility Line	35	35	33	2	0	0	0	0	94%	100%	\$27.23	\$35.96	\$20.00	34	1
Veterinary Technology	20	18	18	0	1	0	1	0	100%	100%	\$16.66	\$23.00	\$13.00	11	7
Welding	38	31	26	5	6	0	1	0	84%	100%	\$24.33	\$35.00	\$18.00	25	6
Wind Energy Technology	8	8	8	0	0	0	0	0	100%	100%	\$27.58	\$32.05	\$22.00	7	1
TOTAL - Career and Technical Programs	711	489	434	55	184	22	6	10	-	-	-	-	-	439	50
*AA & AS Degrees - General/Transfer (pg 26)	182	48	0	0	122	6	5	1	-	-	-	-	-	43	5
GRAND TOTAL	893	537	434	55	306	28	11	11	-	-	-	-	-	482	55

2023 Northeast Graduates Make Their Mark

GRADUATES CONTINUING EDUCATION

80%

of Northeast graduates who are continuing their education are doing so at Nebraska colleges.

20%

of Northeast graduates who are continuing their education are doing so at colleges in other states.

ACADEMIC TRANSFER STUDENTS (AA AND AS DEGREES)

72%

of academic transfer students are continuing their education.

28%

of academic transfer students are employed.

RELATED EMPLOYMENT (CAREER AND TECHNICAL PROGRAMS)

89%

of employed Career and Technical graduates are working in their field of study.

11%

of employed Career and Technical graduates are working outside their field of study.

ALL GRADUATES EMPLOYED OR CONTINUING EDUCATION

63%

of Northeast graduates are employed.

36%

of Northeast graduates are continuing their education.

Only 1% of Northeast graduates are unemployed and are not continuing their education.

GRADUATES CONTINUING EDUCATION (306 GRADUATES)

CONTINUING IN NEBRASKA

Bellevue University, Bellevue, NE	4
Central Community College, Grand Island, NE	2
Chadron State College, Chadron, NE	2
Clarkson College, Omaha, NE	2
Concordia University, Seward, NE	1
Nebraska Methodist College, Omaha, NE	6
Northeast Community College	132
Serenity School of Massage, Wayne, NE	1
Southeast Community College, Lincoln, NE	8
University of Nebraska at Kearney, Kearney, NE	9
University of Nebraska at Lincoln, Lincoln, NE	15
University of Nebraska Medical Center, Omaha, NE	9
University of Nebraska at Omaha, Omaha, NE	13
Wayne State College, Wayne, NE	41
TOTAL CONTINUING IN NEBRASKA	245

CONTINUING OUT OF STATE

Academy of Art University, San Francisco, CA	1
Ashworth College of Pharmacy Tech, Norcross, GA	1
Augustana University, Sioux Falls, SD	1
Boise State, Boise, ID	1
Briar Cliff University, Sioux City, IA	2
Eastern Illinois University, Charleston, IL	1
Full Sail University, Winter Park, FL	1
Hult International Business School, London	1
Iowa State University, Ames, IA	3
Ivy Tech Community College, South Bend, IN	1
Kansas State University, Manhattan, KS	2
Metro State University, Denver, CO	1

Multnomah University, Portland, OR	2
Nicholls State University, Thibodaux, LA	1
Northwest Lineman College, Boise, ID	1
Northwest Missouri State, Maryville, MO	3
Ohio University, Athens, OH	1
Palmer College of Chiropractic, Davenport, IA	1
Purdue University, Fort Wayne, IN	1
Regis University, Denver, CO	1
Saint Anselm College, Goffstown, NH	1
Shawnee State University, Portsmouth, OH	1
South Dakota School of Mines, Rapid City, SD	1
South Dakota State University, Brookings, SD	2
Southern Nazarene University, Bethany, OK	1
Southern New Hampshire University, Hookset, NH	1
Texas A&M International University, Laredo, TX	1
Texas State University, San Marcos, TX	1
Texas Tech University, Lubbock, TX	1
United International College, Miramar, FL	1
University of Arizona, Tucson, AZ	1
University of Colorado, Boulder, CO	2
University of Evansville, Evansville, IN	1
University of Florida, Gainesville, FL	1
University of Iowa, Iowa City, IA	1
University of Missouri, St. Louis, MO	1
University of Phoenix Online	1
University of South Dakota, Vermillion, SD	9
University of Texas, Tyler, TX	1
University of Wisconsin-Stout, Menomonie, WI	1
Western Governors University, Millcreek, UT	3
Western Illinois University, Macomb, IL	1
TOTAL CONTINUING OUT OF STATE	61
COMBINED TOTAL	306

WHERE GRADUATES ARE EMPLOYED IN NEBRASKA

90%

of Northeast graduates are employed in Nebraska

Adams	4	Dakota	11	Holt	18	Phelps	3	Stanton	4
Antelope	10	Dawson	2	Hooker	1	Pierce	6	Thayer	1
Boone	8	Dixon	6	Howard	1	Platte	37	Thurston	3
Brown	4	Dodge	17	Keith	1	Polk	7	Valley	6
Buffalo	8	Douglas	19	Knox	17	Red Willow	1	Washington	3
Burt	8	Fillmore	1	Lancaster	24	Rock	2	Wayne	9
Butler	6	Furnas	2	Lincoln	2	Sarpy	3	York	5
Cedar	8	Gage	2	Madison	147	Saunders	1	Total	482
Cherry	4	Garfield	7	Merrick	4	Scotts Bluff	1		
Colfax	5	Greeley	1	Nance	2	Seward	1		
Cuming	23	Hall	7	Nuckolls	1	Sheridan	1		
Custer	3	Hamilton	1	Otoe	2	Sherman	1		

54% OF 2023 GRADUATES ARE EMPLOYED IN THE 20-COUNTY SERVICE AREA - 291 TOTAL

Antelope	10	Brown	4	Cuming	23	Garfield	7	Knox	17	Rock	2	Wayne	9
Boone	8	Burt	8	Dakota	11	Holt	18	Madison	147	Stanton	4	Wheeler	0
Boyd	0	Cedar	8	Dixon	6	Keya Paha	0	Pierce	6	Thurston	3		

10% OF 2023 GRADUATES ARE EMPLOYED OUT OF STATE - 55 TOTAL

Colorado	3	Iowa	11	Massachusetts	1	Montana	1	Ohio	1	Tennessee	1	Wisconsin	1
Florida	1	Kansas	1	Missouri	1	N. Dakota	1	S. Dakota	30	Virginia	1	Bahamas	1

PRIOR YEARS' STATISTICS

	2018	2019	2020	2021	2022	2023
Number of Graduates	870	909	860	870	812	893
Number of Graduates Continuing Education	427	387	385	362	353	306
Total Employed	409	481	396	450	416	537
Total Unemployed	5	10	13	4	8	11
% Employed Related to Program	85%	88%	90%	88%	90%	89%
% Employed in 20-County Area	58%	61%	56%	58%	52%	54%
Employed in NE	85%	86%	91%	90%	87%	90%
% Employed Out of State	15%	14%	9%	10%	13%	10%
Collection Rate	97%	97%	94%	95%	97%	97%
Success Rate: Employed or Continuing Education	99%	99%	98%	99.5%	99%	99%



Our curriculum is designed to adapt to the needs of the modern workforce, and our instructors are experienced industry experts as well as teachers.

2022 Employer Evaluation Survey

Paper and online surveys are distributed to all known employers who have hired Northeast graduates. The survey consists of a skills assessment and overall satisfaction of the employers rating of the Northeast graduate and career program. This survey was conducted in 2023 for the graduates of the 2021-2022 academic year. Of the 292 surveys distributed, 148 were completed for a 51% response rate.

97%

of employers would consider hiring Northeast graduates in the future.

96%

of employers rated Northeast graduates as either excellent or good in their career program. Employers assess on conceptual and technical knowledge, quality of work, oral and written communication, interpersonal and teamwork skills, math, troubleshooting, and behavior. *This survey is conducted by the Northeast Community College Institutional Research Office.*

NORTHEAST COMMUNITY COLLEGE GRADUATES

ACCOUNTING - AA, AAS 25

COMPANIES:

ALLO
BNSF Railway
Dana F Cole & Company
Gerkin Windows & Doors
Menards
Northeast Community College
Nelnet
Retirement Plan Consultants
Sehi & Associates PC

POSITIONS:

Accounting Assistant
Distribution Processor
Grants Accountant
Coordinator
Locomotive Engineer
Production
Sales Associate
Staff Accountant Intern
Team Lead

ADMINISTRATIVE

PROFESSIONAL - AA, AAS, CERTIFICATE, DIPLOMA 12

COMPANIES:

Burwell Public Schools
Capital City Refuse
Heartland Beverage
Midtown Health Center
Mighty MoJo Coffee Co.
Northeast Community College
Ortho Nebraska
Park View Haven Nursing
Home
Reverence Counseling
Services
The Wheelhouse Bar & Grill

POSITIONS:

Administrative Assistant
Barista
Housekeeper
Manager
Office Assistant
Office Coordinator
Office Manager
Paraeducator
Rehab-Tech Aide

AGRICULTURE -

AGRIBUSINESS - AAS 31

COMPANIES:

Ag Services
Bode Hay
Central Valley Ag
CHS
DPA Auctions
Emily's Real Good Home-
Made Food
Family Farm
Farm Bureau Financial
Services
Farmers Mutual
Helena Agri-Enterprises
Herbert Feed & Grain
Jeff Schmitt Auto Group
Koepe Farms
Lower Elkhorn Natural
Resources District
Menards
Powderhorn Ranch
Ranchers Insurance
Sandy Pines Systems
Self Employed
ServiTech
Top Crop
Wahoo Livestock Sales

POSITIONS:

Advisor
Agronomist
Agronomy Sales
Auction Clerk
Auction Specialist
Cattle Rancher
Chemical Applicator
Claims Adjuster
Farm Hand
Farmer
Grain Customer Service
Specialist
Grain Specialist
Insurance Associate
Manager
Office Coordinator
Operations
Order Pick-Up Associate
Owner
Sales Agronomist
Sales Associate
Salesperson
Seed Sales
Water Resources Technician

AGRICULTURE - AGRONOMY - AAS 12

COMPANIES:

Bayer
Central Valley Ag
Family Farm/Mechanic Shop
Family Farm/Seed & Feed
Company
Helena Agri-Enterprises
Herbert Feed & Grain
Kuchor Farms
Pekarek's Produce
Sides Aerial Application
Wruble Farms

POSITIONS:

Agriculture Technician
Agronomist
Applicator
Cow/Calf Sales
Farm Hand
Operator
Operations
Seed Technician 2

AGRICULTURE - ANIMAL SCIENCE - AAS 3

COMPANIES:

Helena Agri-Enterprises
Herbert Feed & Grain
Total Feeds

POSITIONS:

Office Assistant
Sales/Computer Work
Truck Driver/Applicator

AGRICULTURE - COLLEGE TRANSFER - AA, AS 10

COMPANIES:

Local Ranch
New Valley Ag

POSITIONS:

Agronomist
Ranch Hand

AGRICULTURE - DIVERSIFIED - AAS 8

COMPANIES:

CattleRidge
Mosier Farms
Pioneer Seed Corn & Cow/
Calf Operation
Pravecek Farms
S and W Welding

Titan Machinery

POSITIONS:

Ag Specialist
Farmer
Manager
Welder/Sales

AGRICULTURE - MECHANIZED - AAS 6

COMPANIES:

Farming Neighbor
Gateway Genetics
Mink Farms
Platte Valley Equipment
Pump Shop

POSITIONS:

Farmer
Hired Hand
Parts Associate
Well Technician

AGRICULTURE - PRECISION - AAS 7

COMPANIES:

AKRS Equipment
Barjes Enterprise
Central Valley Ag
Country Partners
Planter Worx
Platte Valley Equipment
Schenk Farms

POSITIONS:

ACS Crop Scout
Commodities
Parts Sales Professional
Planter Tech
Precision Ag Team
Precision Product Specialist
Row Crop Farmer Assistant

AUTO BODY REPAIR TECHNOLOGY - AAS 12

COMPANIES:

3D Auto Body
Anderson Body Shop
B Street Collision Center
Bartak Glass and Auto Body
Kuehn Auto Body
Renner Auto Body
Town and Country Auto Body
Walmart
Wattier's Auto Body
Woodhouse

POSITIONS:

Auto Body Technician
Refinisher/Prep
Stocker/Automotive
Department

AUTOMOTIVE TECHNOLOGY - AAS, DIPLOMA 14

COMPANIES:

Advance Auto Parts
Cornhusker Nissan
Courtesy Ford
Main Street Garage
Husker Diesel
Norfolk Auto Center
Quick Serve
Rauner Repair
Sioux City Ford Lincoln
Tonniges Chevrolet
Virg's Garage
Zeger's Automotive

POSITIONS:

Automotive Service
Technician
Mechanic
Parts Employee

BUILDING CONSTRUCTION - AAS 33

COMPANIES:

Baumert Construction and
Masonry
Blackhawk Construction
Blue Ribbon Builders
Brester Construction
Country Builders
Custom Scapes
D&M Construction
EBM Construction
Ernesti Construction
Gideon Construction
Hausmann Construction
Huff Construction
K-Builder
Kevin's Construction
McNulty Construction
Meyer Building Co.
Midplains Crane Works
Paulsen
Pilakowski Construction
Pozehl Construction
Rathke Construction
Russell Remodeling

Self Employed
 Tyson Fischer Construction
 Veteicher Farms
 Verdigre Farm Service
 Whitecliff Development
POSITIONS:
 Apprentice Carpenter
 Carpenter
 Construction Laborer
 Contractor
 Farm Hand
 Finish Carpenter
 Foreman
 Framer
 Landscaper
 Operator/Work Hand
 Site Assistant
 Skill Carpenter
 Superintendent

BUSINESS – AAS, DIPLOMA, CERTIFICATE 32
COMPANIES:

American Family Insurance
 Ameriprise Financial Services
 Bank of the Valley
 Boone County Bank
 Columbus Area Chamber of Commerce
 Cornerstone Bank
 Doernemann Construction
 DP Management
 Egan Supply Company
 Goc's Creative Images
 Janssen Ford of York
 Jason Busch Agency/
 American Family Insurance
 Killdeer Public Schools
 Menards
 Midwest Bank
 Napa Auto Parts
 Northeast Community College
 Real Estate Solutions Team
 Rejuvenating Homes
 Schwartz Farms
 Spence Chiropractic
 Vermillion Light and Power
 Walmart
POSITIONS:
 Administrative Assistant
 Agent Assistant
 Assistant
 Bank Teller
 Customer Service Agent

Customer Service Representative
 Data Coordinator
 Insurance Agent
 Leasing Agent
 Lineman Supervisor
 Office Coordinator
 Owner
 Paraprofessional
 Receptionist
 Regional Recruitment Coordinator
 Sales Associate
 Team Associate

BUSINESS ADMINISTRATION – AA 39
COMPANIES:

Argus Professional Storage Management Co.
 Carter's
 Elkhorn Valley Bank & Trust
 Knuckleheads Bar
 Lanny Carlson Motors
 Northeast Community College
 Oelkers & Associates
 Peterson Body and Paint
 Pinnacle Bank
 RELY Real Estate
 State Farm Insurance
 Target
 Universal Background Screening
 Valentine Community Schools
 Walmart
POSITIONS:
 Assistant Manager
 Bank Teller
 Bar Manager
 Bookkeeper
 Cashier/Front-End Services
 Certified Pharmacy Technician
 Customer Solutions Specialist
 Fulfillment Expert
 Gift & Data Management Coordinator
 Insurance Professional
 Lot Worker
 Office Manager
 Real Estate Agent/Salesperson
 Seasonal Associate
 Substitute Teacher
 Verification Specialist

CRIMINAL JUSTICE – AA 30
COMPANIES:

Ash Hollow Coffee Shop
 Colfax County Sheriff's Office
 Continental
 Grain Products Co.
 Madison County Jail
 Maul & Bodlak, L.L.P.
 Michael Foods
 Mike Durfee State Prison
 Northeast Eye Care
 Northeast Nebraska Juvenile Services
 Oak Street Market
 Private Employer
 Security Night Patrol
 Torpins Rodeo Market
 Vrbka Ag Solutions
 Wis-Pak
POSITIONS:
 Barista
 Cashier
 Correctional Officer
 Deputy
 Farm Hand
 Legal Assistant/Paralegal
 Operator
 Poultry Care Technician/
 Weekend Supervisor
 Production
 Receptionist
 Security Guard
 Supervisor
DIESEL TECHNOLOGY – AAS 26
COMPANIES:
 4S Service & Repair
 AKRS Equipment
 Biermann Farms
 Carlson Cattle Company
 Dinkel Implement Company
 Family Farming Operation
 Grossenburg Implement
 Hamilton Farms
 Jeffres Trucking
 Lange Welding
 Lone Tree Towing
 Marx Repair
 Mitchell Equipment
 Muff Corp
 Nebraska Harvest Center
 NEI
 Platte Valley Equipment
 RDO Truck Centers
 Self Employed

Smith & Sons Repair
 Truck Center Companies
POSITIONS:
 Diesel Mechanic
 Diesel Technician
 Farm Hand
 Service and Driver
 Service and Operations
 Service Technician
 Technician
 Truck Driver/Technician

DRAFTING – AAS, DIPLOMA, CERTIFICATE 20
COMPANIES:

Behlen Manufacturing
 Bring Back
 DACO Construction
 HDR
 Nucor Detailing Center
 Nucor-Vulcraft
 Olsson
POSITIONS:
 BIM Drafter
 Detailer
 Drafter
 Drafter/Modeler
 Drafter-CAD Technician
 Projects

DRUG AND ALCOHOL COUNSELING – CERTIFICATE 10
COMPANIES:

Beatrice Community Hospital & Health Center
 Behavioral Health Specialist
 Creighton University
 Good Life Counseling
 Heartland Counseling Services
 The Bridge Behavioral Health
 Women's Empowering Life Line (WELL)
 Walgreens
POSITIONS:
 Aide & Interpreter
 Business Analyst
 Case Manager
 Drug & Alcohol Counselor
 Drug Testing Technician
 Outpatient Therapist
 Pharmacy Technician
 Psychologist Administrative Assistant

EARLY CHILDHOOD – AA, AAS, CERTIFICATE 34
COMPANIES:

Bank First
 Bright Beginnings
 Cardinal Kids Learning Center
 Columbus Public Schools
 Dakota City Elementary
 Gliik's Boutique
 Gordon-Rushville Public Schools
 In-Home Daycare
 KidLogic Child Care & Preschool
 Little Disciples Christian Childcare
 Little Sprouts Child Development Center
 Milestones Learning Center & Childcare
 NENCAP Headstart
 Norfolk Public Schools – Wheel! After 3!
 Norm Waitt Sr. YMCA
 Northern Hills Childcare
 Pearl Academy
 Plankinton School District
 Rainbow World
 Ready, Set, Grow Daycare
 Self-Employed
 St. Ludger Elementary School
 Stanton Municipal Pool
 Truss Craft
 Unity Eye Centers
 USD Headstart
POSITIONS:
 Childcare Provider
 Clinic Technician
 Daycare Provider
 Daycare Provider/Owner
 Director
 Early Childhood Teacher
 Head Teacher
 Lead Preschool Teacher
 Manager
 Office Personnel
 Paraeducator
 Paraprofessional
 Preschool Teacher
 Preschool/Pre-K Teacher
 Senior Assistant Manager
 Teacher
 Teacher Assistant
 Universal Banker

ELECTRICAL CONSTRUCTION AND CONTROL - AAS 19

COMPANIES:

402 Collision & Towing
AC/DC Electric
Boyd's Electric
Christensen Well & Irrigation
Fremont Electric
H & M Electric
Invenergy
Michael Foods
Model Electric
O'Neill Electric
Rohan Electric
Ron's Auto Glass
Shanahan Mechanical & Electrical
Sioux City Electric
Stahm Electric
Vandenberg Electric
Vulcraft

POSITIONS:

Apprentice Electrician
E & I Technician 1
Electrician
Glass Installer/Technician
Maintenance Technician
Pivot Electrician

ELECTROMECHANICAL TECHNOLOGY - AAS 15

COMPANIES:

Becton, Dickinson and Company
Continental
Cyclonaire
Lincoln Electric System
Marx Repair
Nebraska Public Power District
Nucor
Nucor Cold Finish
Paperworks
Royal Canin

POSITIONS:

Automation Technician
Electrician
Global Technician
JRI & E Technician
Maintenance Technician
Pivot Technician
Substation Construction Technician

FOOD SERVICE DIETARY MANAGEMENT - CERTIFICATE 1

COMPANIES:

Good Samaritan Society
POSITIONS:
Cook

GRAPHIC DESIGN - AA, AAS 12

COMPANIES:

ASQ Promotional Products
Cubby's
Enterprise Media Group
Maurices
Moonlight
Nursing Home
Pizza Hut
Rival Design
St. Paul Buffalo Creek Church
Tag Ink & Thread
Union Bank & Trust

POSITIONS:

Associate
Cook
Design and Promotions
Graphic Designer
Kitchen Help
Server

HEALTH INFORMATION MANAGEMENT SYSTEMS - AAS, DIPLOMA, CERTIFICATE 24

COMPANIES:

Bellevue Family Practice, P.C.
CHI Home Medical
Denver Eye Surgeons
Faith Regional Health Services
Franciscan Healthcare
Heartland Counseling Services
Heritage at Fountain Point
MercyOne
Nebraska Methodist Health System
Unity Point Health - St. Luke's
West Holt Memorial Hospital

POSITIONS:

Access Scheduler
Analyst/Physician Liaison
File Clerk
Financial Counselor/Billing Representative

Medical Billing Specialist
Medical Records Clerk
Ophthalmic Scribe
Outpatient Coding Assistant
Records
Release of Information Specialist
Resident Care Coordinator
Unit Support Specialist

HEATING, VENTILATION, AND AIR CONDITIONING - AAS 10

COMPANIES:

Air Comfort
Carlson Home & Auto
Central Nebraska Refrigeration
Clausen Air
Island Heating and Air
Larry's Heating & Cooling
Tyson Ham Plant
V&M Services
Wadas
POSITIONS:
HVAC Installation
HVAC Service Technician
Installation/Service Technician
Utilities

HORTICULTURE AND GOLF COURSE MANAGEMENT - AAS, DIPLOMA 6

COMPANIES:

Calamus Golf Course
Fair Play Golf Course
Sandhills Golf Club
POSITIONS:
Assistant
Assistant Greenskeeper
Golf Course Superintendent

INFORMATION TECHNOLOGY - AA, AAS, CERTIFICATE 37

COMPANIES:

Applied Connective Technologies
Becton, Dickinson and Company
Charter Communications
City of Pilger
Consumer Driven Technologies
Frankel Zacharia CPA
Marathon Press

Midco Services
Turnkey Management Company

POSITIONS:

IT Support Specialist
IT Support Technician
Laborer
Maintenance Technician
Network Technician
Project and Security Engineer
Project Manager
Tech Support

MACHINING AND MANUFACTURING AUTOMATION - DIPLOMA, CERTIFICATE 6

COMPANIES:

Cardinal Health
Menards
Nebraska Department of Transportation
Northeast Machine and Manufacturing
Precision Components Midwest
POSITIONS:
Land Surveying
Machinist
Receiving - Morning Stock
Senior Tool Room Tech

MEDIA ARTS - AAS, CERTIFICATE 19

COMPANIES:

402_Media
Kings Lane
Legacy Creators Group
Mahaska
Triple Play Sports Cards
POSITIONS:
Freelance/Owner/Photographer
Manager
Marketing Manager
Warehouse Employee

NURSING - ASSOCIATE DEGREE IN NURSING 40

COMPANIES:

Angels Care Home Health
Antelope Memorial Hospital
Avera St. Anthony's Hospital
Bryan Medical Center
CHI Health Plainview

Columbus Children's Healthcare
Columbus Community Hospital
Faith Regional Health Services
Fountain Point Medical Community
Healogics
Madison Regional Health System
Methodist Fremont Health
Nebraska Medicine
Norfolk Veteran's Home
Pediatric Home Services
Providence Medical Center
Rock County Hospital
Saint Joseph's Rehabilitation and Care Center
St. Croix Hospice
St. Elizabeth's
Three Rivers Public Health Department
Wisner Care Center
POSITIONS:
Cardiac Monitoring Technician
Clinic Nurse
Cardiovascular Intensive Care Unit RN
Intensive Care Unit RN
Labor & Delivery RN
LPN
RN
RN Case Manager
RN Clinical Nurse Manager
RN Surgical Coordinator

NURSING - PRACTICAL NURSING - DIPLOMA 34

COMPANIES:

Antelope Memorial Hospital
Prairie Creek Family Medicine
POSITIONS:
LPN

PARAMEDIC - AAS, DIPLOMA 6

COMPANIES:

Columbus Fire Department
Monument Health Lead-Deadwood Hospital
Northeast Community College
Rock County Fire Department
South Sioux City Fire Department

POSITIONS:
 Clinical Services Specialist
 EMS-Faculty
 EMT Instructor/Trainer
 Fire Medic
 Paramedic

PHYSICAL THERAPIST ASSISTANT - AAS 9

COMPANIES:
 Aurora Physical Therapy
 Family Physical Therapy
 Fountain View Health and Rehabilitation
 Madonna Rehabilitation Hospital
 Pender Community Hospital
 Physical Rehabilitation Network - InReach Physical Therapy
 Valley County Health System
POSITIONS:
 Physical Therapy Assistant
 Physical Therapy Assistant Aide
 Rehab Clerk/Technician PRN

PLUMBING TECHNOLOGY - DIPLOMA 8

COMPANIES:
 Hander Plumbing
 Henton Trenching
 FedEx
 Levander Construction
 Merit Mechanical
 Thompson Construction
POSITIONS:
 Construction Worker
 Contractor
 Laborer
 Package Handler Trainer
 Plumber

UTILITY LINE - AAS 35

COMPANIES:
 Burt County Public Power District
 City of Grand Island
 City of West Point
 Cornhusker Public Power District
 Cozad Board of Public Works
 Custard Public Power District
 David City Utilities
 Dawson Public Power District

Department of Utilities
 Elkhorn Rural Public Power District
 Family Farm
 Hastings Municipal
 Howard Greeley Rural Public Power District
 IES Commercial
 Lincoln Electric System
 McCook Public Power District
 Nebraska Public Power District

North Central Public Power District
 North Platte Light and Water Municipal
 Northeast Power
 Polk County Rural Public Power District
 Southern Public Power District
 Twin Valleys Public Power District
 Village of Stuart
 Watts Electric

POSITIONS:
 Apprentice
 Apprentice Line Technician
 Apprentice Lineman
 Electrical Operator
 Farm Hand
 Laborer
 Lineman

VETERINARY TECHNOLOGY - AAS 20

COMPANIES:
 Animal Clinic of Hastings
 Antelope Creek Veterinary Healthcare Center
 Bar S Veterinary Clinic
 Columbus Small Animal Hospital
 Companion Animal Vet Clinic
 Dunes Animal Hospital
 Greenbrier Emergency Animal Hospital
 Mountain View Animal Hospital
 Northern Hills Veterinary Clinic
 Parks Veterinary Hospital
 Red Barn Veterinary Clinic
 Scott Cattle Company
 Skyline Veterinary Clinic

Sturgis Veterinary Hospital and Equine
 Wayne Veterinary Clinic
 Westside Family Pet Clinic
 Windhorse Veterinary Clinic
POSITIONS:
 Cattle Operations Floater
 Veterinary Technician
 Veterinary Technician Assistant

WELDING - DIPLOMA 38

COMPANIES:
 Brown County Tire
 Chief Buildings
 FedEx Ground
 Gubbels Farms
 Hereford Works
 Huble Iron
 IDFI
 Local Farm
 Manitou
 Maxson Mobile Welding
 MG Full Mobile Detailing
 Mountain, LTD
 O & W Dairy Farms
 Panda Express
 SBI General & Mechanical
 Sebade Construction
 Short Construction
 Spectrum
 Superior Industrial Mechanical
 Theisen Construction
 Tyson Foods
 Valmont
 Velcon Drum Filling
 Vermeer
 Vision Mechanical
 Wiese Mechanical
POSITIONS:
 Car & Truck Fabrication
 Contract Work
 Farming/Maintenance
 Field Specialist - Welding
 Hired Hand/Laborer
 Maintenance
 Mobile Welder
 Package Handler
 Restaurant Service Associate
 Tire Technician
 Welder
 Welder/Fabricator
 Welder/Fitter
 Welder/Plumber

WIND ENERGY TECHNOLOGY - AAS, DIPLOMA 8

COMPANIES:
 General Dynamics Ordnance and Tactical Systems
 Invenergy
 Next Era Energy
 Renew Energy
 Sky Climber
POSITIONS:
 Electronics Technician
 Tech One
 Technician Base
 Wind Energy Technician
 Wind Turbine Technician

GENERAL - AA, AS 182

COMPANIES:
 Ainsworth Community Schools
 Albion Thrifty Way
 Arbor Care Center
 Astec
 Battle Creek St. John's
 Better Living Foster Care and Family Service
 Black Cow Fat Pig
 Blatt Beer & Table
 Boys & Girls Club of Yankton
 Boys Town Research Hospital
 Community Pride Care Center
 Cornhusker Auto Center
 Deets Homestore
 Dormie Network
 Emerald Nursing
 Fairway
 FedEx Ground
 Fidelity Investments
 First Steps Daycare
 Fits & Giggles
 Heartland Beverage
 HyVee
 Kurious Kiddos Daycare
 Menards
 Michael's Cantina
 Norfolk Public Library
 Norfolk Public Schools
 Northeast Community College
 Planet Fitness
 Racine Unified School District
 Russel Speeders Car Wash
 Schaefer's
 Self Employed Travel Electrician
 Shadow Ridge Country Club

Southgate at Shrewsbury
 Subway
 Summit Ag Insurance
 Sweet Water Café
 Tyson
 USave Pharmacy
 Walmart
 WisPak
POSITIONS:
 Account Representative
 Administrative Assistant
 Assistant
 Assistant Teacher
 Associate
 Behavioral Health Technician
 Clerk
 CNA

Compliance/Finance
 Customer Service Representative
 Dietary Aide
 Electrician
 Freshman Advocate
 Front Desk Associate
 Grocery Clerk
 Grounds Crew
 Health Technician
 Housekeeper
 Infant Teacher
 Library Aide
 Loadout
 Meat Clerk
 Night Shift Supervisor
 Office Support
 Operator
 Package Handler/Driver
 Pharmacy Technician
 Plumbing Instructor
 Preschool Teacher
 Program Support Specialist
 Receiver
 Receptionist
 Resident Liaison
 Sandwich Artist
 Server
 Server/Bartender
 Substitute Teacher
 Supervisor
 Utility Line Instructor - Off Site
 Warehouse Worker
 Youth Development Specialist

NORTHEAST.EDU

Main Campus
801 E. Benjamin Ave.
Norfolk, NE 68701
(402) 371-2020

**Extended
Campuses**
O'Neill,
South Sioux City
& West Point

**Regional
Offices**
Ainsworth
& Hartington



Northeast
community college

**MCLEAN &
COMPANY**

Engagement Report

Northeast Community College

Current period:

Nov 1, 2023 - Nov 16, 2023

of employees:

432

of responses:

346

Response rate:

80%

4.2.1.3

McLean & Company Engagement Model

Northeast Community College
Open Date: Nov 1, 2023
Close Date: Nov 16, 2023

of employees: 432
of responses: 346
Response Rate: 80%



Employee Engagement Goes Beyond Satisfaction

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%

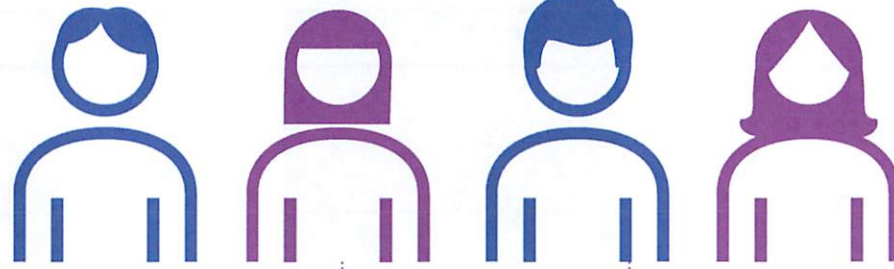


SATISFIED

ENGAGED

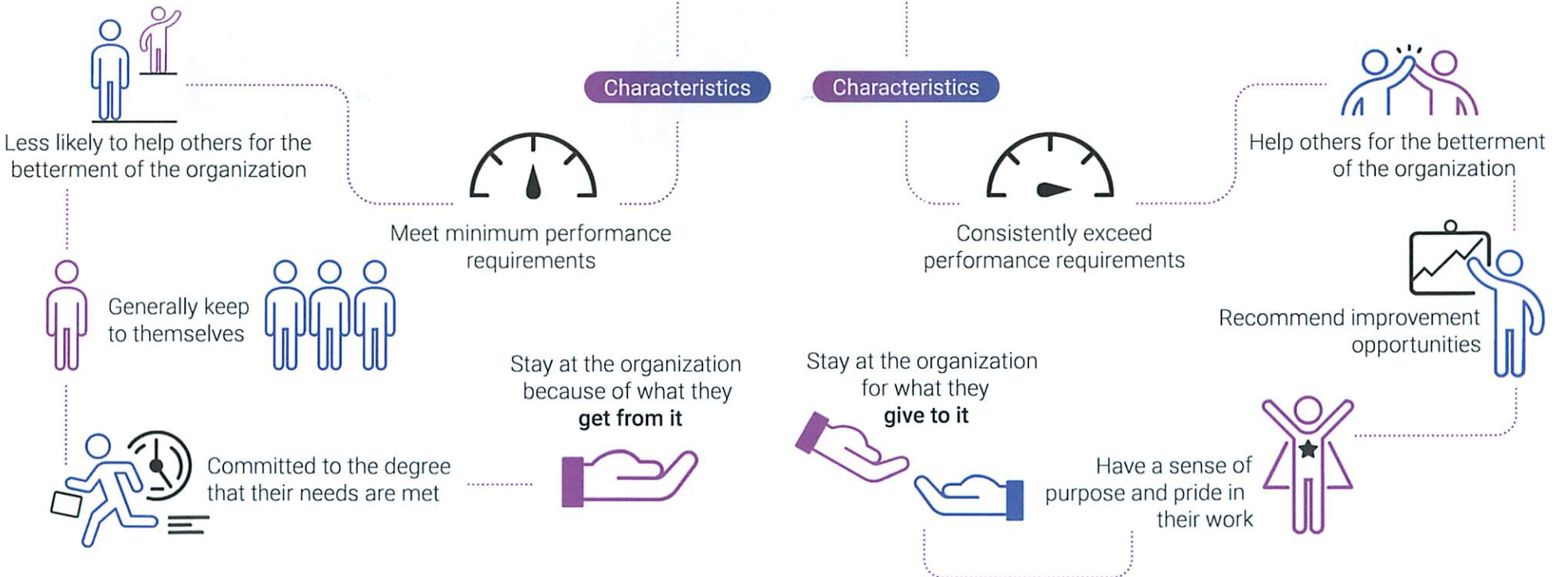
Satisfied employees feel comfortable and are generally happy that their needs are being met.

Engaged employees feel energized, passionate, and dedicated. They are highly involved with their work and the organization



Average Performance

Optimal Performance



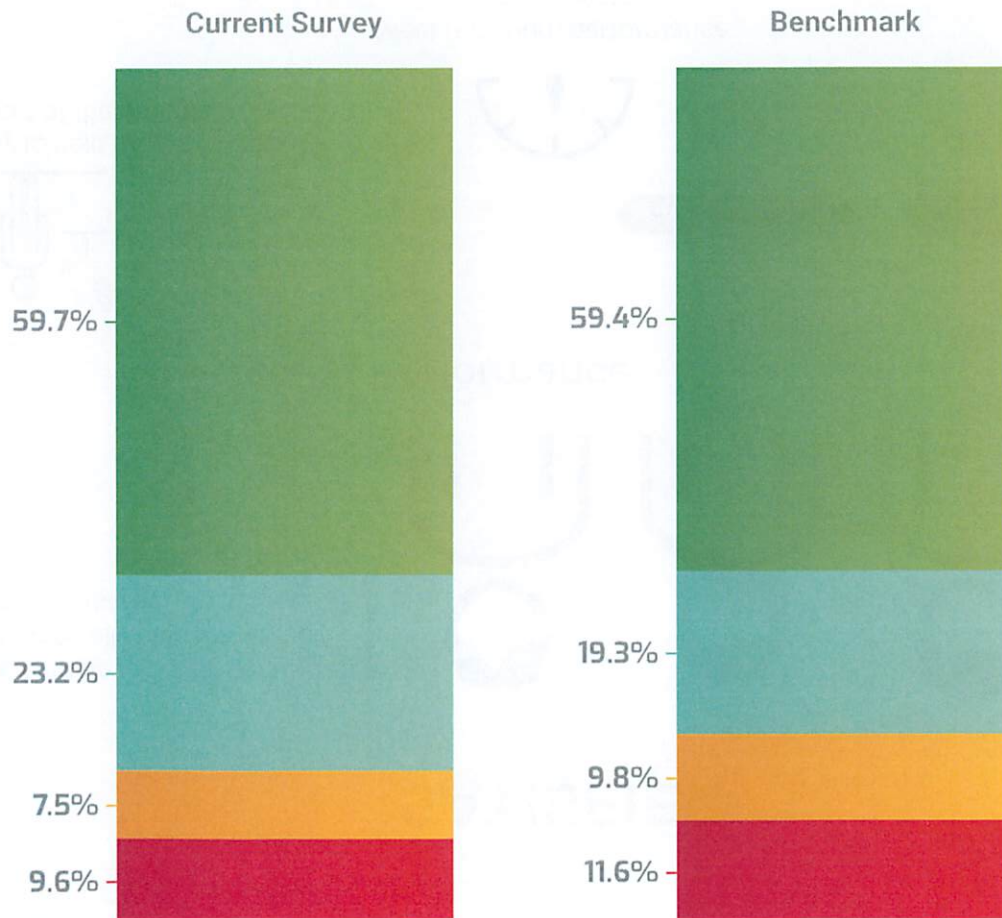
Overall Engagement Results

Northeast Community College
Open Date: Nov 1, 2023
Close Date: Nov 16, 2023

of employees: 432
of responses: 346
Response Rate: 80%



See the **appendix** in this report for more information on the engagement calculation and benchmark.



ENGAGED

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.

ALMOST ENGAGED

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

INDIFFERENT

Indifferent employees are satisfied, comfortable, and generally able to meet minimum expectations. They see their work as "just a job", prioritizing their needs before organizational goals.

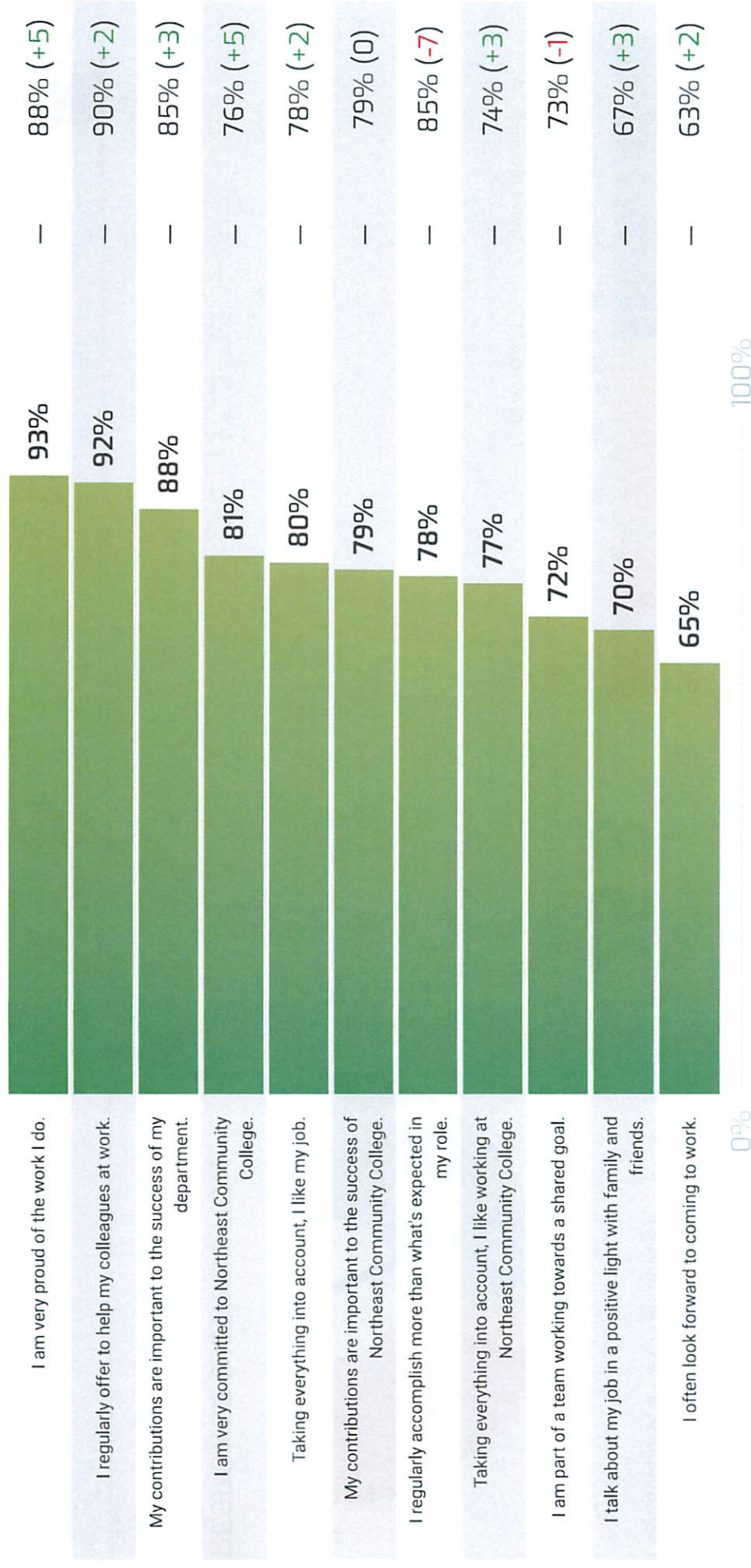
DISENGAGED

Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

Engagement Measure Question Scores

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

McLean Employee Experience Score

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

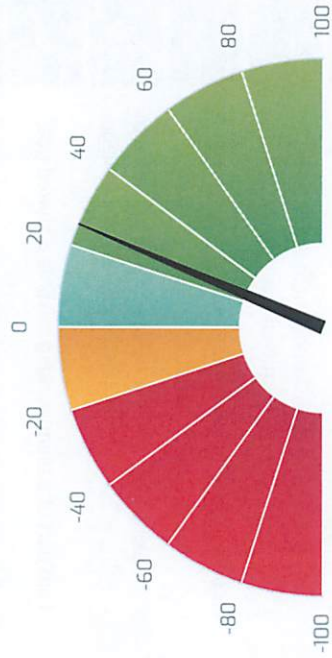
of employees: 432
 # of responses: 346
 Response Rate: 80%



EMPLOYEE EXPERIENCE

How likely would you be to recommend Northeast Community College to a qualified friend or a family member as a great place to work?

EMPLOYEE EXPERIENCE SCORE (% of Supporters - % of Detractors)



CURRENT SCORE

25.3

AVERAGE RESPONSE

8

BENCHMARK

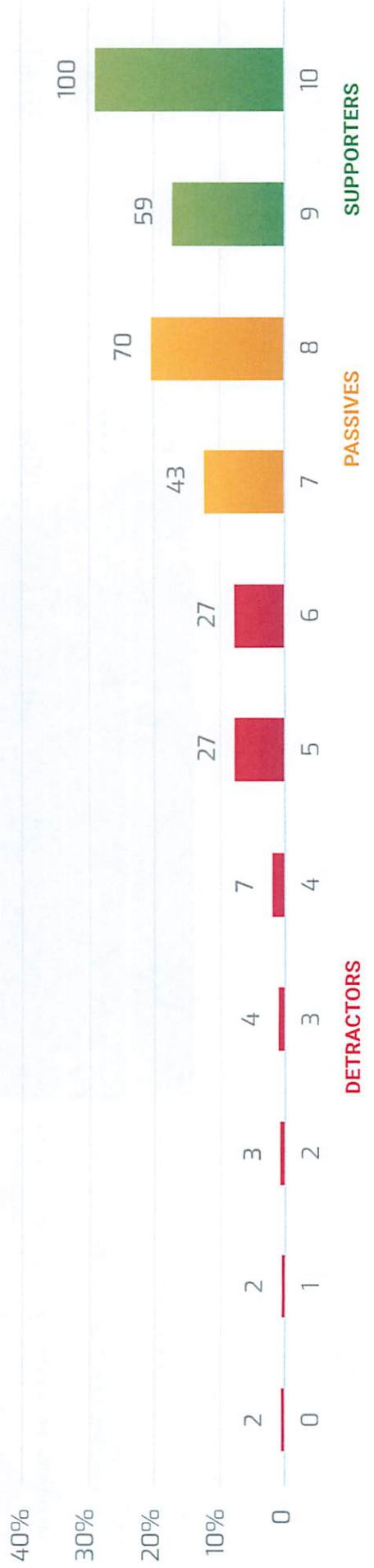
51

SCORE BREAKDOWN



DETRACTORS: **20.9%** PASSIVES: **32.8%** SUPPORTERS: **46.2%**

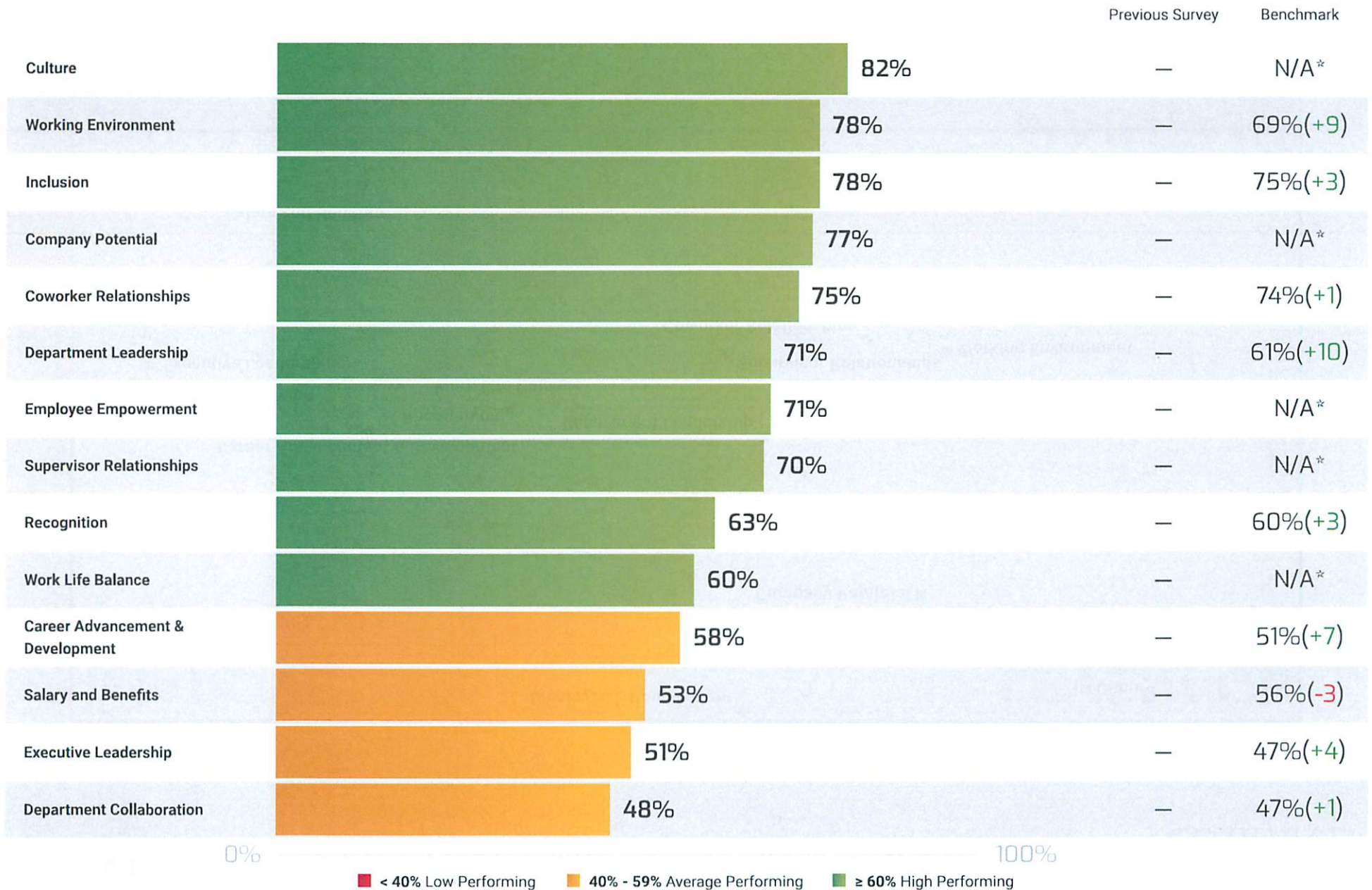
RESPONSE DISTRIBUTION



Driver Results

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



* See appendix for an explanation of the Benchmark.

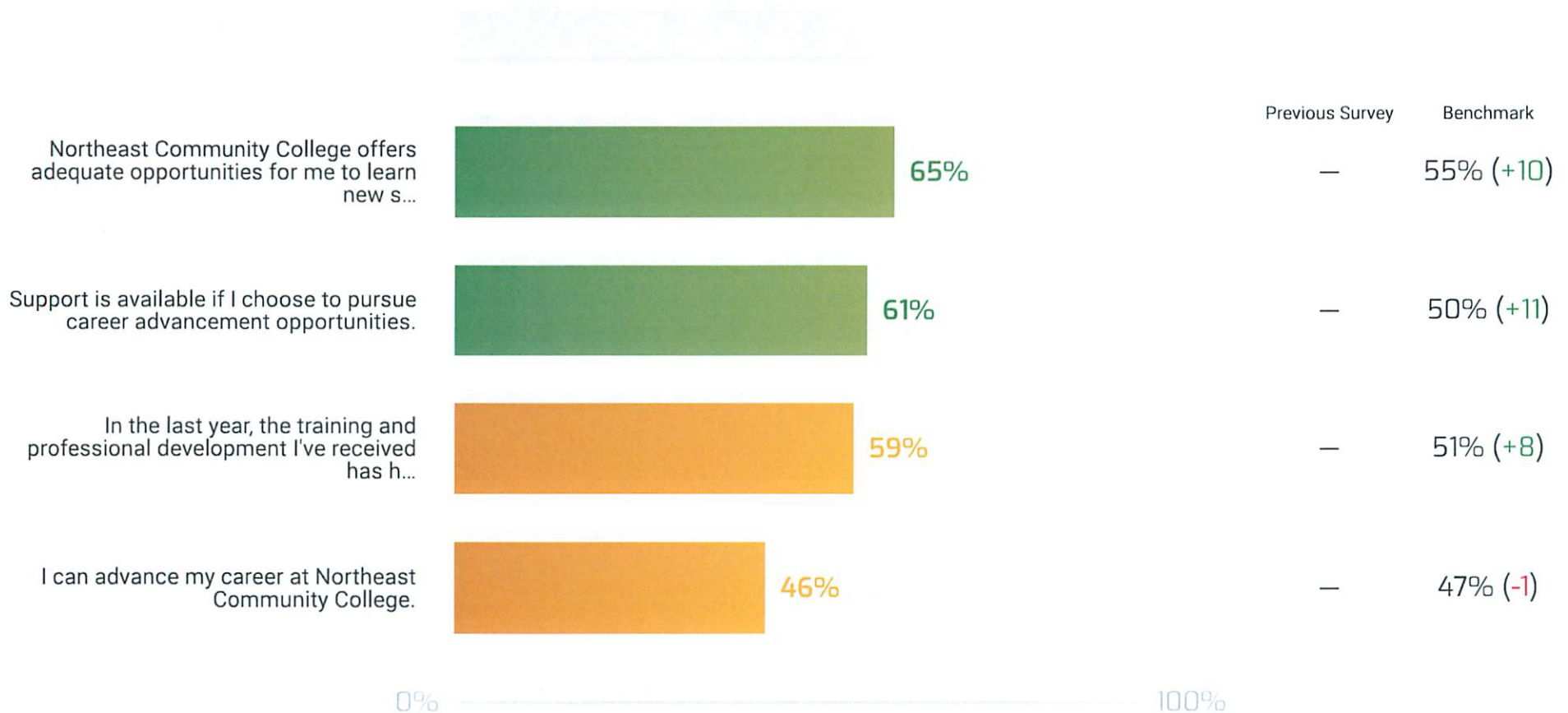
DRIVER: Career Advancement & Development

OVERALL DRIVER AVERAGE SCORE: **58%**

OVERALL BENCHMARK AVERAGE SCORE: **51%**

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing



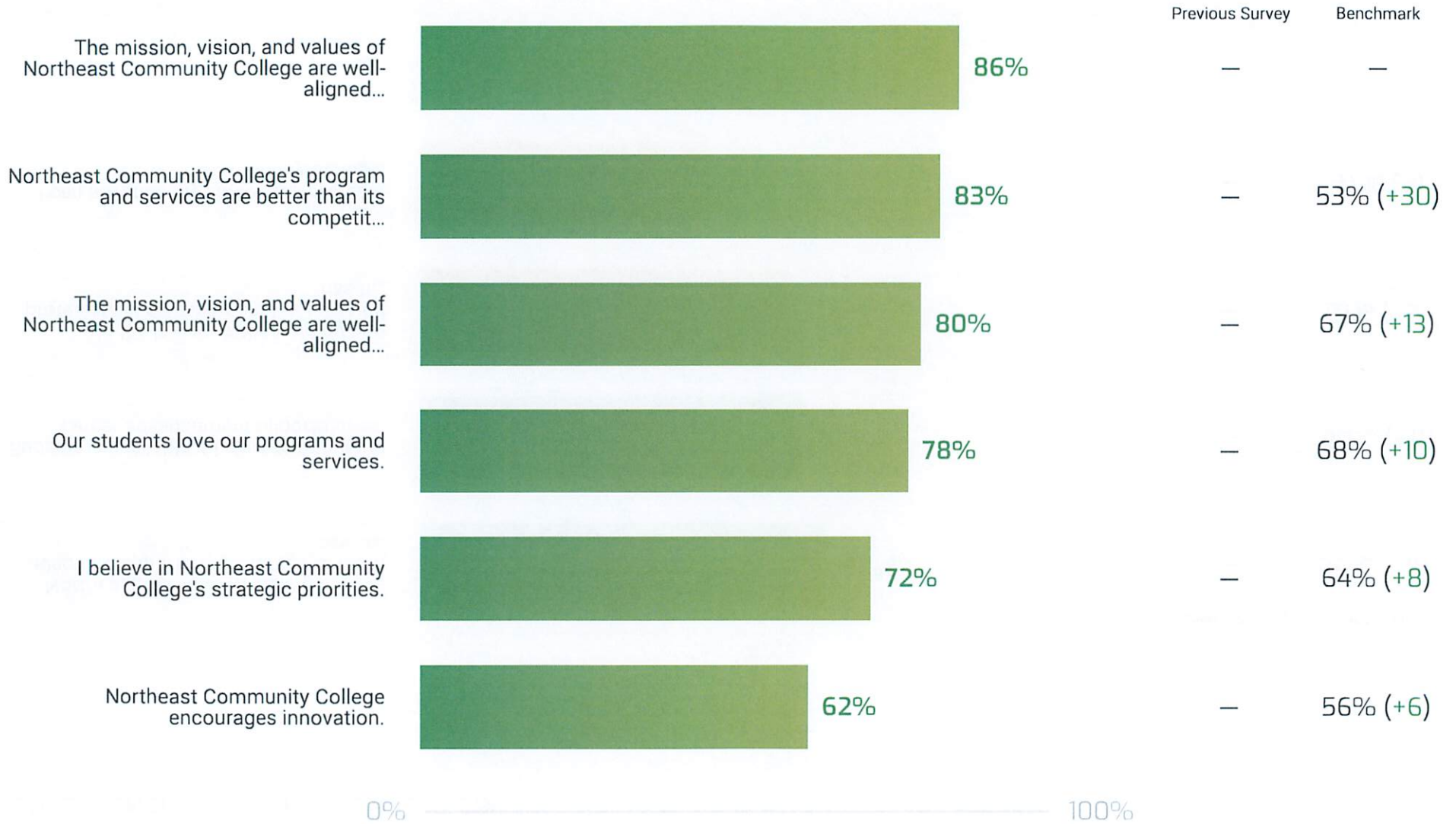
DRIVER: **Company Potential**

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **77%**



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

DRIVER: Coworker Relationships

Northeast Community College
Open Date: Nov 1, 2023
Close Date: Nov 16, 2023

of employees: 432
of responses: 346
Response Rate: 80%



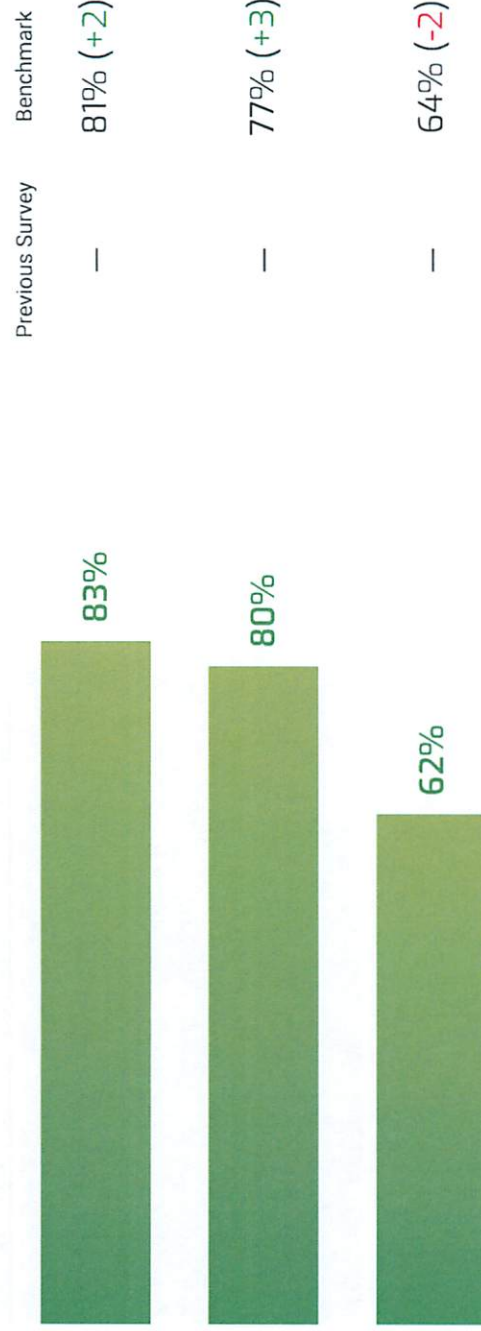
OVERALL DRIVER AVERAGE SCORE: **75%**

OVERALL BENCHMARK AVERAGE SCORE: **74%**

I know that my co-workers will help me if I ask.

My co-workers care about me as a person.

My co-workers take accountability for meeting their job expectations.



0% 100%

■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

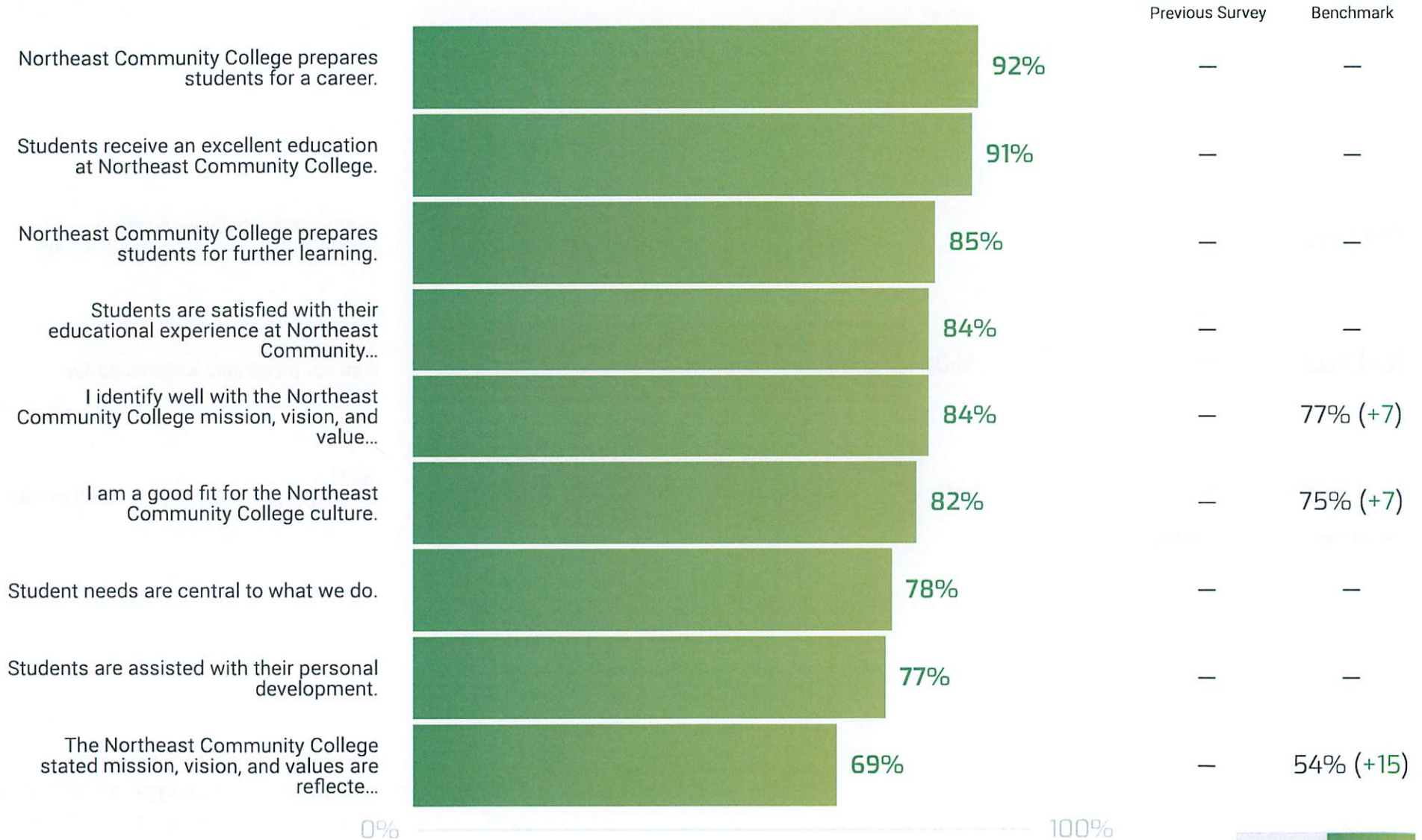
DRIVER: Culture

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **82%**



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

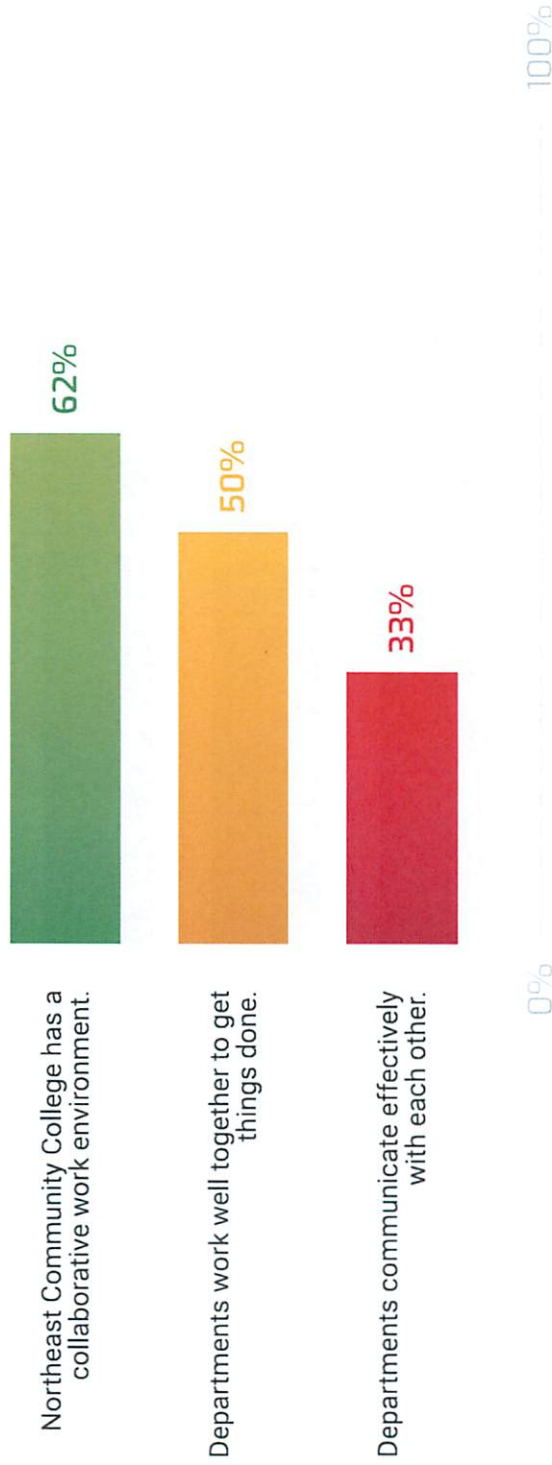
DRIVER: Department Collaboration

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: 48%
 OVERALL BENCHMARK AVERAGE SCORE: 47%



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing



DRIVER: Department Leadership

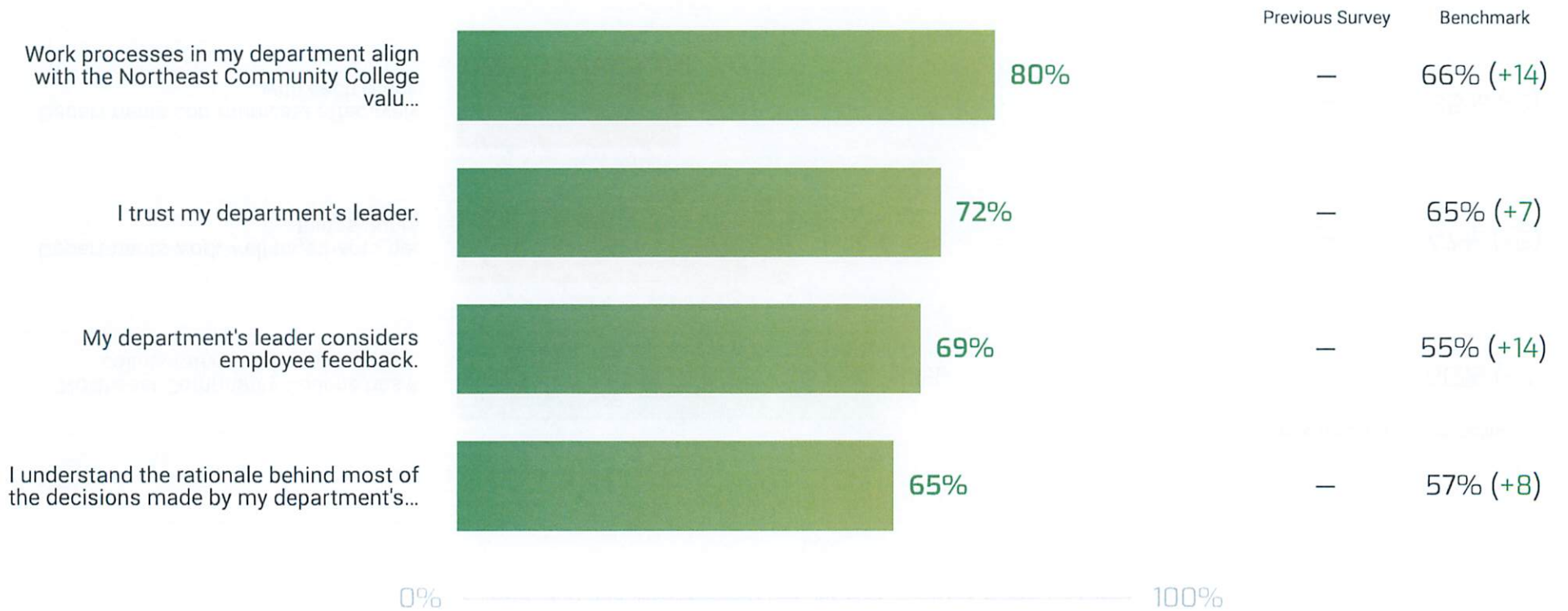
Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **71%**

OVERALL BENCHMARK AVERAGE SCORE: **61%**



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

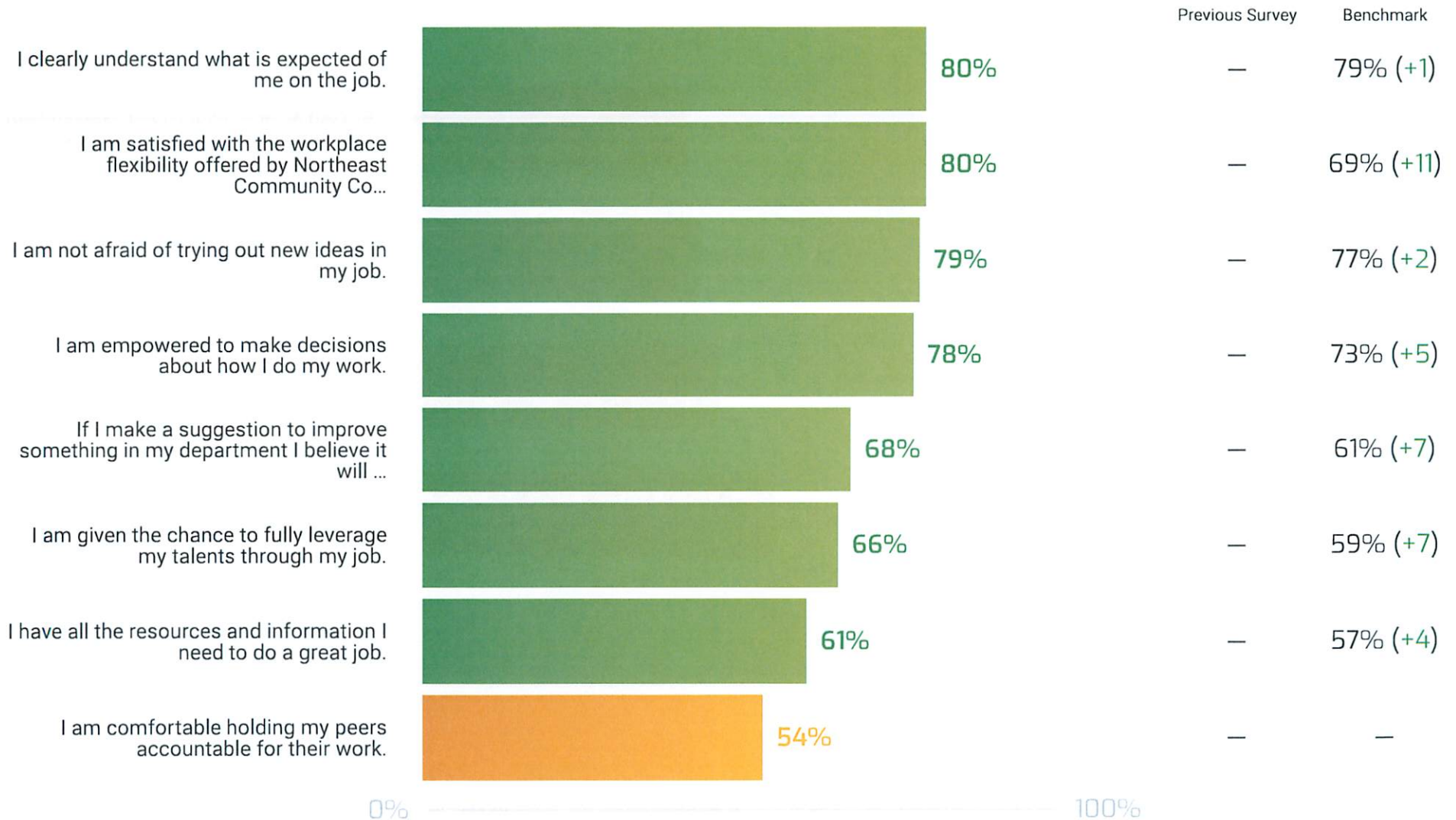
DRIVER: Employee Empowerment

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **71%**



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

DRIVER: Executive Leadership

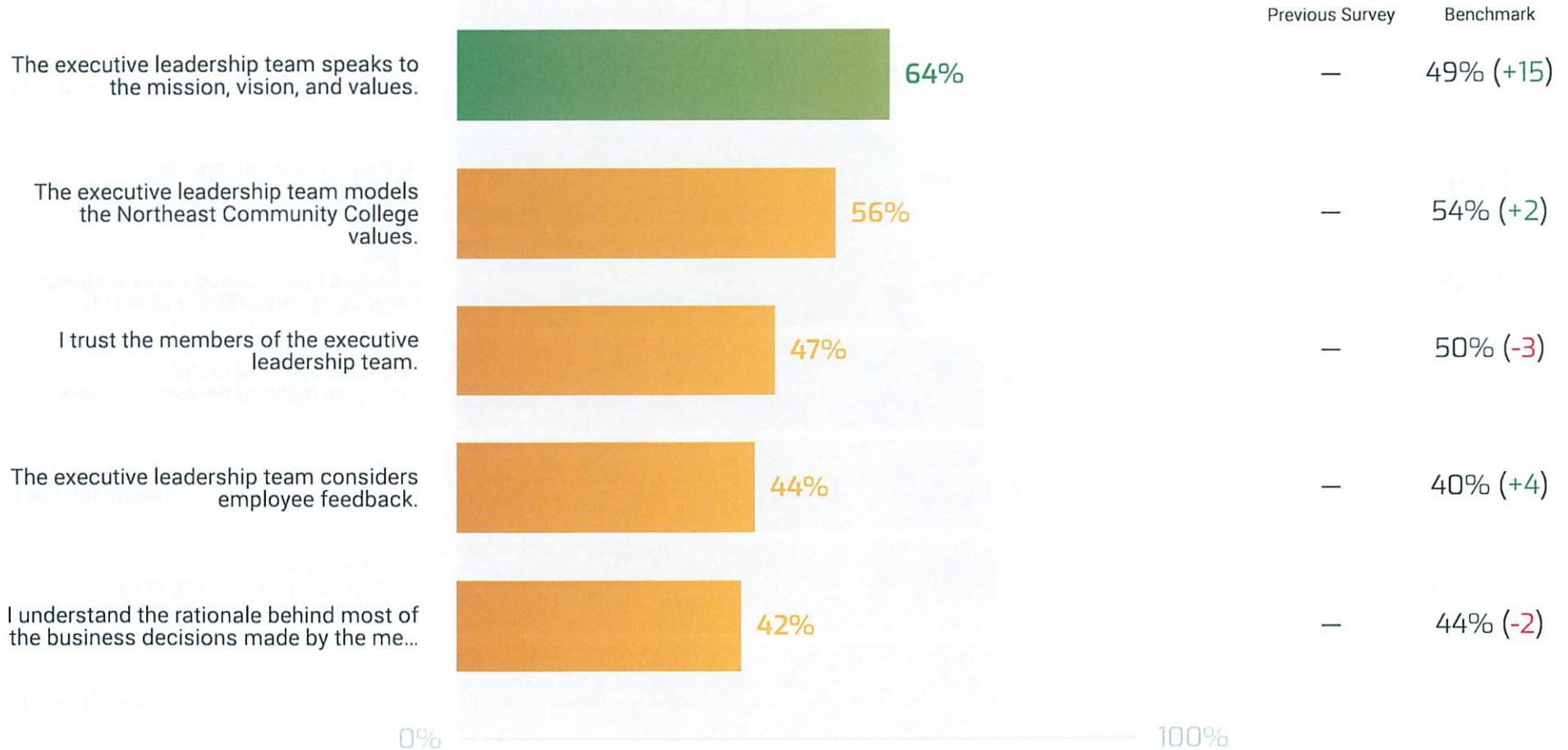
Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **51%**

OVERALL BENCHMARK AVERAGE SCORE: **47%**



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

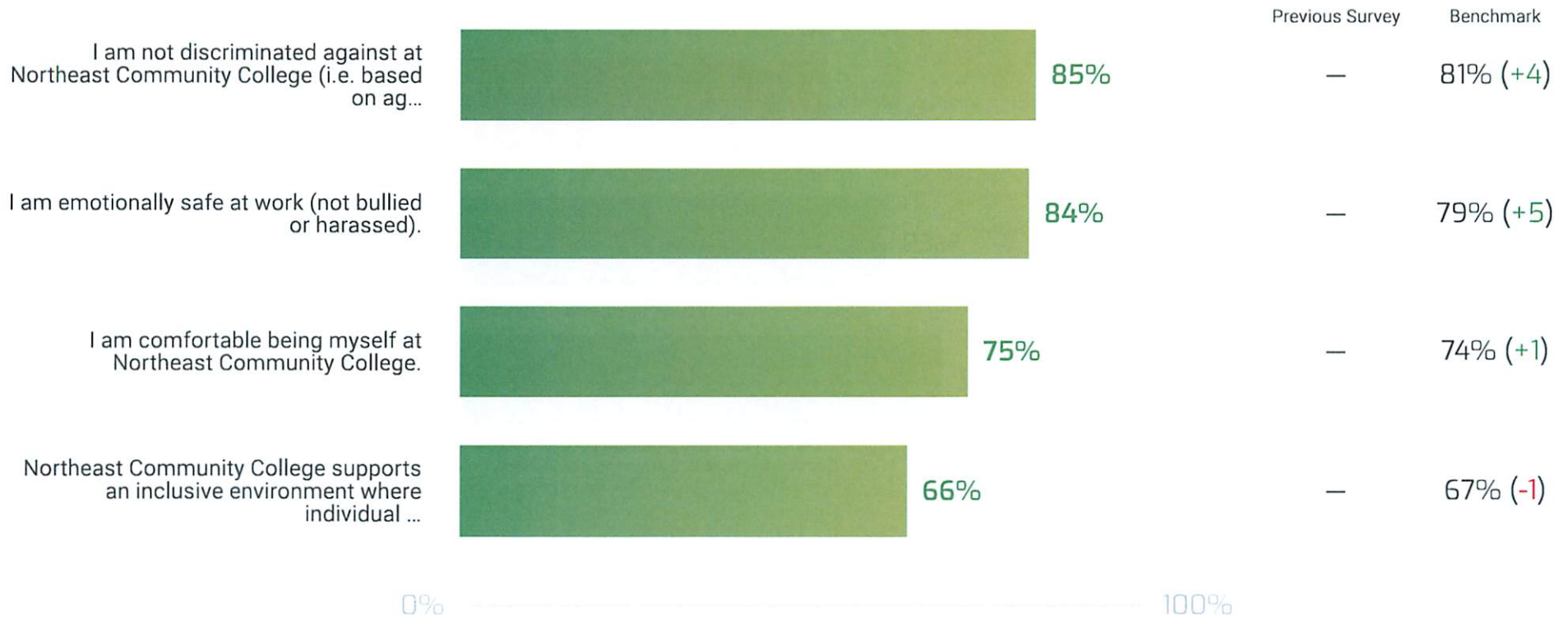
DRIVER: Inclusion

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **78%**
 OVERALL BENCHMARK AVERAGE SCORE: **75%**



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

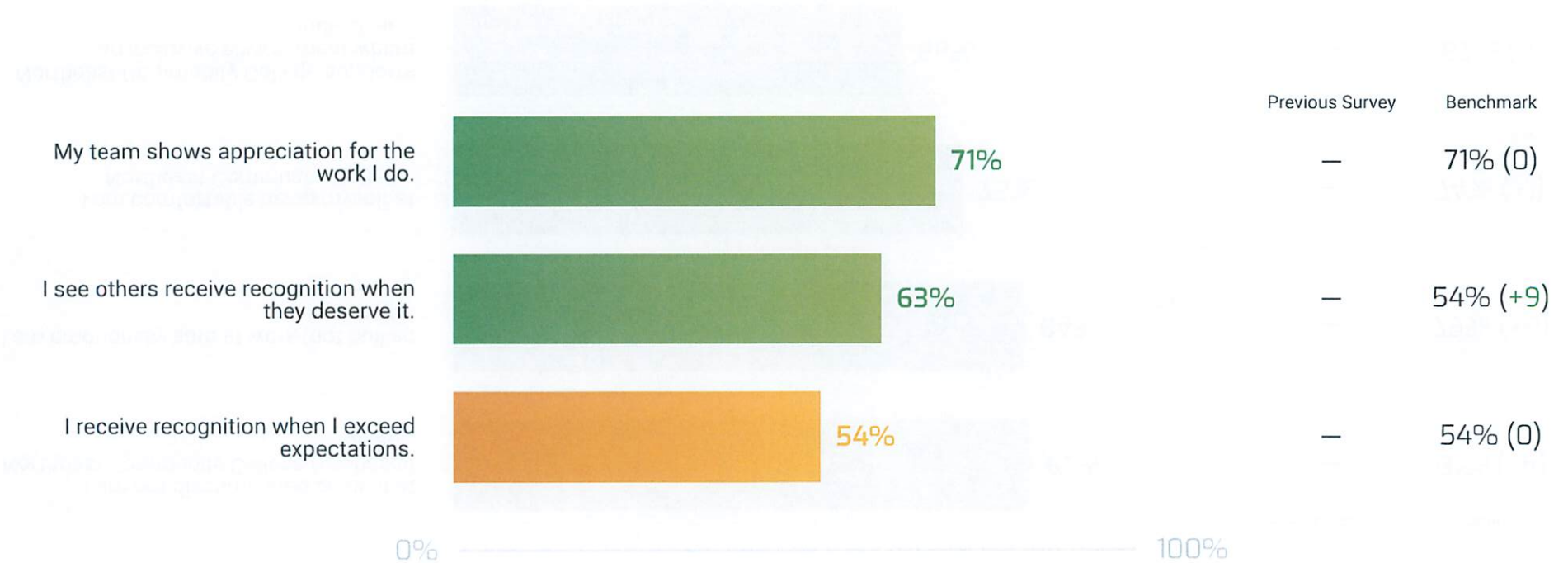
DRIVER: Recognition

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **63%**
 OVERALL BENCHMARK AVERAGE SCORE: **60%**



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

DRIVER: Salary and Benefits

OVERALL DRIVER AVERAGE SCORE: **53%**
OVERALL BENCHMARK AVERAGE SCORE: **56%**

Northeast Community College
Open Date: Nov 1, 2023
Close Date: Nov 16, 2023

of employees: 432
of responses: 346
Response Rate: 80%



I am satisfied with my salary and benefits package.



Previous Survey — Benchmark 56% (-3)

■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing



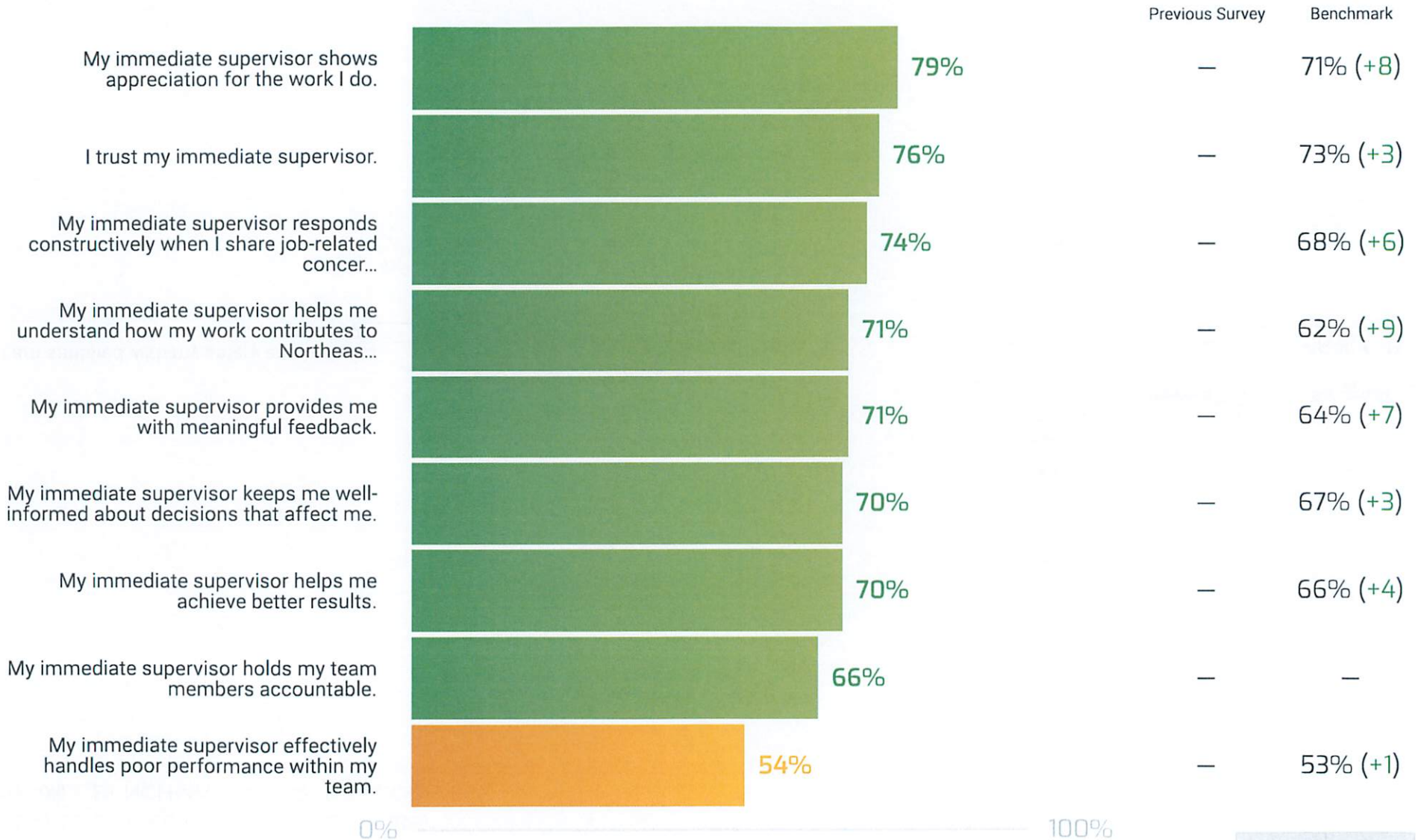
DRIVER: Supervisor Relationships

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **70%**



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing



DRIVER: Working Environment

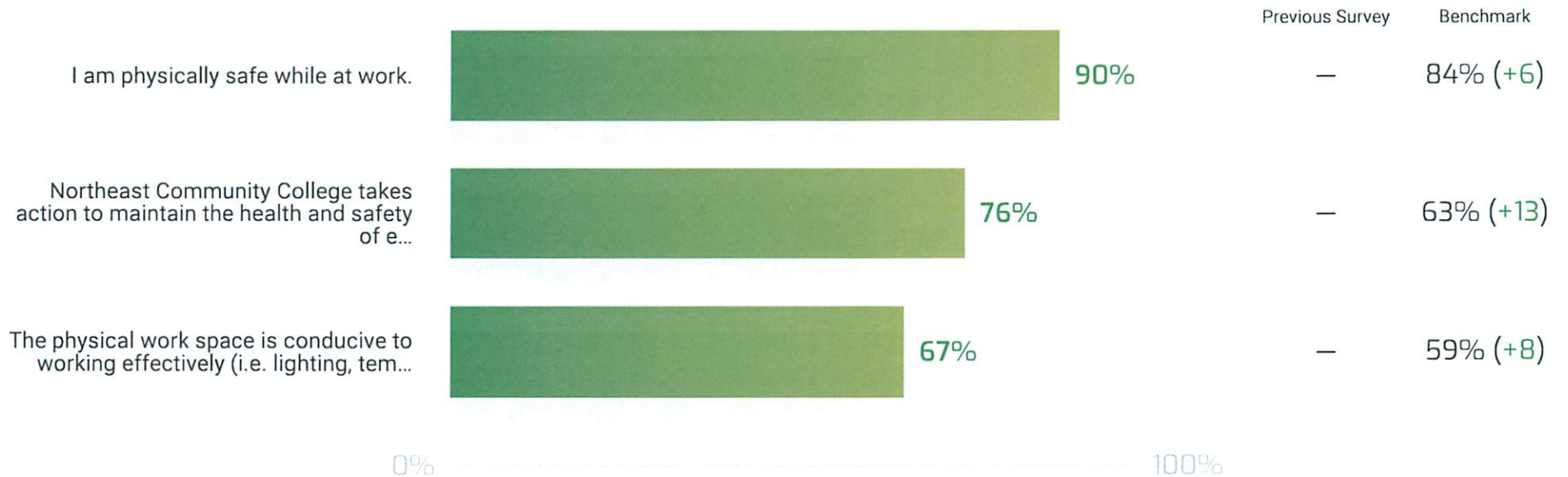
Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **78%**

OVERALL BENCHMARK AVERAGE SCORE: **69%**



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing



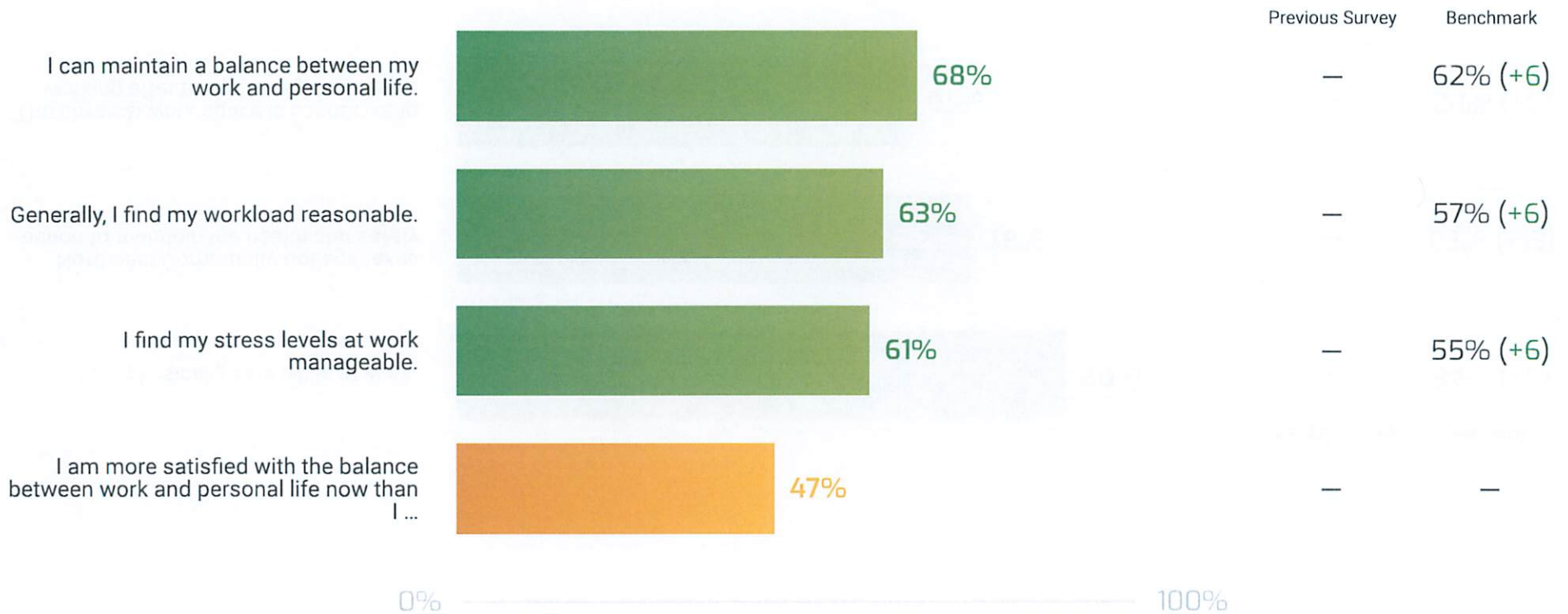
DRIVER: **Work Life Balance**

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



OVERALL DRIVER AVERAGE SCORE: **60%**



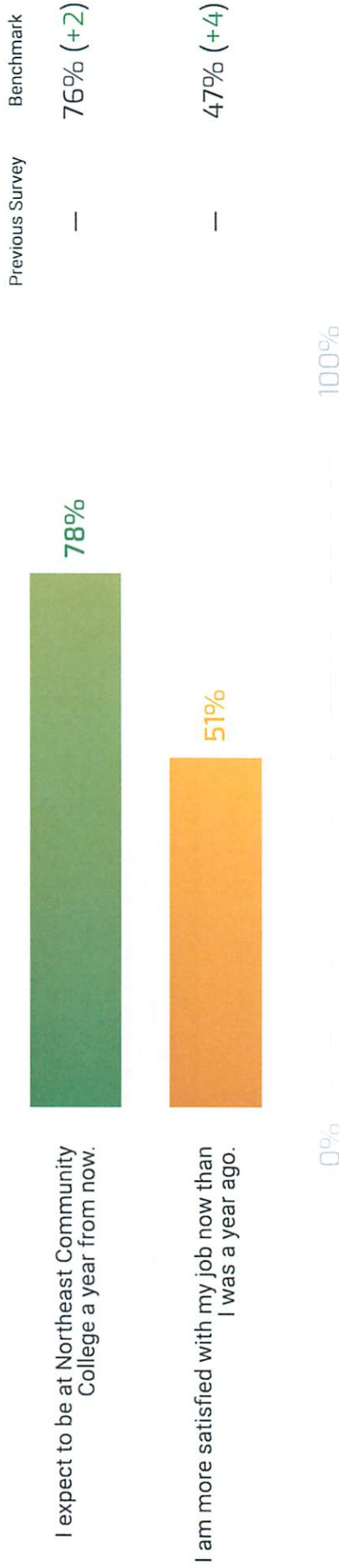
■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

IMPROVE	LEVERAGE
EVALUATE	MAINTAIN

Trending Questions

Northeast Community College
Open Date: Nov 1, 2023
Close Date: Nov 16, 2023

of employees: 432
of responses: 346
Response Rate: 80%

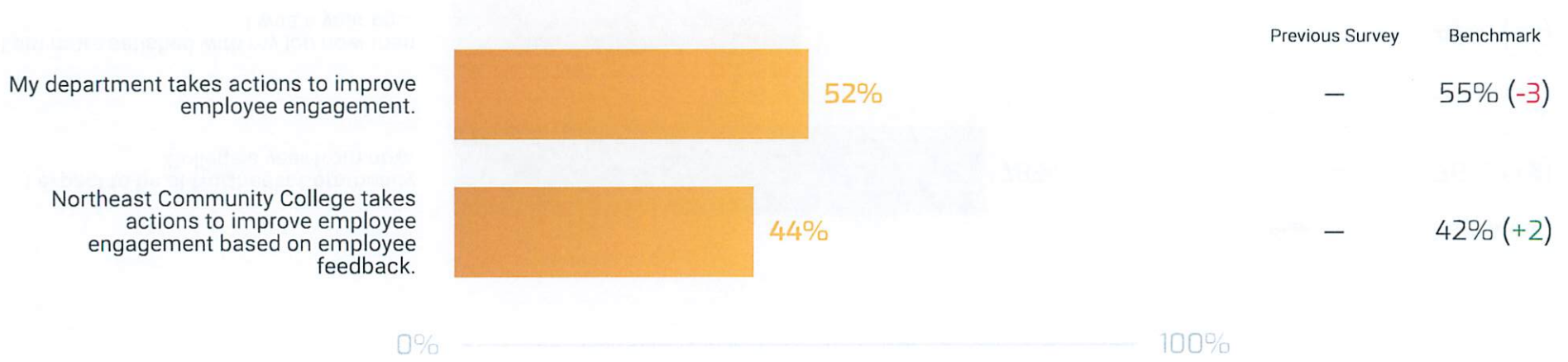


■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

Taking Action Questions

Northeast Community College
 Open Date: Nov 1, 2023
 Close Date: Nov 16, 2023

of employees: 432
 # of responses: 346
 Response Rate: 80%



■ < 40% Low Performing
 ■ 40% - 59% Average Performing
 ■ ≥ 60% High Performing

Interpreting the Results

Engagement Calculation

Each survey respondent is classified into one of four engagement levels based on their average response to the engagement measure questions.

The classification is as follows:

Average response to the engagement measure questions is **greater than 5 = Engaged**

Average response to the engagement measure questions is **greater than 4.5 but less than or equal to 5 = Almost Engaged**

Average response to the engagement measure questions is **greater than 4 but less than or equal to 4.5 = Indifferent**

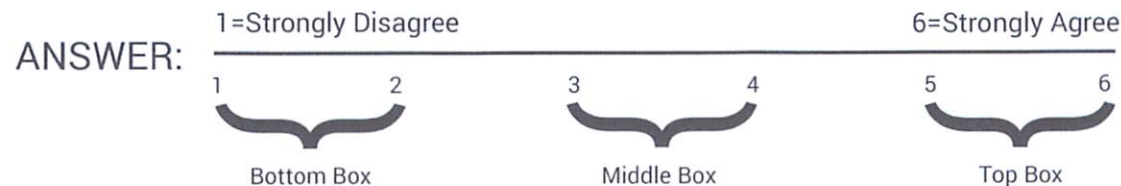
Average response to the engagement measure questions is **less than or equal to 4 = Disengaged**

The percentage of respondents in each engagement level type is then included within the reports.

Question and Driver Calculations

McLean & Company uses a 1 to 6-point agreement scale for data collection, with the additional option to respond not applicable (N/A) when participants deem that the question does not apply to them. Respondents are asked to indicate the extent to which they agree with each statement by choosing a whole number between 1 and 6 on the scale. The question results are displayed as bottom, middle, and top box results, which correspond to the percentage of respondents who selected 1 or 2, 3 or 4, and 5 or 6, respectively. Not applicable (N/A) responses are not included in any results calculations.

The top box scores for each driver are calculated by averaging the top box results for all survey questions assigned to that driver.



continued on next page ...

Benchmarks

Ultimately the state of engagement at every organization is shaped by its people, culture, history, and other factors. Consequently, all decisions related to engagement initiatives must be based on the organization's results and unique needs. External comparisons – including benchmarks – should be used to provide context around your results rather than to make decisions.

McLean & Company offers clients a generic or industry specific benchmark. The generic benchmark is comprised of all standard engagement surveys completed by McLean & Company clients. Industry specific benchmarks are comprised of McLean & Company clients sorted into industry designations as specified by the North American Industry Classification System (NAICS). Industry specific benchmarks are only available for industries which have a large enough data set.

* Driver-level benchmarking has not been provided due to the addition of custom question(s). Please refer to the driver slides for question-level benchmarks where applicable.

Priority Matrix

The prioritization grid is created by plotting the top box scores for each driver on the horizontal axis and the impact of each driver on engagement on the vertical axis. The impact each driver has on engagement is determined by calculating the correlation between each driver and engagement and then multiplying this correlation score by the slope between each driver and engagement. An iterative algorithm places the quadrants such that 3 drivers are positioned in the top left-hand quadrant, the "Improve" quadrant. These "Improve" quadrant drivers have lower top-box scores and higher impact scores relative to the other drivers.

The priority matrix is an informative tool in analyzing results and determining where future engagement efforts and actions could take place. It, however, is simply a part of the analysis and additional information must be considered before making final decisions.



BOARD OF GOVERNORS

ANNUAL CONFLICT OF INTEREST STATEMENT

1. Board Member Name: _____

2. Disclosures:

a. Do you have a conflict of interest (current or potential) as defined in the Board of Governors Code of Conduct Policy (GP-10, #3)? Yes No

i. If yes, please describe:

ii. If yes, has the conflict of interest been disclosed as required in the Code of Conduct Policy? Yes No

b. In the past, have you had a conflict of interest as defined in the Code of Conduct Policy? Yes No

i. If yes, please describe it, including when (approximately):

ii. If yes, has the conflict of interest been disclosed as required in the Code of Conduct Policy? Yes No

c. Do you have a family member who is employed by Northeast Community College? Yes No

i. If yes, please provide the employee(s) names(s) and relationship:

Name

Relationship

Name

Relationship

3. Signature:

Signature of Board Member

Date

I hereby present my monitoring report on the **Ends Policy E-00: Global Ends** according to monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed 
Leah A. Barrett, President

Date 01 December 2023

Students have learning opportunities that enable them to contribute to the economic and social vitality of the service area at a cost that demonstrates prudent use of taxpayers' money.

INTERPRETATION

The mission, vision, values, and strategic priorities of Northeast Community College are focused on student success. Northeast Community College's mission states, Northeast is dedicated to the success of students and the region it serves. The vision is to empower every person in the region to achieve their academic and workforce development goals. The values we champion student success; we are mindful stewards of resources; we build partnerships and collaborations; and we aspire to create an inclusive, diverse culture speak to the College's desire to serve our students and the region. Student pathways to success, excellence and innovation in educational programs, and effective resource management are enVISION strategic priorities that aim to create opportunities for students and the region we serve in an affordable manner.

Northeast adheres to the Nebraska Coordinating Commission for Postsecondary Education (CCPE) *Comprehensive Statewide Plan for Postsecondary Education* as it identifies the role and mission of community colleges in accordance with State Statute 85-962. 85-962 indicates that community colleges shall be student-centered, open access institutions primarily devoted to quality instruction and public service, particularly to those who have been traditionally underserved in other educational settings. To ensure Northeast can provide access to individuals traditionally underserved

7.1

in other educational settings, the college must keep tuition and fees at a reasonable rate. This requires Northeast to be good stewards of taxpayers' dollars and tuition and fee revenue. The community colleges, individually and collectively, shall have as their first instructional and service priority applied technology and occupational education and, when necessary, foundational education. The second instructional and service priority of the community colleges shall be transfer education, including general academic transfer programs, or applied technology and occupational programs which may be applicable to the first two years of a bachelor's degree program, and, when necessary, foundational education. The third instructional and service priority of the community colleges shall be public service, particularly adult continuing education for occupations and professions, economic and community development focused on customized occupational assessment and job training programs for businesses and communities, and avocational and personal development courses. The fourth instructional and service priority of the community colleges shall be applied research.

EVIDENCE

Northeast Community College graduates use their skills to fill jobs in our region, which has a direct economic impact. Selected results from the EMSI | Burning Glass Economic Impact Study are shown. Notice the impact from students' contribution to the economy highlighted in pink. EMSI | Burning Glass is a leading provider of economic impact studies and labor market data to educational institutions, workforce planners, and regional developers in the U.S. and internationally.

ECONOMIC IMPACT ANALYSIS

In FY 2020-21, Northeast added **\$226.8 million** in income to the Northeast service area economy, a value approximately equal to **2.3%** of the region's total gross regional product (GRP). Expressed in terms of jobs, Northeast's impact supported **3,200** jobs. For perspective, the activities of Northeast and its students support **one out of every 34 jobs** in the Northeast service area. The economic impacts of Northeast break down as follows:

Operations spending impact

Northeast employed 543 full-time and part-time employees in FY 2020-21. Payroll amounted to **\$39 million**, much of which was spent in the Northeast service area to purchase groceries, clothing, and other household goods and services. The college spent another **\$18.3 million** to support its day-to-day operations.

The net impact of the college's operations spending added **\$41.7 million** in income to the regional economy in FY 2020-21.

Student spending impact

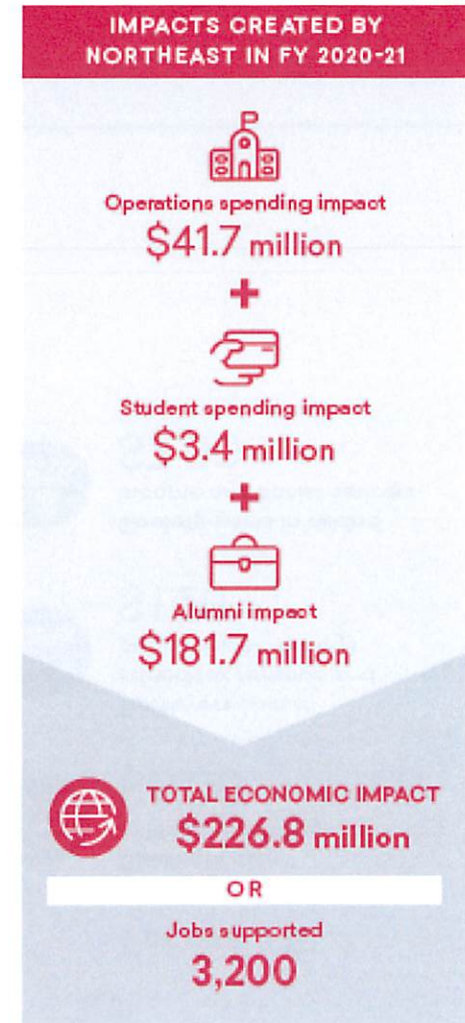
Around **35%** of credit students attending Northeast originated from outside the region. Some of these students relocated to the Northeast service area. In addition, some in-region students, referred to as retained students, would have left the Northeast service area for other educational opportunities if not for Northeast. These relocated and retained students spent money on groceries, mortgage and rent payments, and other living expenses at regional businesses.

The expenditures of relocated and retained students during the analysis year added approximately **\$3.4 million** in income to the Northeast service area economy.

Alumni impact

Over the years, students have studied at Northeast and entered or re-entered the workforce with newly acquired skills. Today, thousands of these former students are employed in the Northeast service area.

The net impact of Northeast's former students currently employed in the regional workforce amounted to **\$181.7 million** in added income in FY 2020-21.



Student benefits extend beyond those shown above. The figure at right demonstrates that not only do students get a return on their own educational investment (lifetime earnings), so do taxpayers (added tax revenue stemming from the students' higher lifetime earnings and the increased output of businesses), and society (reduced crime, lower unemployment, and increased health and well-being across the state).

In short...

Students have learning opportunities that enable them to contribute to the economic and social vitality of the service area at a cost that demonstrates prudent use of taxpayers' money.



1. Students have pathways to achieve academic and/or career goals.

INTERPRETATION

Students have a clear understanding of the programs available at Northeast, the potential careers and earnings associated with those programs, and the required coursework needed to complete each program. In addition, the programs are being taught in a way to ensure that students are learning material pertinent to their academic and career goals.

As a comprehensive community college, Northeast offers both career and technical education in addition to transfer education. Foundational education in math and English are provided in addition to services provided by Adult Education to include preparation for citizenship testing; instruction in basic skills such as reading, writing, and mathematics; preparation and testing for a high school diploma (GED), English language learning (ELL, formerly known as ESL (English as a Second Language)); and integrated education and training.

EVIDENCE

The Strengthening Student Advising Initiative reinvented the advising process and built a framework focused on the student experience. Outcomes included mandatory advising for freshman students, pairing first year advisors with faculty advisors to create an advising team, ongoing advisor professional development, and adapting new student registration. This model has continued to mature over the past four years and has included system updates to support academic planning and hiring an additional advisor through Student Success Endowment funds which allows all degree-seeking students with 28 or less credit hours and those that are not in good academic standing to participate in the mandatory advising model.

In 2022-23, a Career Education and Outreach Coordinator was hired to provide support and guidance to prospective and current students for the purpose of increasing knowledge and confidence levels regarding major and career choices. The position provides a variety of career exploration and career development activities. Some of the services include one-on-one career assessments with follow-up support, job shadow database, and career exploration workshops.

The [College Catalog](#) is available on the Northeast website each academic year outlining the requirements that students must meet in order to graduate with a specific diploma, certificate, or degree. Students and academic advisors have access to DegreeWorks, a tool that outlines and tracks a student's progress towards their degree.

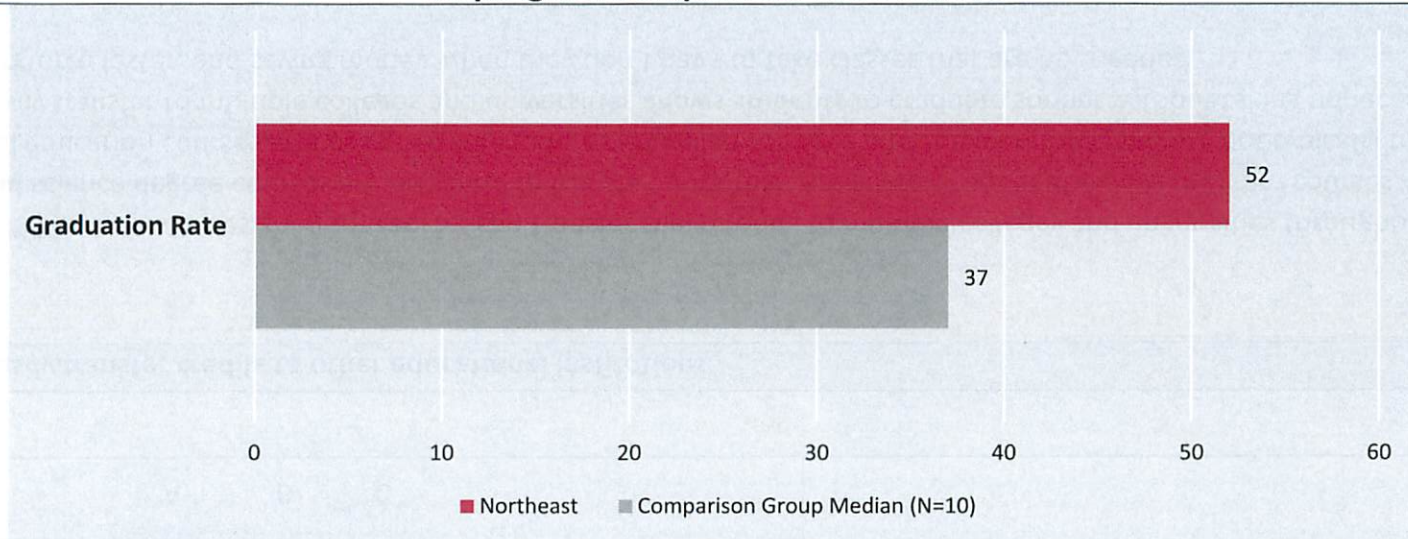
The [Graduate Report](#) is published annually on the Northeast website that notes the first destination of Northeast students following their graduation. Current and prospective students, as well as employers, can view the number of students acquiring a job as well as the number of students continuing their education. It also notes the earning of students in their first jobs by academic program.

Through guided pathways efforts, Northeast is in the process of implementing fields of study to assist in simplifying the process of identifying an area of interest and/or program of study for students. Instead of selecting one of our 130 programs or concentrations, students will choose from one of the seven fields of study. Then, they can select one of the 22 pathways. Each pathway has specific programs and concentrations. We will develop methods for students to explore careers within their selected field of study to ensure they are in the right area, and then begin to drill down with students until they have found the ideal career and connect that to a specific major.

There has been a significant amount of work done around improving new student onboarding processes beginning with an assessment and subsequent recommendations from an external consultant in December 2022. Improvements have been made to ensure students understand the true cost of college and have a plan in place to cover those costs. In addition, processes have been put in place to provide students an opportunity for career exploration if they are undecided prior to registering for classes. It is critical that all students have a similar new student onboarding experience; therefore, a transfer and returning student orientation event was held for the first time in fall 2023 and spring new student orientation planning is underway for January 2024. These students would not have had an orientation program offered to them previously. Assisting students with onboarding to the college extends to our academic programs as well. Agriculture programs have piloted an orientation program for the past three years that allows all agriculture majors to explore careers and programs in the field the first week of the semester to determine if they have chosen the correct path, and how to make changes if their plans do not align with their selected pathway.

In the 2022 IPEDS Data Feedback Report shown below, Northeast's graduation rates extend well beyond those of the CCPE-approved comparison group (10 institutions) (52% vs. 37%). Northeast has been recognized in the top 150 of America's community colleges by the prestigious Aspen Institute six times since 2011, including being named a top 10 national finalist in 2017.

Table 1: Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion: 2018 cohort



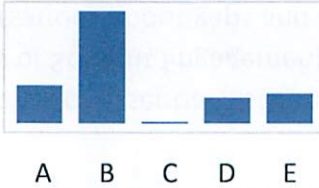
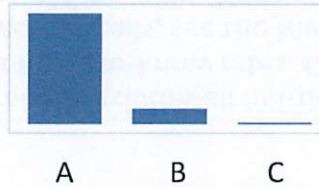
NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate seeking undergraduate students. Graduation and transfer-out rates are the Student Right-to-Know rates. Only institutions with mission to prepare students to transfer are required to report transfer out. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Post-Secondary Education Data System (IPEDS): Winter 2021-22, Graduate Rates component.

Discussed later in Objective 2, the Student Satisfaction Inventory 2022 results show that 60% of students indicated an associate degree as their main goal (58% in 2018). Thus, Northeast is close to reaching that goal at 52%, but there is room for improvement. Northeast students are certainly achieving their goal(s) on a greater scale than the comparison group—due in part to laying the proper foundation for their degree (pathways). The implementation of guided pathways best practices will assist Northeast in increasing this percentage to achieve greater student success.

Guided pathways is composed of essential institutional practices that help students along their journey to success. Many items from the Community College Survey of Student Engagement (CCSSE) are aligned with important dimensions of guided pathways. This tool can be used to facilitate important conversations about gaps and areas of alignment in three key areas: 1) helping students get on a path, 2) helping students stay on their path, and 3) ensuring students are learning. Two questions excerpted from CCSSE 2023 below demonstrate this.

In CCSSE 2023, two questions (there are several) align with “how students get on a path” show below. Notice how the participation/yes rates are encouraging but can always improve.

<p>14. The one response that best describes my experience with <u>orientation</u> when I first came to <u>this college</u> is:</p> 	<p>A) I took part in an online orientation prior to the beginning of classes (19%)</p> <p>B) I attended an on-campus orientation prior to the beginning of classes (46%)</p> <p>C) I enrolled in an orientation course as part of my course schedule during my first academic term (5%)</p> <p>D) I was not aware of college orientation (14%)</p> <p>E) I was unable to participate in orientation due to scheduling or other issues (16%)</p>
<p>20. Before the end of my first academic term <u>at this college</u>, an advisor helped me develop an academic plan (a personalized plan with a defined sequence of courses for completing a college certificate or degree and/or for transferring to a 4-year college or university).</p> 	<p>A) Yes (55%)</p> <p>B) No (25%)</p> <p>C) I'm still in my first academic term; I have not yet developed an academic plan (20%)</p>

1.1 Students can easily transfer credits to other educational institutions.

INTERPRETATION

Northeast students taking courses designed to transfer can transfer their credits to multiple colleges and universities throughout the United States. Associate of arts and science degree courses are designed to transfer smoothly. Associate of applied science program courses, the more hands-on career and technical education courses, are designed for students who plan to move into the workforce and are not typically transferable. Having courses that can easily transfer to multiple colleges and universities allows students to graduate sooner without taking unnecessary credits, thus getting into the workforce faster, and saving money when they don't have to take classes that are not needed.

EVIDENCE

Northeast has a [Transfer Guide](#) page on the website noting articulation agreements with several four-year colleges that outlines courses and programs that are accepted by a certain institution. In addition, it provides links to [Transferology](#), a nationwide network designed to help students

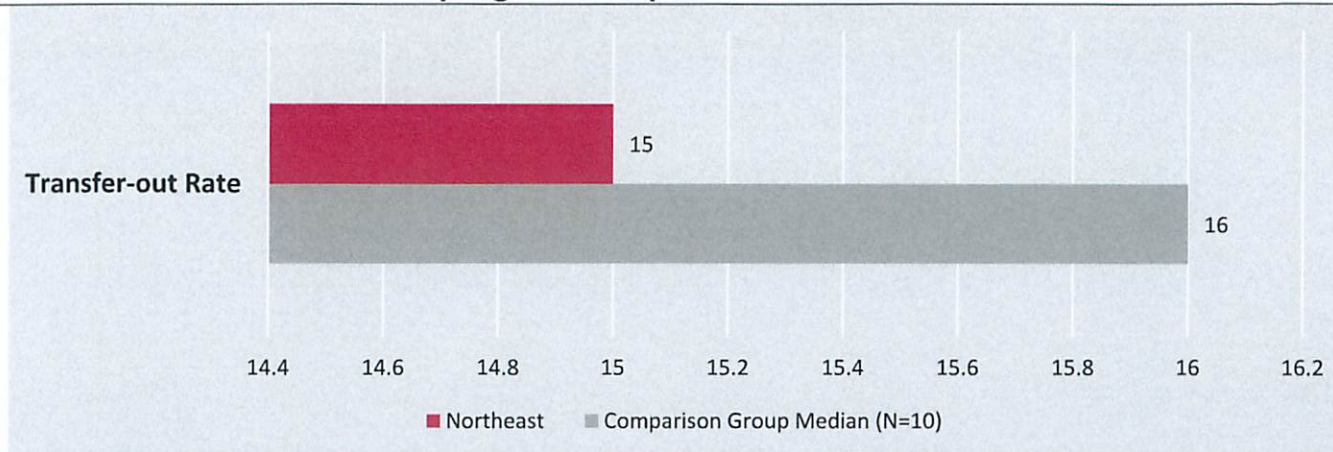
explore transfer options, and [Transfer Nebraska](#), a site developed by Nebraska colleges and universities to assist students with knowing how credits will transfer to colleges and universities throughout the state.

Northeast is an active participant in the Nebraska Transfer Initiative, which meets annually to review state-wide articulated courses among the six Nebraska community colleges. Faculty representatives from each college convene to review course numbers, titles, descriptions, objectives, student learning outcomes, and materials to assure students receive consistent instruction regardless of institution.

The latest IPEDS Data Feedback Report 2022 below shows this with transfer in mind. Northeast is just one-percentage point shy of the CCPE-approved comparison group (15% vs. 16%), indirectly suggesting transferring works at Northeast as well as those colleges in the comparison group. Ease of transfer can also be measured by performance at other institutions.

Many Northeast students transfer to a four-year institution to complete their academic careers. The majority transfer to the University of Nebraska-Lincoln (UN-L) or Wayne State College (WSC). In cooperation with these institutions, Northeast can track how our students do academically compared to their native or other transfer students.

Table 2: Transfer-out rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion: 2018 cohort



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate seeking undergraduate students. Graduation and transfer-out rates are the Student Right-to-Know rates. Only institutions with mission to prepare students to transfer are required to report transfer out. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Post-Secondary Education Data System (IPEDS): Winter 2021-22, Graduate Rates component.

The table below from Wayne State College compares the GPAs for Northeast transfer students and WSC native students for fall terms 2020 through 2022. The number of overall transfers has declined--especially in Fall 2022 (61). Overall, Northeast students seem to keep up, if not exceed at times, native WSC students when comparing GPAs

	Avg. Cum. GPA	No. of Students	Avg. Cum. GPA	No. of Students	Avg. Cum. GPA	No. of Students
	2020		2021		2022	
New Junior Northeast Transfers:	3.48	52	3.22	45	3.46	24
New & Continuing WSC Juniors:	3.26	614	3.30	673	3.33	679
New Sophomore Northeast Transfers:	3.04	30	3.09	23	3.02	33
New & Continuing WSC Sophomores:	3.23	660	3.23	674	3.21	586
New Freshmen Northeast Transfers:	1.78	5	2.40	3	1.97	4
New & Continuing WSC Freshmen:	2.83	937	2.80	881	2.82	919
All NEW Northeast Transfers (no seniors):	3.30	87	3.15	71	3.22	61
All New & Continuing WSC Students (Freshmen/Junior only):	3.17	2,211	3.19	2,228	3.19	2,184
All New & Continuing WSC Students (including seniors):	3.28	2,866	3.28	2,930	3.30	2,948

Source: Wayne State College, Office of Institutional Research

1.2 High school students can obtain dual credits.

INTERPRETATION

Research has shown that students taking dual credit courses in high school are more likely to graduate from high school, enroll in college, and earn a college degree ([The Dual Enrollment Playbook](#), Community College Research Center). In April of 2022, the Nebraska legislature passed a resolution to increase the college attainment rate of Nebraskans aged 25-34 to 70%. The current degree attainment rate is 58% for this age group. It is even lower for Northeast's service area, 41% for the total population. Making dual credit available to students throughout our service area will assist in increasing the degree attainment rate of our region as well. Northeast collaborates with area high schools and Educational Service Units (ESUs) to provide access to college courses through dual credit programming throughout our service area. Courses are offered in high schools, at

Northeast campuses, and through distance learning technologies. High school students may also register for college credit only courses through the Early College program.

EVIDENCE

Northeast Nebraska Career Academies Partnership (NENCAP) is a partnership created to pool resources via Carl D. Perkins funds to expand career and technical offerings for students across the Northeast service area. A major accomplishment for the NENCAP consortium is the Fridays@Northeast program, which launched in Fall 2016, allowing high school seniors the opportunity to spend Fridays at the Norfolk, South Sioux City, or O’Neill campuses. NENCAP provides funding for textbooks and instructional materials for students enrolled in the courses. During 2022-23, 131 students from 27 different high schools and 6 homeschoools participated in the program.

Northeast is the lead partner in the Pathways-2-Tomorrow (P2T) consortium of eight secondary schools, along with Wayne State College (WSC) and ESU #2. These organizations are focused on creating career and technical pathways for students in high school to transition to the workplace or to further their education at a postsecondary institution. The partnership with P2T made career and technical education opportunities in five career pathways available at the West Point Extended Campus. In 2021, P2T was recognized as the Nebraska Career and Technical Education’s (CTE) Outstanding Secondary Program through the Nebraska Department of Education.

Starting fall 2023, the Early College program at Northeast provided free tuition for all students currently enrolled in high school to take dual credit or college credit courses with no additional fees. Students will pay for their textbook if their high school does not provide it. During the spring of 2022, the Unicameral provided additional funding for Nebraska community colleges for dual credit offerings by appropriating American Rescue Plan Act funds for the next three years for this purpose. This funding, in addition to reallocation of operational funds, made the transition to free tuition for Early College coursework possible.

Dual credit headcount has increased from 819 students in 2010-11, to 2,004 students in 2022-23, through efforts like those that have been detailed above. In 2022-23, 85% of students who took dual credit enrollment matriculated to any college. Of those, 28.3% matriculated to Northeast. [Previous years’ data display similar outcomes (see below).] This aligns with other studies done on dual credit, that enrolling in dual credit increases the chances that a student will enroll in college. High matriculation rates to any college is a positive outcome and demonstrates our ability to impact the college attainment rate set forth by the Nebraska Legislature.

Table 4: enVISION Measure - Dual Credit Matriculation					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Matriculation to Northeast	29.5%	26.9%	29.0%	29.1%	28.3%
Matriculation to any college	89.6%	85.5%	88.4%	85.2%	85.0%

In addition, this aligns with the work of the Rural Guided Pathways Project. One of the goals of our work, along with our partners, is to increase the college-going mindset in our region. Statewide, Nebraska currently has a college-going rate of 69.6%, so to have an 85% matriculation rate for students taking dual credit is significant. In reviewing the number of students enrolling at Northeast after taking a dual credit class, this as an area of opportunity to matriculate more students to Northeast through intentional efforts, including P2T, Fridays@Northeast, Panther Pathways with Norfolk Public Schools, and the new advising pilot. Northeast has also increased communication with area schools by hosting school administrator meetings in each region, holding virtual meetings with all school counselors during each semester, and Early College 101 for counselors, dual credit instructors and school administrators. Northeast was also recently awarded an Early College Access Planning Grant which will allow intentional conversations to occur with high school administrators and guidance counselors to determine what additional support is needed to ensure all high school students are aware of and can take advantage of college credit opportunities, and to ensure the courses they are registering for align with their future educational goals.

One of the gaps discovered is in the diversity of students taking and excelling in dual credit courses. Work is underway to reach a more diverse population through dual credit outreach which has allowed this percentage of Hispanic students taking dual credit to increase from 7.2% to 11% over the past year. A Latino Youth Summit, open houses offered primarily in Spanish, bilingual student ambassadors, and informational materials translated into Spanish are a few efforts that have taken place. This is more closely aligned to our regional demographics which were 12.5% Hispanic in 2023 (Lightcast). This suggests that recruitment for all students, not just dual credit, exercises the same rigor regarding diversity.

Table 5: Dual/Concurrently Enrolled Students (includes all early entry)

Source: IPEDS 12-Month enrollment survey

2022-2023	Total headcount	%	High school students	%
American Indian or Alaska Native	57	1%	17	1%
Asian or Pacific Islander	57	1%	20	1%
Black, non-Hispanic	78	1%	26	1%
Hispanic	771	12%	237	11%
White, non-Hispanic	5118	77%	1739	81%
Two or more races	109	2%	39	2%
Nonresident alien	110	2%	5	0%
Unknown	310	5%	65	3%
Overall	6610		2148	32%

1.3 Students develop workforce skills necessary to meet demand of businesses in service area.

INTERPRETATION

As noted above, according to State Statute 85-962, one of the instructional and service priorities of the community colleges shall be public service, particularly adult continuing education for occupations and professions, economic and community development focused on customized occupational assessment and job training programs for businesses and communities, and avocational and personal development courses.

Northeast works with the region to develop short- and long-term programming to meet the needs of the service area which are identified through conversations with area employers and through review of labor market data for the region. Workforce development, continuing education, and personal development coursework are accessible to the service area where various programming is offered depending on the needs of the region.

EVIDENCE

Annual academic program advisory committee meetings provide opportunities for industry leaders and faculty to discuss current needs and validate program recommendations and changes. Workforce Development staff identify workforce needs through qualitative feedback they gather when talking with regional employers. In addition, surveys are distributed to all known employers of Northeast Community College graduates each year. Faculty and academic staff members review graduate employment, wages, labor market trends, and employer satisfaction as part of the annual program review process utilizing Department of Labor data and Lightcast labor market data analytics tools.

Moreover, the President is active in The Nebraska Chamber and several community Chambers, including Siouxland, Norfolk, O’Neill, and West Point. She regularly meets with business leaders, economic development professionals, state senators, and members of our federal delegation. Additional evidence of the multiple contacts the President has throughout the region can be found in the President’s Update to the Board each month.

Each year, the Institutional Research Office invites employers to evaluate graduates that have worked for them during the prior year. In Spring 2023, 292 surveys were sent, with 148 employers responding (51%). Questions are broken down into two parts, 1) employee, and 2) program assessment. Whether the employer would hire a Northeast graduate again (pink row in program assessment) speaks to students fulfilling the employer’s demands/expectations. In 2023 (2022 grads), the percentage was 97.2%. If the student possesses the skills necessary to be successful in the workforce (pink row in employee assessment), this can be answered by examining the “overall job preparation” question. In 2023 (2022 grads), the percentage was 91.9%. Note: this row is not an average of the above rows. Rather, it is its own question in the survey. Examining all rows above, it helps paint the brush strokes of the employee’s various soft/hard job skills. Recent years have shown an improvement in both percentages. Percentages on or above 90% are considered very good, 95% or above excellent.

Table 6: Employer Evaluation of Employee Skills (Institution-Wide)
Percent Rated Excellent & Good
Distributed 2016 to 2023 (2015 to 2022 Graduates)
Total Ratings (Excellent, Good, Fair, Poor, N/A)

Job Skills: Employer Assessment of Students

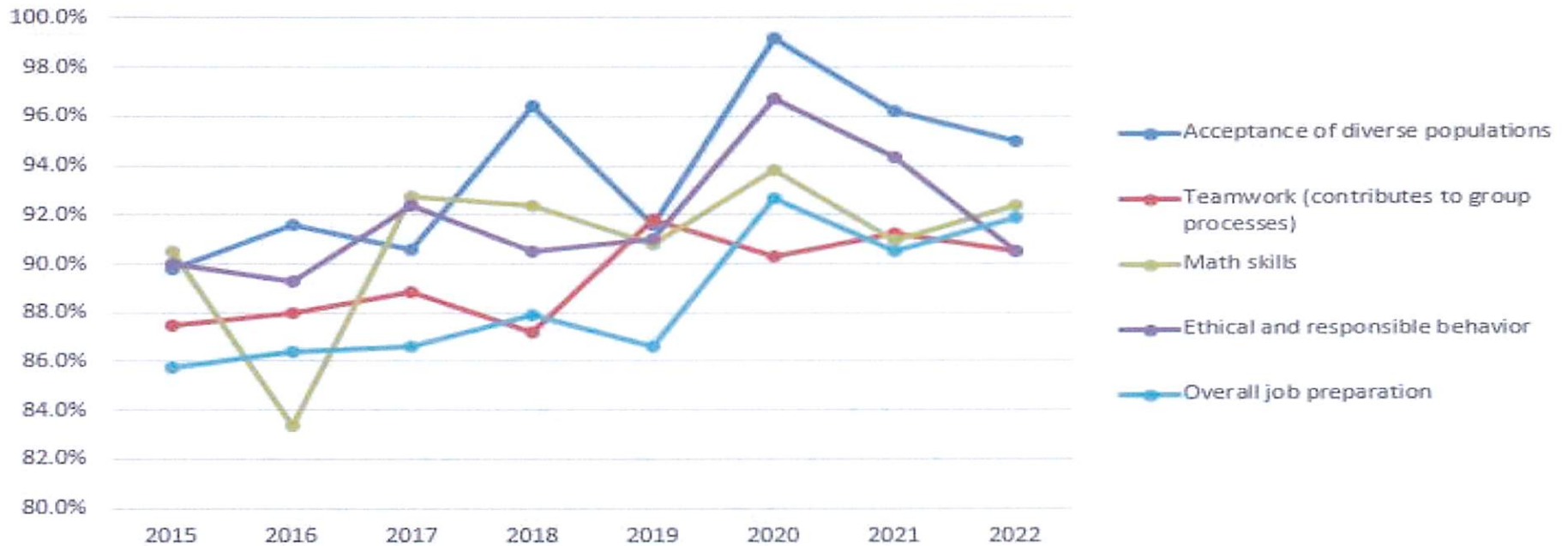


Table 7: Core Competencies/Skills: Employer Assessment of Students

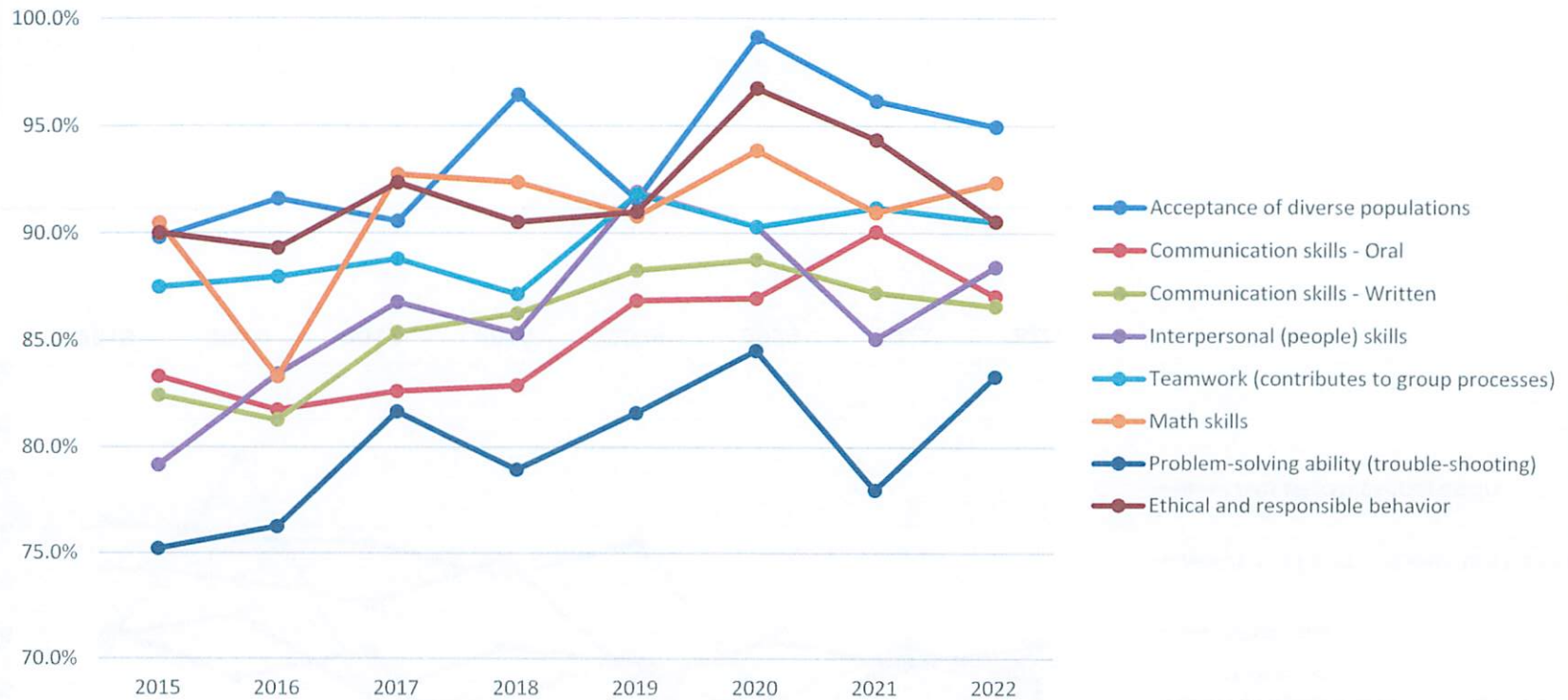


Table 8: Overall Employer Assessment of Programs

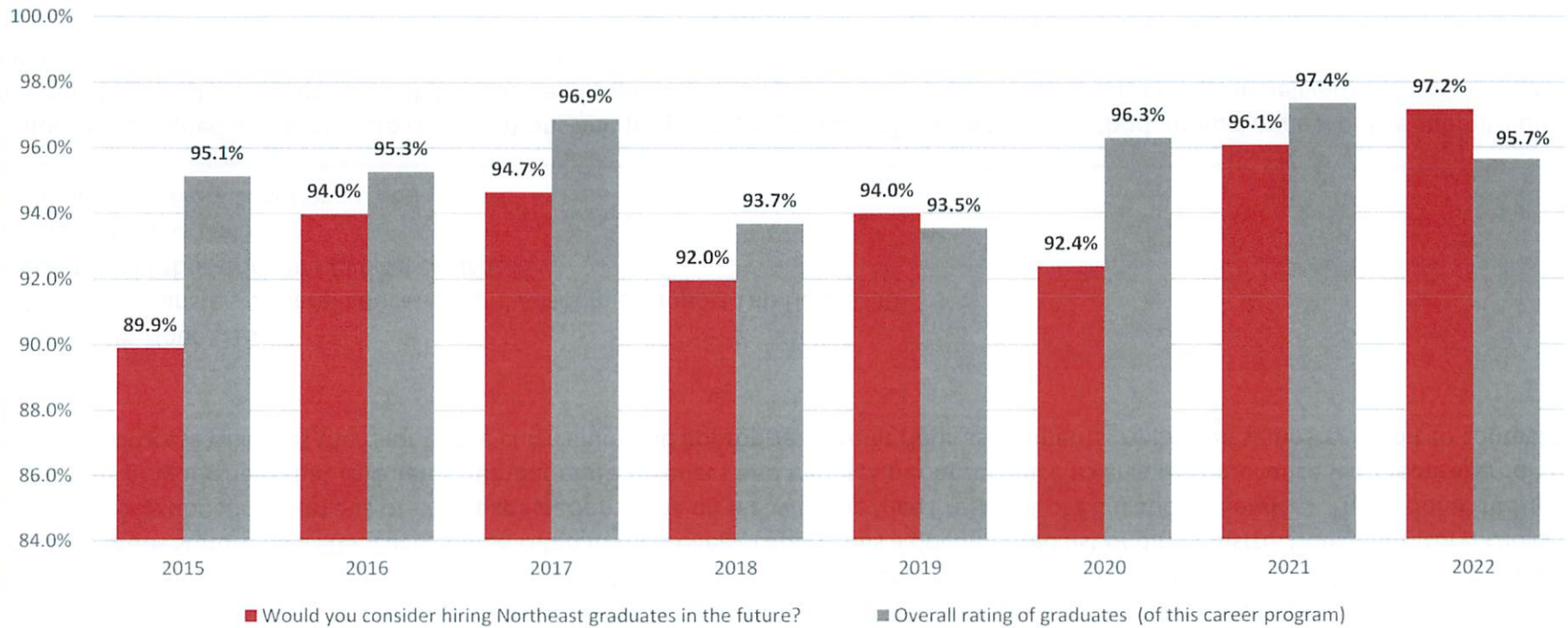


Table 9: Employer Survey Statistics

Survey Methods	2015	2016	2017	2018	2019	2020	2021	2022
Number of Employer responses	125	165	149	120	155	125	161	148
Total surveys mailed/emailed	270	312	284	274	322	285	314	292
Response Rate	46%	53%	52%	44%	48%	44%	51%	51%
Distribution format	Paper with option to complete online	Email first, then paper with option to complete online	Email first, then paper	Paper	Paper	Paper with option to complete online	Paper	Paper

1.4 Students are aware of the academic standards required to achieve college success.

INTERPRETATION

Several systems are in place to ensure students will be informed and understand the academic expectations of Northeast Community College, what requirements are needed to remain in good standing and to graduate, as well as the requirements to maintain eligibility for financial aid.

Northeast Community College maintains an ongoing process of annual instructional program review and cyclical review through internal, state-mandated, and specialized accreditation.

Assessment of student learning provides evidence of college-level rigor through annual evaluation of learning goals for each college identified program. Data is used to update course and program curricular outcomes in accordance with recognized industry standards and program-level accreditation requirements.

Northeast assigns credit hours for coursework based on AP 4190.0 Credit Hour Assignment utilizing Carnegie Foundation units and a semester schedule. Definitions for credit hour, clinical hour, contact hour, laboratory hour, and practicum hour provide duration of each unit in accordance with Nebraska State Statute 85-1503. Each course listed in the College catalog has a documented list of direct instruction; laboratory, clinical, and cooperative work experience; and out-of-class expectations time on file with the Vice President of Educational Services. This is done through a credit hour tracker worksheet that calculates number of occurrences and minutes per occurrence to ensure compliance with federal credit hour standards. This process validates the rigor of the curriculum and appropriate credit hour assignments. Approved semester credit to contact hour ratios are:

- Classroom Hour 1:15
- Academic Transfer, General Education and Academic Support Lab Hour 1:30
- Vocational Laboratory and Clinical Hour 1:45
- Practicum Hour 1:45
- Cooperative Work Experience 1:60

Credit hours are assigned uniformly across all locations and programs, regardless of instructional method. Annual review of the submitted tracker is completed by the faculty assigned to teach the course. If significant changes occur to the course such as change in delivery method or student learning outcomes, reviews should be completed sooner.

AP-4192.0 Assignment of Awards establishes protocol for identifying and assigning curriculum through course sequencing and assignment of various awards as approved by Nebraska State Statute and the Nebraska Coordinating Commission for Postsecondary Education (CCPE). Northeast

awards associate degrees (minimum 60 credit hours), diplomas (minimum of 30 credit hours), certificates (minimum of 16 credit hours), and skills awards (less than twelve credit hours). Various certifications are also provided in both credit and non-credit program areas.

EVIDENCE

Students are introduced to the [College Catalog](#) during New Student Registration. The College Catalog outlines the academic expectations to maintain enrollment and eligibility for financial aid, as well as the necessary requirements for graduation, including the courses needed to complete their program of study. The College Catalog outlines the satisfactory academic progress that students need to meet to be eligible or maintain eligibility for federal, state, and institutional aid. Also outlined in the Catalog are the consequences of not maintaining satisfactory academic progress, which includes financial aid probation and suspension. In addition, it outlines the Academic Standards of Northeast, which explains how students maintain good standing with the College as well as the consequences of academic warning, probation, and suspension. This is also discussed at New Student Orientation with students.

All degree seeking students are assigned a first-year advisor who builds an academic plan for them within DegreeWorks. All students are required to meet with their first-year advisor until they complete 30 credit hours. First year advisors go over DegreeWorks and their academic plan when meeting with students and assisting them in registering for their spring semester classes. Students and faculty advisors can view this academic plan to see what courses are needed for them to complete their degree and to ensure that they remain on track with their degree.

During each semester of a student's first year, first year advisors review mid-term grades. Students who have a grade of "D" or lower at mid-term are contacted by their first-year advisor. Students are provided with options for improving their grade or for withdrawing from the course and the consequences of not doing well in the course. After final grades are submitted for each term, students receive their academic standing status. Those not in good standing receive a letter that requires them to meet with their first-year advisor to develop an academic recovery plan.

Course syllabi are managed through Simple Syllabus beginning Fall 2023. Every course has a syllabus that students receive on or before the first day of the course that outlines the course assignments and due dates. It also outlines the instructor's expectations for the course and weight of different course assignments and exams on the final grade. The syllabus also notes the student learning outcomes for the course. Further, all course syllabi are available to students throughout the course in the Canvas Learning Management system.

The CCPE requires each instructional program to be reviewed every seven years. During this process, the college determines the viability of each program and if modifications should be implemented to meet current industry needs. After the review is completed, recommendations are submitted to the Vice President of Educational Services who then forwards them to the President and the Board of Governors. Upon approval, the necessary review documents are submitted to the CCPE for the external review and a continuation decision.

Northeast has historically conducted internal reviews mid-way between program reviews for the CCPE. Beginning fall 2023, a more comprehensive annual program review replaced the mid-cycle review process. The annual review provides the ability to analyze trend data, identify opportunities

to improve student learning, and develop action items. Goals of the new program review process are to increase post-graduation outcomes and enhance teaching and learning through data-informed decision-making allowing for more timely improvements in the program. This change allows for more timely improvements in the program. The review process aligns with *enVISION* by incorporating program mapping for fields of study, SWOT analysis, and key performance indicators tied to strategic measurements. Dashboards provide faculty and deans access to disaggregated student data. The internal program review process incorporates student learning outcomes, assessment, and requirements for credit hour tracking.

Programs with specialized accreditation also undergo evaluations by external organizations. While these programs follow annual internal and CCPE review cycles, program review strategies related to required accreditation standards are also implemented.

Several responses from Ruffalo-Noel-Levitz Student Satisfaction Inventory (SSI) provide evidence of Northeast compliance with this section of the Ends. SSI 2022 groups strengths and challenges by responses that rate a question being of high importance and if highly satisfied (upper 25th quartile), a strength; lowly satisfied (lower 25th quartile), a challenge. Each question is compared to the Midwest cohort and the last Northeast survey administered in Spring 2018. The question that best answers students being aware of the academic standards required to achieve college success is Q#66 below, "Program requirements are clear and reasonable." Q#71 and Q#75 touch on this, as well.

The challenges table follows, indicating one area where Northeast can improve (Q#72). It's possible other questions in either table can address student awareness beyond those in pink. Displaying them all provides transparency and the opportunity to select more or less.

<i>Table 10: Strengths (in descending order of importance)</i>		Comparison to Midwest Institutions	Northeast Trend Comparison (2018 to 2022)
Item #	Question		
71	Campus item: I know who my advisor is. [<i>New in 2022</i>]		
75	Campus item: My major is providing me with the necessary preparation for a successful career.		
51	There are convenient ways of paying my school bill.	★★★	★★
31	The campus is safe and secure for all students.	★★	
58	Nearly all of the faculty are knowledgeable in their fields.	★★★	★
36	Students are made to feel welcome on this campus.	★★	★
66	Program requirements are clear and reasonable.	★★★	
68	On the whole, the campus is well-maintained.	★★★	★
69	There is a good variety of courses provided on this campus.	★★★	★★
70	I am able to experience intellectual growth here.	★★★	★★
80	Campus item: Returning adult students are made to feel welcome at this college.		
34	Computer labs are adequate and accessible.	★★★	★
50	Tutoring services are readily available.	★★★	
41	Admissions staff are knowledgeable.	★★★	
62	Bookstore staff are helpful.	★★★	★
43	Class change (drop/add) policies are reasonable.	★★★	★★
45	This institution has a good reputation within the community.	★★★	★★
	★ Difference statistically significant at the .05 level ★★ Difference statistically significant at the .01 level ★★★ Difference statistically significant at the .001 level		

Table 11: Challenges (in descending order of importance)		Comparison to Midwest Institutions	Northeast Trend Comparison (2018 to 2022)
Item #	Question		
76	Campus item: I am knowledgeable of important dates and deadlines (registration dates, drop/add period, last day to withdraw). [<i>New in 2022</i>]		
72	Campus item: My advisor assists me in clarifying my career goals.		
18	*The quality of instruction I receive in most of my classes is excellent.	★	★
20	Financial aid counselors are helpful.	★★★	★★
7	**Adequate financial aid is available for most students.	★★	★
8	Classes are scheduled at times that are convenient for me.	★★★	★★★
29	Faculty are fair and unbiased in their treatment of individual students.	★★	★★★
13	Financial aid awards are announced to students in time to be helpful in college planning.	★★★	★★★
39	The amount of student parking space on campus is adequate.	★★★	★★★
54	Faculty are interested in my academic problems.	★★★	★★
	★ Difference statistically significant at the .05 level ★★ Difference statistically significant at the .01 level ★★★ Difference statistically significant at the .001 level		

*Since most traditional campuses made the switch to online course offerings during the 2020–2021 academic year, the consistent perceptions of the quality instruction are a win for colleges and universities that had to navigate the new dynamic of online learning. On individual campuses this item may still be identified as a challenge (high importance, lower satisfaction). The recommendation is to *isolate the data to specific programs to provide a clearer picture on where the instruction concerns are most often located*. 2021 RNL | 2021 National Student Satisfaction and Priorities Report

**While satisfaction levels held steady or increased in this area from one year to the next, colleges and universities will need to continue to be sensitive to the financial fallout from the pandemic and the effect on students and their families as they award financial aid. Institutions need to make sure students and families can find information and instructions for applying for aid. In addition, making the case for the value of the college experience and education (in any modality) can help demonstrate the return on the investment in an education. Finally, and most importantly, ensuring that education is affordable and will not saddle students with debt levels they cannot handle should be ongoing priorities for an institution in today’s environment. 2021 RNL | 2021 National Student Satisfaction and Priorities Report

2. Diverse populations of students experience learning and academic success responsive to their unique needs.

INTERPRETATION

As noted previously, Northeast adheres to the Nebraska Coordinating Commission for Postsecondary Education (CCPE) Comprehensive Statewide Plan for Postsecondary Education as it identifies the role and mission of community colleges in accordance with State Statute 85-962. Northeast is an open access institution, which means students with different levels of skills and abilities will be admitted to the college. Northeast will need to provide a variety of programs in a variety of formats to meet the needs of diverse populations of students which includes, but is not limited to, first generation college students, part-time students, full-time students, nontraditional students, low-income students, students with disabilities, underserved students, and traditional age college students.

EVIDENCE

Northeast has spent the past more than a decade focused on building and improving the student experience for full-time, degree-seeking students. As a result, Northeast has seen strong enrollments from traditional age students. The guided pathways journey has pointed out that with the focus on traditional, full-time, degree-seeking students, we are missing improving the student experience for the majority of our students. During the summer of 2021, Northeast participated in a Community College Research Center (CCRC) Guided Pathways Summer Institute and did a deep dive into our data. As a result, we realized that 69% of our students are enrolled in non-credit, non-degree, and unstructured programs. Up to this point, we have always focused on the 31% of students in degree-seeking programs. In other words, for every one student we are working to chart the course for, we are leaving two left to forge their own path. In addition, we discovered inequities in our top ten enrollment programs when we disaggregated the data. When looking at program enrollment through an equity lens, we realized our low-wage programs had a higher number of diverse students enrolled.

These data discoveries have been reinforced through our Rural Guided Pathways Project work. Team members have identified two focus areas, 1) increase the college-going mindset in our region and 2) engage the underemployed. The team has identified that we are not reaching all potential students in our region, and to increase the college-going rate of our region, we are going to have to work to reach students we haven't always been reaching. This will require us to make changes to some of our program offerings, create multiple on- and off-ramps, develop accelerated programs, and create more certificate to degree programs for our students. We need to meet students where they are and talk with families of first-generation college students. As noted previously, a similar onboarding program needs to be developed for all students, not just degree-seeking students, each semester. Advising also needs to take place with all students. These are all areas being reviewed and addressed through guided pathways priorities.

For the past two academic years, a team of individuals from across the college have been working to make Northeast a JED Campus. The Jed Foundation (JED) is a national nonprofit organization dedicated to preventing suicide and protecting the emotional health of our nation's youth and young adults. JED works with colleges across the country to provide expert support, evidence-based best practices, and data-driven guidance to protect student mental health and prevent suicide. The process of becoming a JED Campus requires colleges to go through JED's fundamentals

program, where we partner with JED experts to assess our college's needs, develop a customized strategic plan to build on existing strengths, and implement tools, strategies, and techniques that lead to measurable improvements in student mental health and a more connected community. Northeast is currently in year three of a four-year journey to become a JED Campus. During year one Northeast students took the nationally normed Healthy Minds survey to help the Northeast JED Team determine what student needs are most pressing. Some of the key takeaways included that our students are concerned about their finances. 85% of the students surveyed described their financial situation as sometimes to always stressful, which is higher than national comparisons. In addition, 75% of students surveyed strongly to somewhat agree that they are ashamed of having a mental illness. This is compared to 54% of students feeling the same way nationally. As a result of these findings, Northeast is working to ensure resources are available to students who are financially struggling including the food pantry, career closet, and emergency financial assistance through the financial aid office. In addition, the Student Health and Counseling staff held a campaign during the month of September around "It's okay not to be okay" to normalize seeking help when you are feeling overwhelmed or sad. A positive finding from the students surveyed was that 85% felt that Northeast is a college that looks out for each other.

Table 12: The Various Faces of Diversity at Northeast Fall 2022 Credit Students

Table 1 - Fall 2022 Race/Ethnicity by Gender

Race/Ethnicity	Female	F %	Male	M %	Grand Total	GT %
2 Or More	51	2%	38	1%	89	2%
American Indian or Alaska Native	26	1%	11	0%	37	1%
Asian	27	1%	13	0%	40	1%
Black or African American	40	2%	21	1%	61	1%
Decline to Identify	2	0%	23	1%	25	0%
Hispanic	365	14%	265	9%	630	11%
Native Hawaiian or Other Pacific Islander	4	0%			4	0%
Non-Resident Alien	38	1%	55	2%	93	1%
Unknown	74	3%	175	6%	249	4%
White	1975	76%	2380	80%	4355	78%
Grand Total	2602		2981		5583	

Men: (% of all)	2981	53%
Women: (% of all)	2602	47%

Table 2 - Fall 2022 Race/Ethnicity by Enrollment Status

Race/Ethnicity	Full-time	FT %	Part-time	PT %	Grand Total	GT %
2 Or More	29	1%	60	%	89	2%
American Indian or Alaska Native	19	1%	18	1%	37	1%
Asian	16	1%	24	1%	40	1%
Black or African American	20	1%	41	1%	61	1%
Decline to Identify			25	1%	25	0%
Hispanic	284	14%	346	10%	630	11%
Native Hawaiian or Other Pacific Islander			4	0%	4	0%
Non-Resident Alien	78	4%	15	0%	93	1%
Unknown	30	2%	219	6%	249	4%
White	1520	76%	2835	79%	4355	79%
Grand Total	1996		3587		5583	

Fulltime: (% of all)	1996	36%
First-time: (% of fulltime)	897	45%
Part-time: (% of all)	3587	64%
First-time: (% of part-time)	95	3%

Table 3 - Fall 2022 Race/Ethnicity by Degree-seeking

Race/Ethnicity	Degree	D %	NDUG	NDUG %	Grand Total	GT %
2 Or More	48	2%	41	1%	89	2%
American Indian or Alaska Native	23	1%	14	0%	37	1%
Asian	23	1%	17	1%	40	1%
Black or African American	33	1%	28	1%	61	1%
Decline to Identify	1	0%	24	1%	25	0%
Hispanic	411	16%	219	7%	630	11%
Native Hawaiian or Other Pacific Islander	3	0%	1	0%	4	0%
Non-Resident Alien	86	3%	7	0%	93	1%
Unknown	32	1%	217	7%	249	4%
White	1870	74%	2485	81%	4355	79%
Grand Total	2530		3053		5583	
Degree-seeking: (% of all)	2530	45%				
Non-degree seeking: (% of all)	3053	55%				

Table 4 - Fall 2022 Race/Ethnicity by Student Population Type

Race/Ethnicity	Continuing	First-time	Non-degree	Transfer-in	Grand Total	%
2 Or More	27	18	41	3	89	1.6%
American Indian or Alaska Native	13	10	14		37	0.7%
Asian	15	7	17	1	40	0.7%
Black or African American	21	9	28	3	61	1.1%
Decline to Identify	1		24		25	0.4%
Hispanic	218	177	219	16	630	11.3%
Native Hawaiian or Other Pacific Islander	1	1	1	1	4	0.1%
Non-Resident Alien	49	32	7	5	93	1.7%
Unknown	11	20	217	1	249	4.5%
White	1040	718	2485	112	4355	78.0%
Grand Total	1396	992	3053	142	5583	100%

Minority percentage =====>

15.49%

Table 5 - Fall 2022 All students by Age

Traditional*	4191	75.1%
Non-traditional	1392	24.9%
Total	5583	100.0%

* Traditional age is 24 years or below; nontraditional 25 years and above

Table 6 - Fall 2022 Full-time students by Age

Traditional	1863	93.3%
Non-traditional	133	6.7%
Total	1909	100.0%

* Traditional age is 24 years or below; nontraditional 25 years and above

Table 7 - Fall 2022 Part-time students by Age

Traditional	2328	64.9%
Non-traditional	1259	35.1%
Total	3587	100.0%

* Traditional age is 24 years or below; nontraditional 25 years and above

Table 8 - Fall 2022 Transfer - Career percentages

DEGREE	DEGREE_DESC	CountOfID			
AA	Associate of Arts	783	Transfer	1317	52%
AAS	Associate of Applied Science	997	Career	1213	48%
ADN	Associate Degree Nursing	40	Degree-seeking	2530	45%
AS	Associate of Science	534	Nondegree	3053	55%
CERT	Certificate	37		5583	
DIPL	Diploma	139			
NDUG	Nondegree	3053			
	Total	5583			

First-Generation Students

Table 9 - First-Generation students by various Fall terms & Degree-Seeking status

Credit students					
Degree-seeking					
Fall 2022	First Generation	GEN	1308		43.30%
Fall 2021	First Generation	GEN	1313		45.12%
Fall 2020	First Generation	GEN	1280		45.20%
All students					
Fall 2022	First Generation	GEN	1454		34.06%
Fall 2021	First Generation	GEN	1441		34.70%
Fall 2020	First Generation	GEN	1453		35.04%
Non-Credit students					
All students					
Fall 2022	First Generation	GEN	1238		44.36%
Fall 2021	First Generation	GEN	1173		47.09%
Fall 2020	First Generation	GEN	1231		47.86%

Northeast has policies and procedures on non-discrimination and harassment. Treatment of Students and Access to Education executive limitations policies ensure that students are treated fairly and have equitable access to education. [AP-1010.0 Non-discrimination](#) and [AP-1010.1 Harassment](#) can be found on the website. The Human Resources Office has also compiled a Title IX Procedures and Protocols document, the goal of which is to narrow the scope of policy and procedure applicable to Title IX. See the Treatment of Students Monitoring Report for additional evidence related to item #2.

Northeast recognizes diversity in activities that are offered to the college population and public. The college regularly observes heritage months and similar occasions with special programming and/or activities. The Personal Responsibility in a Desirable Environment (PRIDE) organization regularly sponsors guest speakers who present on a variety of issues affecting the lesbian, gay, bisexual, transgender, and questioning communities. The Student Leadership Association sponsored a diversity art challenge to provide student created artwork focused on diversity. Selections of this artwork are on display in Union 73. In 2023, Northeast launched an Active Minds club whose mission is to raise mental health awareness and education.

Northeast annually hosts a Latino Youth Summit and a Latino Family Day at two of its campuses, an AgCeptional Women's Conference dedicated to women in Agriculture, and various other conferences that support diversity in the College's 20-county service area. As a result, Northeast provides marketing materials in both English and Spanish, encourages women to explore non-traditional careers such as STEM and Agriculture, and gives employees access to participate in LGBTQ+ Safe Zone Training.

A Veteran's Lounge was created in Union 73 to accompany veteran support offered through the Registrar's Office. Northeast earned the Military Friendly School designation again in 2023-24 showcasing the College's commitment to supporting these students.

Northeast was awarded the Big Read grant from the National Endowment for the Arts in 2022. In collaboration with community partners, over 40 events took place in 2023 aimed at increasing empathy and inclusion, specifically as it relates to individuals experiencing disclosed and hidden disabilities. Northeast has a Disability Services office with four full-time staff dedicated to assisting our students with disabilities. [The Disability Services webpage](#) outlines the many services provided to students, and the processes that surround those services. Students with a documented disability, including temporary disabilities, can request reasonable accommodations for their courses. Accommodations include a modification or adjustment that allows a student to have equal access and have equal opportunity to participate in Northeast's courses, services, activities, and use of the facilities. Northeast is not obligated to provide an accommodation that requires a substantial change in the curriculum or alteration of any essential elements or functions of a program. Reasonable accommodations are provided on an individualized, as-needed basis. Northeast also has an administrative procedure AP- 5260.0 [Services for Students with Disabilities](#). This procedure formalizes the rights, responsibilities and processes established for the provision of accommodations for students with disabilities and to outline mechanisms for resolving complaints concerning the provision of such accommodations. During 2021 and 2022, Disability Services served 507 students in identifying reasonable accommodations for multiple types of disabilities. The department was recognized for its advocacy of blind and visually impaired students in August of 2022. In 2023,

space in the College Welcome Center was repurposed to create a sensory room providing a safe space for students who experience anxiety, ADHD, or other disabilities.

Northeast is home to a variety of student clubs that are specifically dedicated to diverse groups.

The IDEA Team provides support to the college around understanding and appreciating differences and developing a culture of inclusion and belonging. This includes working with both students as well as faculty and staff. The work of the IDEA Team will be aligned with guided pathways. Guided pathways notes that without inclusion-minded practices, students will continue to have inequitable experiences. The Team is sub-committee within the Student Services Standing Committee and has a diverse campus representation including faculty, staff, and students.

The two main goals of the IDEA Team are to:

1. Provide students and employees opportunities to explore differences in safe and supportive environment.
2. Create a community of inclusion and belonging.

Northeast offers English Language Learning (ELL) courses and adult education programming. In 2022-23, 891 students were served, the majority of whom identified as people of color. ELL programming is co-located with credit programming to expose these students to the possibility of continuing their education at the college level.

The demographics for Ruffalo-Noel-Levitz Student Satisfaction Inventory 2022 are shown below. While differences can occur between survey data and fall enrollment data, there is still quite a bit of diversity within the survey group (232 students—10% response rate). In particular, **note that 17% disabled students responded**, where typically Northeast has around 6% enrolled each year.

Students also had an opportunity to respond to an open-ended comment question at the end of the survey, **“Please enter any comments you would like to share with this institution.”** With themes that emerged from these comments showing after the demographics table, notice how many in pink speak to students experiencing learning and academic success responsive to their unique needs. Negative comments (table not shown here) included faculty issues (18%), online challenges (8%), and unrealistic expectations of a community college student (8%)—40 students responding. These present opportunities for improvement.

<i>Demographic</i>	<i>Category (highest percentage)</i>	<i>Spring 2022</i>	<i>Spring 2018</i>	<i>Fall 2021</i>
Gender	Female*	73%	70%	46%
Age	19-24	62%	67%	48%**
Ethnicity/Race	White	79%	81%	79%
Current Enrollment Status	Day	91%	89%	
Current Class Load	Fulltime	72%	77%	36%
Class Level	2 years	46%	45%	
Current GPA	>=3.5	51%	42%	
Educational Goal	Associates	60%	58%	
Employment	Part-time off campus	39%	51%	
Current Residence	Rent room/apt off-campus	29%	25%	
	Residence Hall	22%	27%	
Residence Classification	In-state	94%	90%	
Disabilities	No	83%	89%	
Institution Was My	1st choice***	80%	68%	

<i>Positive comments (in descending order of response percentages)</i>	<i>2022</i>
Overall, very satisfied (love it), would recommend it	45%
Great instructors/programs/courses/internships	32%
Helpful & friendly staff	24%
Welcoming environment/friendships	15%
Good start or return for degree/transfer	11%
Online classes that meet needs in multiple ways	9%
Helpful resources (advising, student services, financial aid, easy registration, admissions, testing, tutoring, etc.)	7%
Affordable, quality education	5%
Clean, nice campus	5%
Place to reach goals/job improvement	4%
Unexpectedly good, ended up loving it	3%
Great student activities & facilities usage	3%
Small class sizes	1%
75 students responding (can be in multiple themes above)	

There is potential for improvement in our student satisfaction scores as well as in our ability to meet the needs of all students, not just the traditional, full-time, degree-seeking students. The guided pathways work we are doing across the College will assist us to improve the student experience and opportunities for all students.

3. Students have access to affordable education and training.

INTERPRETATION

Northeast provides quality education and services throughout the 20-county rural service area. The region is nearly 200 miles in length and covers approximately 14,400 square miles with a total population of 160,000. The main campus in Norfolk; extended campuses in O’Neill, South Sioux City, and West Point; and regional offices in Ainsworth and Hartington provide programming that varies by region to fulfill the needs of its constituents.

Board Policy [EL-02 Access to Education](#) outlines that the President shall not allow conditions that unnecessarily restrict student or potential student access to education. See the [EL-02 Monitoring Report](#) for additional information.

Tuition rates are identified for Nebraska residents, residents of contiguous states, and non-residents. Fees are applied uniformly to all tuition rates and there are no variations to tuition or fee rates based on instructional method. Tool and supply lists are available for the programs of which they are required. Courses are offered free of charge to all Early College students who are taking dual credit, or college credit coursework.

EVIDENCE

See the [EL-02 Access to Education Monitoring Report](#) for additional evidence.

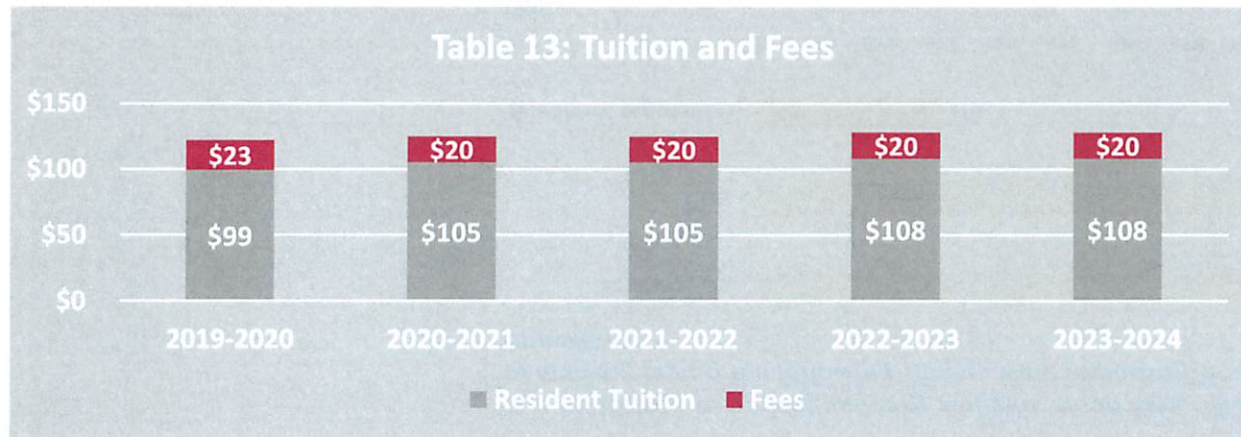
The following programs have assisted in creating pathways to success and meeting the needs of our service area:

- Access College Early (ACE) Scholarship - statewide program that pays tuition for low-income high school students in dual credit coursework. The amount requested typically exceeds available funding annually. This scholarship, and a reduced dual credit tuition rate, has made higher education more accessible to low-income students. At this time, the scholarship does not cover books or testing so many Northeast students no longer access the funds.
- Community College Gap Assistance program - statewide initiative that provides financial aid to low-income students enrolled in credit or non-credit programs that are not eligible for traditional funding. To date, 235 students have been served in high-needs fields such as nurse aid, manufacturing maintenance, and professional truck driving.
- The Adult Education department offers the following services free of charge to anyone 16 years of age or older and not enrolled in a secondary school: preparation for citizenship testing; English language instruction; instruction in basic reading, writing and math; and preparation for a high school diploma. 891 students were served in 2022-23.
- TRIO Student Support Services at Northeast has served 588 first-generation, low-income, and/or students with disabilities since 2015. The average retention rate of TRIO students is 86% compared to the College's 73%. The TRiO/Student Support Services program was recently restructured to expand services and increase the number of underresourced and underrepresented students served from 140 to 190. With additional funds received from the Student Success Endowment, the TRiO project director's total compensation is now 100% covered through the general operating fund. All remaining TRIO staff (four) are covered 70% by grant funds and 30% general operating fund. While 20% of all students at Northeast identify as a minority, 30% of all TRiO students identify as a minority. Using the Student Success Endowment and Northeast general fund, TRiO will be able to serve vulnerable students who would not otherwise qualify, thus increasing student pathways to success.
- Nebraska Career Scholarships program – provides \$5000/year for up to three years at community colleges. Northeast served 83 students in 2022-23 in high wage, high demand program areas.
- Northeast was awarded a grant to implement the Walter Scott Jr. Pathways Scholars program beginning in fall 2024. The Scott Pathways program will provide free tuition, fees, room and board to 25 students the first year and 25 students the second year of the program, to attend Northeast. The grant is being awarded for five years with the potential for renewal after that. Students must enroll in one of the five

approved programs: Information Technology, Agriculture, Veterinary Technology, Health and Information Management Systems, or Pre-Engineering. Students will be selected based on financial need, their career interests, completion of early college credits, a high school GPA of 2.5 or higher. This grant will also fund two staff members to work directly with the Scott Scholars students.

The initiatives noted above directly assist low-income and underserved students with resources and support to achieve their education goals. In addition, Northeast is a key player in the Northeast Nebraska Growing Together regional workforce development initiative, funded by the AKSARBEN Foundation. The Initiative includes downtown Norfolk development, increasing information technology and communications workforce through a cooperative scholarship program with Wayne State College, providing workforce retraining, increasing cultural presence, and enhancing early childhood options to entice families back to the region.

Most Northeast students demonstrate financial need, with 88.3% of first-time, full-time degree-seeking students enrolled in Fall 2022 receiving financial aid, including 36.7% receiving Pell grants. Minimal increases have been made to tuition and fees over the past five years.



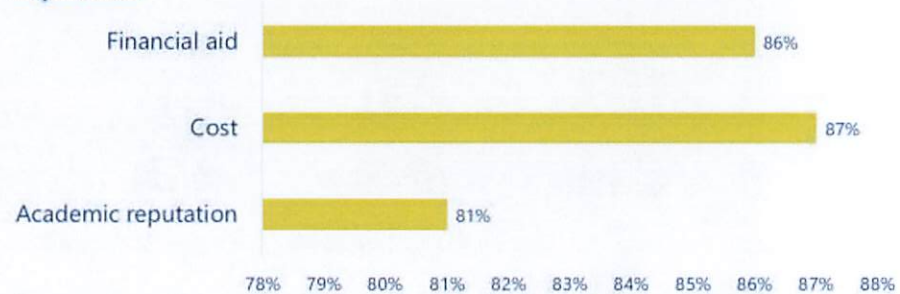
Two areas have seen changes made to reduce our students’ financial impact. First, the Foundation office has dramatically increased the number of scholarships available to students. The Northeast Foundation has increased the amount of dollars awarded in scholarships to our students by 270% in the last ten years. In 2021-22, \$444,005 in scholarships were provided to Northeast students, an increase of \$30,334 over the previous academic year. Second, after seeing an increased demand for scholarships after the scholarship deadline date of March 1 had passed, the Financial Aid office implemented a rolling deadline for scholarships. Priority is given as of March 1, but any scholarships not awarded will continue to be open to students who submit their applications after March 1. On March 1, 2023, there were 1,032 scholarship applications submitted, and as of September 22, 2023, there were 1,312 scholarship applications submitted. This is an additional 280 students that were allowed to apply for a scholarship because of this rolling deadline being implemented.

A recent scholarship analysis by demographics has allowed the college to understand which students are receiving scholarships, and who is not. In 2022-23, 16.48% of those receiving scholarships were minorities, 49.29% were first generation, and 50.42% were male. This information allows the Foundation, Financial Aid office, and recruiters/enrollment specialists to identify strategies to increase outreach where needed.

Ruffalo-Noel-Levitz Student Satisfaction Inventory 2022 results below show the top three factors for Northeast students to enroll—Cost, Financial Aid, and Academic reputation. This was also true in 2018 (although the order and percentages can change) AND in 2012. Northeast students consistently tell us they come to us for an affordable, high-quality education.

What factors influence our students to enroll?

It is important to understand why students enroll here. The percentage of student saying the following factors were important or very important:



Official Default Rates

	2018	2019
Northeast	5.0%	1.3%
Central	8.3%	2.9%
Metro	5%	.25%
Mid Plains	10.4%	1.8%
Southeast	8.5%	2.1%
Western	12.1%	3.7%

Cohort Default Rate: The U.S. Department of Education publishes cohort default rates based on the percentage of a school's borrowers in the US who enter repayment on Direct Loan Program loans during a federal fiscal year (October 1 to September 30) and default within a specified time after entering repayment.

Cohort default rates in 2020 are zero for all colleges due to the federal government allowing student loan payments to be paused as part of the pandemic relief bill. Student loan payments go back into effect in October 2023, and it is expected that the cohort default rates will resume to the former levels.

The average net price of attendance for full-time, degree-seeking students at Northeast is slightly higher than that of our peer group (assigned by the Nebraska Coordinating Commission). It is important that Northeast be aware of this and continue to work to keep tuition and fees affordable for students in the region. It is positive that despite that slightly higher cost of attendance, Northeast students are taking out loans equal to those of our peer group.

Figure 9. Average Net Price of Attendance for First-Time, Full-Time Degree/Certificate-Seeking Undergraduate Students Receiving Grant or Scholarship Aid: 2018-19 to 2020-21

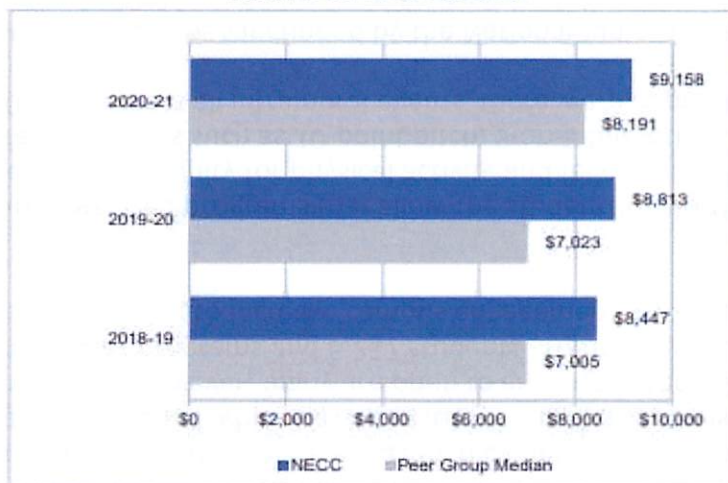
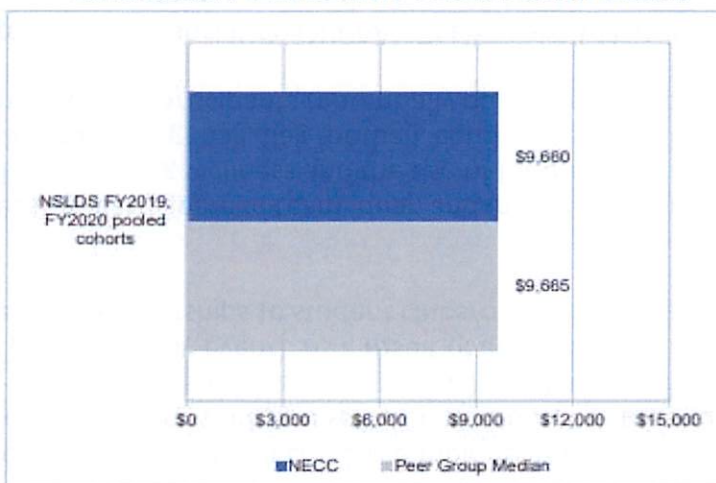


Figure 10. Median Amount of Federal Loans Owed by Graduates: FY 2019 and FY 2020 Pooled Cohort



Note. In 2019-20, 17% of NECC undergraduates borrowed federal loans compared to a median of 39.7% at peer institutions.

Source: 2022 Tuition, Fees, and College Affordability Report, Nebraska Coordinating Commission on Postsecondary Education

4. Students have access to a college experience that includes campus living and student activities.

INTERPRETATION

Northeast offers residence life facilities on the Norfolk campus that allow students to live on campus while taking classes. Student activities are available to all registered students to further enhance their college experience.

EVIDENCE

Research has shown that students who are engaged in campus life are more likely to persist and complete their degree. Northeast supports over 45 [student groups and clubs](#), each of which has a constitution and is supervised by faculty or staff sponsors. Some clubs, organizations and activities have specific requirements; however, many are open to any interested full- or part-time student. During the 2022-23 academic year Northeast Student Activities hosted 77 programs and 6,217 students attended events (duplicated by event). As a result of administrative assessment work, the Student Life team is working to increase campus engagement, by increasing memberships to student clubs/organizations and participation at events.

Intramural sports are organized programs that allow the students of Northeast to participate in team, dual, and individual sport activities. Intramurals provide the opportunity for physical activity and fellowship while promoting wellness and the use of leisure time. Intramural activities are consistently offered in areas such as 10-point pitch, 5-on-5 basketball, disc golf, dodgeball, flag football, court and sand volleyball, ping pong, and pool. During 2022-23 across all intramural events, there were approximately 867 participants (potentially duplicated by activity).

Northeast has eight athletic teams sanctioned by the National Junior College Athletic Association (NJCAA). There were 141 student athletes participating during the 2022-23 academic year. Seven out of the eight athletic programs were named a 2022-23 NJCAA Academic Team of the Year as the baseball, men's golf, men's soccer, women's basketball, women's soccer, softball, and volleyball programs all received recognition. This demonstrates a commitment to academic excellence by the athletic department and student athletes. In addition, men's golf and men's and women's soccer went on to compete at the national level during the past year. Thirty-nine of the graduating student athletes took an exit survey, and 100% of the student athletes surveyed stated that they felt participation in athletic activities has helped to build their awareness of positive habits, leadership, accountability, teamwork, and attitudes necessary to be successful in their future career. Northeast athletics provides another opportunity for college engagement through watching the various athletic events as spectators. It is a goal of Northeast Athletics to increase college and community engagement and increase fan attendance at their home competitions. Northeast regular season athletic events are free to spectators.

Northeast also has theater, music, and band opportunities for students to both participate in and watch as a spectator. For example, in addition to theatre classes, through a cooperative agreement with the Norfolk Community Theater and the production of an all-college play, students participate in a wide variety of experiences in the production of theater. The many concerts and play productions put on throughout the academic year provide students, faculty, and staff events to attend in the performing arts.

Various leadership activities are available to students.

- Resident Assistants (RA) are a team of student housing residents selected to assist with the daily operation of the on-campus resident housing facilities. They create community in their specific areas and help create a home environment for their residents.
- Desk Assistants (DA) are a team of students who are trained to work at the front desk in the residence halls. These students are responsible for welcoming and interacting with students, parents, and community members who visit the residence halls. They are also the first response for addressing policy violations and emergency situations.
- Student Activities Council (SAC) is comprised of a volunteer group of students who help to coordinate and implement activities that are free for the student body such as Monday Night @ the Movies and Wacky Wednesdays.
- Student Ambassadors are 10-12 selected students who promote Northeast by giving campus tours, hosting and participating in appreciation/recognition activities, speaking to civic organizations in their hometown and Norfolk, and sending thank you/other cards to prospective students. Twenty-five percent of student ambassadors are bilingual, and both Student Services staff members in South Sioux City, an area with a prevalent Spanish-speaking population, are bilingual. This change has provided for improved communication with perspective students and families as they explore Northeast and the programs offered.
- Student Leadership Association consists of elected or appointed students to represent the student body on campus. They serve on all major councils and committees, boost student morale, and voice student concerns and opinions to college administration.
- Living Learning Community (LLC) Leaders are a group of students who help guide and program for their specific LLCs within Residence Life. These students also interact with faculty and staff to create meaningful connections within the college.

Northeast Residence Life facilities are available on the Norfolk campus and have the capacity to house 557 students. The residence halls have started the academic year off above 98% capacity for the last five years. Residence Life staff identify student learning outcomes and build programming throughout the year to align with the Residence Life Curriculum. During the Spring 2023 semester, 33 programs were organized by Residence Life staff with 1,057 attendees. Residence Life began offering LLCs for students in August of 2023 that correlate with the students' interests or majors. The LLCs serve as way to allow residents to get to know one another while exploring a common topic of interest.

<p>Community College Survey Student Engagement 2023</p> <p>College-Sponsored Activities 65% of student respondents do not participate in any college-sponsored activities (including organizations, campus publications, student government, intramural sports, etc.) while 26% spend 1 to 5 hours per week participating in these activities.</p> <p>External Commitments 45% of student respondents work 21 or more hours per week; 34% care for dependents at least 6 hours per week; and 14% spend at least 6 hours per week commuting to class.</p> <p>While students have access to a robust offering of student activities, only 26% of students that responded to CCSSE 2023 indicated they participate 1-6 hours per week. This could be in part due to their external commitments, where nearly half (45%) indicated they work 21 or more hours per week, a little over one-third (34%) care for dependents, and over 10% spend considerable time commuting to and from school. Finding ways to include working adults, those caring for dependents, and/or those commuting could improve the college experience for them.</p>

The Ruffalo-Noel-Levitz Student Satisfaction Inventory 2022 comments shown earlier now highlight areas that speak to campus living and student activities. The negative comments (table not shown here) included improving Simon Hall/Apts (10%), more varied, healthy food choices (10%), and more dorm activities (3%)—40 students responding. These present opportunities for improvement.

<i>Positive comments (in descending order of response percentages)</i>	2022
Overall, very satisfied (love it), would recommend it	45%
Great instructors/programs/courses/internships	32%
Helpful & friendly staff	24%
Welcoming environment/friendships	15%
Good start or return for degree/transfer	11%
Online classes that meet needs in multiple ways	9%
Helpful resources (advising, student services, financial aid, easy registration, admissions, testing, tutoring, etc.)	7%
Affordable, quality education	5%
Clean, nice campus	5%
Place to reach goals/job improvement	4%
Unexpectedly good, ended up loving it	3%
Great student activities & facilities usage	3%
Small class sizes	1%
75 students responding (can be in multiple themes above)	

Appendix

NORTHEAST COMMUNITY COLLEGE

UNDUPLICATED HEADCOUNT

*COMPARISON OF 20-COUNTY SERVICE AREA

Northeast Nebraska Counties	2021-22				2022-23							
	NON-CREDIT		CREDIT		NON-CREDIT		CREDIT					
	AE	NON-CR	CR	*DLC	**AE	AE DIFF	NON-CR	NON-CR DIFF	CR	***DLC	CREDIT DIFF	
Antelope	9	287	143	33	11	2	323	36	141	37	2	
Boone	1	34	46	28		-1	34		80	18	24	
Boyd		92	17	22			84	-8	16	27	4	
Brown	4	143	23	53	38	34	154	11	15	39	-22	
Burt	1	56	80	75	3	2	71	15	71	91	7	
Cedar	7	295	140	130	6	-1	314	19	137	155	22	
Cuming	14	201	134	209	10	-4	214	13	120	207	-16	
Dakota	255	187	244	87	222	-33	155	-32	246	98	13	
Dixon	4	132	83	44	23	19	132		65	43	-19	
Garfield		3	19	36			8	5	13	36	-6	
Holt	67	546	200	170	96	29	575	29	157	203	-10	
Keya Paha		22	21	10			30	8	21	7	-3	
Knox	1	341	117	152	2	1	391	50	105	150	-14	
Madison	194	1524	830	517	237	43	1648	124	764	607	24	
Pierce	3	412	123	108	6	3	369	-43	113	92	-26	
Rock		46	20	31			69	23	26	26	1	
Stanton	3	200	165	19	6	3	245	45	171	15	2	
Thurston	17	31	47	19	10	-7	70	39	31	45	10	
Wayne	9	213	151	47	6	-3	225	12	150	45	-3	
Wheeler	9	20	7	5	8	-1	28	8	4	5	-3	
TWENTY COUNTY	598	4,785	2,610	1,795	684	86	5,139	354	2,446	1,946	-13	
SUBTOTALS		5,383		4,405			5,823		4,392			
OUT OF AREA	108	948	2,174	57	174		1,140	Non-Credit % Difference	2,160	58	Credit % Difference	
TOTALS		6,439		6,636			7,137	10.8%	6,610		-0.4%	

*Locations are based on students' most recent permanent or available address (if permanent address not available).

**AE-ADULT EDUCATION (Out of Area in 2022-23 amounted to 10 out of 20-county area, yet still in Nebraska; 164 from Iowa)

***DLC-Dual Credit (determined by "Dual Credit" instructional methods)

Note 1: Blank is equal to zero.

Note 2: Negative results for credit students (CR) can occur due to Dual Credit students being identified by their school site versus their permanent address.

**Number of Regular High School Graduates and their Enrollment at Northeast
Broken Down by School in the 20-County Service Area**

HS Graduates in spring--May through June--alongside (No. Enrolled at Northeast in fall of same year)					
School in 20-County Service Area	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
ANTELOPE					
Elgin Public Schools	11 (2)	12 (0)	7 (2)	3 (1)	7 (0)
Neligh-Oakdale Schools	24 (10)	23 (12)	20 (4)	26 (10)	21 (4)
Pope John XXIII High School	16 (2)	5 (0)	10 (5)	10 (0)	6 (1)
Summerland Public Schools*	23 (9)	38 (12)	28 (13)	25 (7)	27 (7)
COUNTY TOTALS	74 (23)	78 (24)	65 (24)	64 (18)	61 (12)
BOONE					
Boone Central Schools	41 (7)	46 (8)	49 (10)	48 (9)	56 (12)
Riverside Public Schools	17 (4)	9 (3)	13 (1)	11 (2)	18 (6)
St. Edward Public Schools	12 (4)	13 (4)	10 (2)	10 (1)	10 (5)
COUNTY TOTALS	70 (15)	68 (15)	72 (13)	69 (12)	84 (23)
BOYD					
Boyd County HS (Lynch)	1 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Boyd County HS (Spencer)	17 (5)	30 (9)	22 (8)	28 (4)	20 (2)
COUNTY TOTALS	18 (5)	30 (9)	22 (8)	28 (4)	20 (2)
BROWN					
Ainsworth Community Schools	34 (11)	21 (4)	28 (3)	38 (3)	39 (4)
COUNTY TOTALS	34 (11)	21 (4)	28 (3)	38 (3)	39 (4)
BURT					

School in 20-County Service Area	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Lyons-Decatur Northeast Schools	11 (1)	11 (0)	12 (3)	14 (2)	12 (3)
Oakland Craig Public Schools	21 (6)	35 (2)	35 (1)	32 (3)	27 (4)
Tekamah-Herman Community Schools	42 (7)	38 (9)	44 (11)	30 (7)	32 (7)
COUNTY TOTALS	74 (14)	84 (11)	91 (15)	76 (12)	71 (14)
CEDAR					
Cedar Catholic High School	39 (13)	24 (6)	35 (11)	30 (8)	25 (10)
Hartington Newcastle Public Schools	26 (5)	24 (9)	27 (7)	17 (3)	25 (3)
Laurel-Concord-Coleridge School	32 (6)	28 (6)	24 (4)	29 (5)	26 (4)
Randolph Public Schools	16 (10)	16 (5)	18 (7)	20 (3)	14 (3)
Wynot Public Schools	13 (7)	12 (5)	12 (3)	15 (4)	15 (4)
COUNTY TOTALS	126 (41)	104 (31)	116 (32)	111 (23)	105 (24)
CUMING					
Bancroft-Rosalie Community Schools	22 (6)	16 (6)	17 (6)	23 (3)	20 (5)
Central Catholic High School	20 (5)	25 (6)	27 (6)	35 (8)	32 (10)
West Point Public Schools	65 (15)	54 (11)	62 (13)	60 (19)	65 (12)
Wisner-Pilger Public Schools	29 (3)	30 (5)	36 (7)	34 (11)	27 (3)
COUNTY TOTALS	136 (29)	125 (28)	142 (32)	152 (41)	144 (30)
DAKOTA					
Homer Community Schools	28 (2)	18 (1)	20 (2)	29 (3)	23 (1)
South Sioux City Senior HS	236 (47)	271 (53)	270 (35)	227 (38)	253 (42)
COUNTY TOTALS	264 (49)	289 (54)	290 (37)	256 (41)	276 (43)
DIXON					
Allen Consolidated Schools	15 (4)	20 (4)	11 (1)	14 (3)	14 (2)
Emerson-Hubbard Public Schools	20 (3)	14 (2)	12 (3)	12 (3)	12 (5)
Ponca Public Schools	43 (1)	34 (6)	33 (7)	28 (6)	37 (6)
COUNTY TOTALS	78 (8)	68 (12)	56 (11)	54 (12)	63 (13)
GARFIELD					
Burwell Public Schools	24 (7)	28 (4)	21 (5)	31 (11)	23 (1)

School in 20-County Service Area	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
COUNTY TOTALS	24 (7)	28 (4)	21 (5)	31 (11)	23 (1)
HOLT					
Chambers Public Schools	7 (2)	10 (6)	6 (2)	13 (1)	10 (4)
Ewing Public Schools*	8 (3)	6 (4)	0 (0)	0 (0)	0 (0)
O'Neill Public Schools	51 (18)	50 (18)	51 (15)	51 (25)	47 (12)
Saint Mary's High School	11 (4)	15 (4)	12 (3)	11 (3)	15 (4)
Stuart Public Schools	9 (5)	12 (6)	10 (2)	7 (4)	11 (2)
West Holt Public Schools	26 (1)	15 (1)	27 (11)	28 (8)	19 (5)
COUNTY TOTALS	112 (33)	108 (39)	106 (33)	110 (41)	102 (27)
KEYA PAHA					
Keya Paha County Schools	5 (1)	7 (1)	10 (2)	7 (0)	12 (3)
COUNTY TOTALS	5 (1)	7 (1)	10 (2)	7 (0)	12 (3)
KNOX					
Bloomfield Community Schools	17 (8)	18 (9)	12 (2)	15 (5)	16 (6)
Creighton Community Public Schools	28 (7)	23 (12)	28 (9)	22 (10)	28 (5)
Crofton Community Schools	26 (5)	34 (9)	29 (8)	31 (8)	35 (6)
Niobrara Public Schools	12 (3)	11 (1)	11 (0)	11 (1)	9 (0)
Santee (Isanti) Community Schools	18 (0)	21 (0)	17 (0)	11 (0)	13 (1)
Verdigre Public Schools*	0 (0)	0 (0)	9 (3)	14 (8)	8 (3)
Wausa Public Schools	15 (6)	13 (4)	23 (5)	19 (6)	24 (5)
COUNTY TOTALS	116 (29)	120 (35)	129 (27)	123 (38)	133 (26)
MADISON					
Battle Creek Public Schools	39 (18)	32 (19)	35 (15)	37 (18)	48 (19)
Elkhorn Valley Schools	19 (5)	20 (7)	17 (3)	19 (8)	38 (12)
Lutheran High Northeast	30 (3)	22 (4)	28 (6)	34 (8)	47 (5)
Madison Public Schools	46 (15)	36 (13)	39 (13)	47 (20)	34 (12)
Newman Grove Public Schools	15 (8)	9 (5)	10 (2)	4 (4)	7 (0)
Norfolk Catholic High School	60 (25)	31 (8)	43 (15)	34 (7)	32 (6)

School in 20-County Service Area	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Norfolk Public Schools	302 (87)	293 (95)	301 (77)	325 (88)	290 (97)
COUNTY TOTALS	511 (161)	443 (151)	473 (131)	500 (153)	496 (151)
PIERCE					
Osmond Community Schools	24 (10)	15 (8)	20 (3)	19 (3)	18 (3)
Pierce Public Schools	51 (24)	53 (23)	44 (17)	51 (14)	56 (15)
Plainview Public Schools	25 (7)	16 (7)	18 (7)	17 (5)	15 (2)
COUNTY TOTALS	100 (41)	84 (38)	82 (27)	87 (22)	89 (20)
ROCK					
Rock County Public Schools	18 (5)	12 (4)	16 (3)	18 (1)	20 (4)
COUNTY TOTALS	18 (5)	12 (4)	16 (3)	18 (1)	20 (4)
STANTON					
Stanton Community Schools	37 (16)	25 (7)	35 (12)	28 (7)	31 (13)
COUNTY TOTALS	37 (16)	25 (7)	35 (12)	28 (7)	31 (13)
THURSTON					
Pender Public Schools	27 (4)	24 (4)	17 (2)	20 (2)	19 (3)
Umo N Ho N Nation Public Schools	14 (0)	28 (0)	30 (1)	23 (0)	34 (0)
Walthill Public Schools	13 (0)	22 (1)	19 (0)	20 (1)	17 (0)
Winnebago Public Schools Dist 17	47 (1)	40 (2)	33 (0)	43 (0)	40 (0)
COUNTY TOTALS	101 (5)	114 (7)	99 (3)	106 (3)	110 (3)
WAYNE					
Wakefield Public Schools	38 (6)	26 (4)	30 (6)	42 (10)	32 (10)
Wayne Community Schools	57 (7)	69 (13)	72 (9)	65 (16)	69 (21)
Winside Public Schools	20 (10)	10 (5)	11 (5)	15 (4)	16 (10)
COUNTY TOTALS	115 (23)	105 (22)	113 (20)	122 (30)	117 (41)
WHEELER					
Wheeler Central Schools	10 (5)	2 (0)	5 (0)	3 (0)	6 (2)
COUNTY TOTALS	10 (5)	2 (0)	5 (0)	3 (0)	6 (2)
20-County Service Area TOTALS	2023 (521)	1915 (496)	1971 (438)	1983 (472)	2002 (456)

School in 20-County Service Area	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Northeast % Share of Enrollees	26%	26%	22%	24%	23%
HS Grad Rates Change %		-5%	3%	1%	1%
Northeast Enrollees Change %		-5%	-12%	8%	-3%
All Enrollees-service area & beyond	892	861	789	857	854
All Enrollees Change %		-3%	-8%	9%	0%
Service Area % of Total Enrollees	58%	58%	56%	55%	53%

* Summerland Public Schools (Clearwater, Orchard, Ewing) was Nebraska Unified District 1 (Clearwater, Orchard, Verdigre).

In this report, fall 2020 is used as pivot point from NE Dist 1 to Summerland. Verdigre became independent August 2020.



Monitoring Report
EL-10: Land Development
January 11, 2024

I hereby present my monitoring report on the **Executive Limitations Policy EL-10: Land Development** according to the monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed Leah A. Barrett
Leah A. Barrett, President

Date 05 January 2024

The President shall not allow development of the campus or other College lands in a manner that is inconsistent with the core business of the College, environmentally irresponsible, aesthetically displeasing, or that does not make the most effective use of land.

INTERPRETATION

I interpret "Land Development" to mean the process of evaluating and planning for either: a) the acquisition of real property, or b) the renovation, repurposing or refurbishing of real property, prior to the Construction Phase.

I interpret Land Development that:

a) Is "not inconsistent with the core business of the College" to mean development that is consistent with the Board's Ends policies, as well as the Mission, Vision, Values and Strategic Priorities of the College [<https://northeast.edu/about-us/mission-vision-values>].

b) Is "not aesthetically displeasing" to mean development that is within Northeast Guidelines for Building Design.

7.2

c) Is “not environmentally irresponsible” to mean development that complies with all applicable federal, state and local environmental laws, codes, and regulations.

d) Does “not make the most effective use of the land” to mean development that has not undergone proper environmental impact assessment, hazardous materials survey, and utilization report by the appropriate civil, structural, mechanical, or electrical engineer.

Further, without limiting the scope of the above statement by the following:

... the President shall not:

1. Allow the College to be without a long-term land use plan for future development that will avoid infrastructure redundancy and redevelopment costs.

EVIDENCE

The College completed a Master Site and Facilities Plan (MSFP) in 2017. [<https://neccweb.azureedge.net/documents/about-us/master-facilities-plan/Northeast-MSFP.pdf>]. This MSFP continues to serve as the guiding document for land development of the College. As noted on the [[Building Condition Summary](#)] sheet from the MSFP, the College has remained consistent with addressing the conditions of the lowest rated buildings as recommended in the Plan. The College plans to update the MSFP in 2024 and anticipates completion by the date of the next Monitoring Report.

...the President shall not:

2. Permit joint ventures or partnerships that do not provide for design and construction standards consistent with overall campus design.

EVIDENCE

The following are the current “joint ventures or partnerships” which involve land development. Separate design and building standards were jointly agreed upon by the partners and are contained in the plans and specifications for each building.

Partner	Purpose
<u>Wayne State College</u>	Operation of College Center building on South Sioux City campus
<u>University of Nebraska Medical Center</u>	Operation of College of Nursing building on Norfolk campus

City of West Point/West Point Community Foundation

Operation of Nielsen Career and Technical Training Facility on West Point campus

...the President shall not:

3. Permit development that does not minimize adverse environmental impacts to the extent reasonably practicable.

EVIDENCE

Prior to any Land Development, an environmental assessment is conducted on the property as part of the due diligence process. A Due Diligence Checklist is followed for any new proposed Land Development project.

...the President shall not:

4. Permit new development that does not meet at least one of the following criteria:

- a) Provision of enhanced learning and ancillary space consistent with Ends achievement.**
- b) Extending the College's alliances with business and industry.**
- c) Creation of opportunity to generate new revenue streams.**
- d) An opportunity to differentiate the College's learning environment.**
- e) Positioning the College as an innovative leader in new programs targeted at future market opportunities.**

EVIDENCE

Proposed New Development	Criteria
South Sioux City Campus - CDL Training Building and Driving Range	a), b), e)
South Sioux City Campus – Workforce Training Building	a), b), d), e) [ON HOLD]
i-Hub – Downtown Norfolk	a), b), c), d), e)
Maclay Building – Norfolk Campus	a), d)
Library Resource Center – Norfolk Campus	a), d)
Ag Property	a), c), d)



Board of Governors
Northeast Community College Area
Minutes of Regular Meeting
Thursday, December 14, 2023

ATTENDANCE

BOARD OF GOVERNORS

Julie Robinson, Chairperson	Present
Jeffrey Scherer, Vice-Chairperson	Present
Donovan Ellis, Secretary	Present
Del Ames	Present
Steve Anderson	Present
Dr. Terry Nelson	Present
Dirk Petersen.....	Present
Jeanne Reigle	Present
Nicole Sedlacek	Present
Carol Sibbel	Present
Pat Wojcik.....	Present

OTHERS PRESENT

- Dr. Leah A. Barrett, President
- Scott Gray, Vice President, Administrative Services
- Dr. Charlene Widener, Vice President, Educational Services
- Dr. Tracy Kruse, Vice President, Development and External Affairs
- Amanda Nipp, Vice President, Student Services
- Jim Curry, Director, Public Relations
- Jerry Guenther, Director, Public Relations
- Lindsay Spiegel, Director, Institutional Effectiveness
- Diane Reikofski, Executive Assistant to the President
- Jessica Dvorak, Vice President, Human Resources
- Renee Peters, Interim CIO, Executive Director, Security and Technology Services
- Wendy Swensen, Spanish Instructor
- Brandon Keller, Agriculture Instructor
- Neila Muminovic, *Norfolk Daily News*
- Paul Hughes, WJAG
- Sue Fuchtman, NPPD
- Brittney Koenig, NPPD
- Doug Barrett
- David Widener
- Lisa Guenther, Early Childhood Education Instructor

The Northeast Community College Board of Governors met for its regular session Board Meeting on Thursday, December 14, 2023 in Suite 197 of the Lifelong Learning Center, located on the campus of Northeast Community College, 801 East Benjamin Avenue, Norfolk, NE.

1. PLEDGE OF ALLEGIANCE

Chairperson Robinson convened the meeting at 1:22 p.m. and led the assembly in pledging their allegiance to the flag of the United States of America.

2. **ADOPT AGENDA**

MOTION by Julie Robinson, **SECONDED** by Del Ames to adopt the Agenda of the December 14, 2023 Regular Meeting. Official Notice of the meeting was posted on the Northeast Community College website and published in the *Norfolk Daily News* on Friday, December 8, 2023.

Voting Yes: Ames, Ellis, Nelson, Petersen, Reigle, Robinson, Scherer, Sedlacek, Sibbel, and Wojcik

Voting No: None

Absent: Anderson

MOTION CARRIED

Mr. Anderson arrived at 1:23 p.m.

3. **OPEN MEETINGS ACT**

A copy of the Nebraska Open Meetings Act is posted on the table at the back of the meeting room, along with a copy of the December 14th Board of Governors Meeting agenda and all printable supporting documents.

4. **CLOSED SESSION**

At 1:24 p.m., **MOTION** by Del Ames, **SECONDED** by Donovan Ellis, to enter into Closed Session for the purpose of discussing the potential purchase of real estate for the protection of the public’s interest, and to reconvene to the public meeting once business is discussed.

Voting Yes: Anderson, Ellis, Nelson, Petersen, Reigle, Robinson, Scherer, Sedlacek, Sibbel, Wojcik, and Ames

Voting No: None

Absent: None

MOTION CARRIED

Reconvened to the public meeting at 1:38 p.m.

5. **CLOSED SESSION**

At 1:39 p.m., **MOTION** by Steve Anderson, **SECONDED** by Del Ames, to enter into Closed Session for the purpose of discussing collective bargaining for the protection of the public’s interest, and to reconvene to the public meeting once business is discussed.

Voting Yes: Ellis, Nelson, Petersen, Reigle, Robinson, Scherer, Sedlacek, Sibbel, Wojcik, Ames, and Anderson

Voting No: None

Absent: None

MOTION CARRIED

Reconvened to the public meeting at 2:30 p.m.

6. BOARD EDUCATION AND INFORMATION

6.1 Administrative Services Report

6.1.1 Monthly Financial Report and Paid Bills

Review was given to the financial report for the period ending November 30, 2023. Significant change within the Balance Sheet is a result of receipt of spring registration, room, and board. The Accounting Department will now draw down financial aid and Pell grant funds.

Items of significance within the paid bills report include the purchase of Razors Edge, a new software utilized by the Foundation; and costs of construction in South Sioux City, the Maclay Building, and completion of the remodel for the Drafting program.

6.2 Development/External Relations Report

6.2.1 NCCA Report

Southeast Community College has made the decision to hire their own lobbyist in addition to remaining a member of NCCA. They are prepping themselves for if they decide to no longer be a member of NCCA. If Southeast would decide to no longer be a member of NCCA, the remaining colleges would equally absorb their share of membership dues.

The next meeting of the NCCA Board of Directors is scheduled for January 25th at which time they will review and take a position on introduced legislation.

6.2.1.1 NCCA Annual Membership Dues

As there is strength in numbers, it is prudent for Northeast to remain a member of NCCA for another year and then decide what to do in future years.

6.2.2 ACCT Report

A Special Committee, convened by the Board of Directors at ACCT, has been charged to review Strategic Goal #3 of ACCT's Strategic Plan: to "Continue to educate, promote, and improve diversity, equity, and inclusion in our institutions." Any revision to the goal statement will be designed with the intent to maintain the integrity and meaning of Goal #3 as currently stated, and in doing so, the impact of the national discussions, states' legislation, and the recent affirmative action decision by the United States Supreme Court will serve as key components of the review and revision process. Board members were encouraged to complete the survey as they seek input regarding the success for all students. Diane Reikofski will forward the survey to board members for those compelled to complete it.

The Community College National Legislative Summit (NLS) is scheduled to be held in February in Washington, DC. Dr. Leah Barrett, Dr. Tracy Kruse, Steve Anderson, Dirk Petersen, and Pat Wojcik are registered to attend.

6.2.3 President's update

- Sue Fuchtmann, Nebraska Public Power District (NPPD) board member, and Brittney Koenig, NPPD account manager, presented a check in the amount of \$15,000 to Northeast Community College. Funds, used for scholarships awarded to students enrolled in the state's community college system, were part of the funds raised during the annual Wells Fargo Open golf tournament,

coordinated by NPPD, and held at the Elks Country Club in Columbus in September

- Federal priorities include the Pell Grant, Stronger Workforce for America Act, and the Farm Bill. A roundtable Zoom discussion with Congressman Flood is scheduled for December 18, 2023.
- 2024 Legislative Session will include continuation of the valuation/tax reform discussions, community college future fund, and a Workforce Work Group. A meeting with Governor Jim Pillen is scheduled for January 8, 2024.
- Highlights reviewed of the 2023 Nebraska Statewide Workforce and Educational Reporting System (NSWERS) Annual Report. NSWERS is the only resource in the state that integrates education data over time from preschool to grade 12, through college, and into the workforce, creating a wholistic view of the learning and earning journey.
- Facility updates, available for all employees to view in Mondays.com, include underground utilities and conduits that are being installed for the Maclay Building. Footings are being poured and structural steel is expected to be delivered by the end of the year.

The driving range in South Sioux City is ready for use. The Industrial Technology Building is being added to and the remodel is expected to begin in the Spring.

Paul Cross has been hired as the i-Hub Director and he has been engaged with middle, junior high, and high school students in multiple schools in the region. Construction documents are now 99% complete. The bid package should be finished in January with construction anticipated to begin in April.

- HLC peer reviewers were on campus and more than 150 employees, community members, and board members engaged and spoke about Northeast.
- Based on IPEDS data, Northeast Community College was selected to complete the Aspen application that was submitted yesterday!
- U.S. Department of Education has not yet provided information for students to use to complete the FAFSA.
- Northeast Community College students and employees have been through a lot this fall with the passing of two students within a three-week period of time. The counselors on campus have been amazing as they worked with faculty and classes that the students were in. Employees have access to free counseling sessions through the Employee Assistance Program (EAP). The mental health of our students is top priority as we close the Fall semester and plan for the Spring semester.
- Networking and professional engagement opportunities that Dr. Barrett has been involved in over the past month include serving as the keynote speaker for the Madison Area Chamber Banquet, participation in the Norfolk Area Childcare Co-op, presented to the LEAD program, attended the ELEVATE Apprenticeship Summit in Kearney, co-hosted the Norfolk Area Holiday Business After Hours, attended the AFAN Annual Meeting and the Nebraska Chamber Economic Development Summit, and received confirmation of being appointed a HLC Peer Reviewer.

- Congratulations to Donovan and Barb Ellis on their upcoming 50th wedding anniversary; best wishes to Jeanne Reigle on her run for the Nebraska Legislature, and best wishes to Jim Curry on his upcoming retirement!

6.3 Educational Services Report

6.3.1 Stackable credentials

A presentation on stackable credentials was provided by Dr. Charlene Widener, who advised that the United States Department of Labor defines stackable credentials as “part of a sequence of credentials that can be accumulated over time to build up an individual’s qualifications and help them to move along a career pathway or up a career ladder to different and potentially higher-paying jobs.” She explained the various types of stackable credentials and provided examples.

- Progressive. Follows a linear path. Northeast’s Automotive Technology program already has 22 credentials built into the program so that students can be workforce ready and get a higher paying job.
- Independent. Standalone credentials that craft a path forward in their career, but they do not ‘ladder’ into a singular degree pathway.
- Supplemental or Value Add. May already have a degree but wants additional skills to supplement a degree.
- Apprenticeships and Employer-Sponsored Training. Short-term credentials to build skill set while on the job combining learning and work.
- Military Credit. Credit for military experiences and education applied toward postsecondary credential or degree.

Dr. Widener stated that she sees changes occurring in high schools that support progression to the multiple types of stackable credentials.

While work experience cannot yet be used toward credit, Dr. Widener indicated that she believes a crosswalk will be in place within the next year to make this a reality.

Suggestion provided that stackable credentials discussion should be held with congressmen and senators in Washington, DC so that they can help institutions with the short-term Pell Grant.

7. **PUBLIC COMMENT on Board Education and Information**

Chairperson Robinson advised that individuals commenting on Board Education and Information items are allowed three minutes each. No constituents were in attendance to address the board with a public comment.

8. **COMMITTEE REPORTS**

8.1 Governance Committee

- The Governance Committee met on November 30th.
- Content review was conducted of GP-10, Board Code of Conduct. Recommendation to change the language in item 1. To read, “Board members must have loyalty to the Ownership of the service area that supersedes any loyalties to the constituents of the Districts that elected them, the President, College staff, other organizations or any personal interest as a consumer.” A link to GP-12, Board Linkage with Ownership will

be inserted in item 1. Recommendation to revise the wording in item 11. to read ‘Board members are expected to review community college publications and encouraged to regularly take part in educational activities including state, regional, and national meetings and events that will assist them in their ability to serve effectively as a member of the College’s governing Board.’ First reading of revisions to GP-10, Board Code of Conduct will occur at the January 11, 2024 meeting.

- Content review of EL-06, Asset Protection, with no recommendations for revision.
- Content review of GP-15, Handling of Operational Complaints, with no recommendations for revision. GP-16, Handling Alleged Policy Violations partners with GP-15 and the two will be scheduled to be reviewed at the same time.
- The Governance Committee conducted a Board Self-Evaluation of GP-10, Board Code of Conduct.
- During the May 11th Board of Governors meeting, the Governance Committee’s content review of GP-13, Board Linkage with External Organizations was discussed, however, the proposed policy revision was not moved forward for first or second reading. The first reading of revisions to GP-13, Board Linkage with External Organizations will occur at the January 11, 2024 meeting.
- Also, during the May 11th Board of Governors meeting, the Governance Committee’s Board Self-Evaluation of GP-08.2, Ownership Linkage Committee Charter, discussion was inadvertently omitted from the meeting agenda and brought forward to today’s meeting for review and discussion. It is recommended that the Ownership Linkage Committee conduct a content review and provide a recommendation to the Board of Governors.
- Discussion was held regarding the Board of Governors being referenced in administrative procedures and whether the Board should have an opportunity for input on those procedures. Consensus was reached that procedures that reference the Board of Governors will be reviewed by the Governance Committee to determine if the language is included statutorily or if there is relevance for engagement by the Board of Governors. Scott Gray provided a reminder that as the Board of Governors review monitoring reports, the president must provide evidence that we are in compliance which provides the Board of Governors an opportunity to indicate that they are not in agreement with the criteria set in the policy.
- 14 policies were brought forth in November for first reading consideration for deletion. These policies will be considered today for second reading.

8.1.1 Board of Governors Officers for 2024, Treasurer, and Recording Secretary

Recommendation for the following:

Chairperson – Jeff Scherer

Vice-Chairperson – Donovan Ellis

Secretary – Nicole Sedlacek

Treasurer – Vice President, Administrative Services

Recording Secretary – President’s Executive Assistant and Board Recording Secretary

8.2 Search Committee

Recommendation for the District IV Search Committee members:

Donovan Ellis, Chairperson

Julie Robinson, member

Jeff Scherer, member

Del Ames, member

9. MONITORING REPORT**9.1 E-00, Global Ends**

Due to the length of the report and the lateness of the day, E-00, Global Ends was TABLED and will be reviewed during the January 11, 2024 meeting.

10. PUBLIC COMMENT on Committee or Monitoring Reports

Chairperson Robinson advised that individuals commenting on Committee or Monitoring Reports are allowed three minutes each. No constituents were in attendance to address the board with a public comment.

11. CONSENT AGENDA

MOTION by Del Ames, **SECONDED** by Dirk Petersen to **APPROVE** the Consent Agenda as follows:

- a. Minutes of the November 9, 2023 Regular Meeting as presented.
- b. Monthly Financial Report for November 30, 2023 and claims paid in November 2023.
- c. **SECOND READING** for the **DELETION** of:
 - BP-3030, Ownership of Intellectual Property and Patent. Content is covered in AP-3030, Ownership of Intellectual Property and Patent and EL-06, Asset Protection, items 4., 4.1 and 12.
 - BP-3070, Records Management. Content is covered in AP-3070, Records Management and EL-06, Asset Protection, item 12.
 - BP-6180, Sale of Books and Supplies to Students–Copyrights and Royalties. Content has been incorporated into AP-6180, Sale of Books and Supplies to Students–Copyrights and Royalties.
 - BP-7410, Employee Leave Policy. Content has been incorporated into administrative procedures AP-7410.1, Annual Leave; AP-7410.2, Bereavement and Emergency Leave; AP-7410.3, Family and Medical Leave; AP-7410.4, Jury and Court Leave; AP-7410.5, Leave of Absence; AP-7410.6, Military Leave; and AP-7410.8, Sick Leave.
 - BP-3010, Use and Scheduling of College Facilities and Property. Content has been incorporated into AP-3010.0, Use and Scheduling of College Facilities and Property.
 - BP-6410, Obligations. Content has been incorporated into AP-6420.0, Contracts Administration.
 - BP-6710, College Property. Content has been incorporated into AP-3010.0, Use and Scheduling of College Facilities and Property, item 3.1.13.
 - BP-3110, Management Rights. Content is covered in BPD-03, Delegation to the President, Section 4.1.
 - BP-7710, Employee Grievance. Content is covered in AP-7710.0, Employee Grievance.
 - BP-7622, Employee Tuition Waiver. Content is covered in AP-7622.0, Employee Tuition Waiver.
 - BP-7552, Retirement Age. Content is covered in AP-1010.0, Nondiscrimination.

- BP-7050, Disabilities and Accommodations Concerning Employment. Content is covered in AP-7050.0, Disabilities and Accommodations Concerning Employment.
- BP-7325, Employment Probation. Content is covered in AP-7325.0, Employment Probation.
- BP-7322, Positive Discipline. Content is covered in AP-7322.0, Progressive Discipline for Non-Faculty Employees and AP-7322.1, Progressive Discipline for Faculty Employees.

Voting Yes: Nelson, Petersen, Reigle, Robinson, Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, and Ellis

Voting No: None

Absent: None

MOTION CARRIED

12. PUBLIC COMMENT

Chairperson Robinson advised that individuals commenting on Items for Decision are allowed three minutes each. No constituents were in attendance to address the board with a public comment.

13. COLLEGE REPORTS

13.1 Student Leadership Association (SLA) Report

No report.

13.2 President’s Report

President Leah Barrett highlighted activities, events, and accomplishments of faculty, staff, students, and athletes that occurred during the past month. The complete copy of the President’s Report is available in the December 14th Board of Governors Teams site.

14. ITEMS FOR DECISION

14.1 **MOTION** by Terry Nelson, **SECONDED** by Carol Sibbel, to **APPOINT** Julie Robinson, Jeff Scherer, and Del Ames as members of the District IV Search Committee.

Voting Yes: Petersen, Reigle, Robinson, Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, Ellis, and Nelson

Voting No: None

Absent: None

MOTION CARRIED

14.2 **MOTION** by Julie Robinson, **SECONDED** by Nicole Sedlacek, to **APPOINT** Donovan Ellis as Chairperson of the District IV Search Committee.

Voting Yes: Reigle, Robinson, Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, Ellis, Nelson, and Petersen

Voting No: None

Absent: None

14.3 **MOTION** by Terry Nelson, **SECONDED** by Dirk Petersen, to **APPROVE** payment of the 2024 NCCA Annual Membership Dues in the amount of \$74,865.03.

Voting Yes: Robinson, Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, Ellis, Nelson, Petersen, and Reigle

Voting No: None

Absent: None

14.4 **MOTION** by Del Ames, **SECONDED** by Pat Wojcik, to **ELECT** the following as Board of Governors officers for 2024:
Jeff Scherer, Chairperson
Donovan Ellis, Vice Chairperson
Nicole Sedlacek, Secretary

Voting Yes: Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, Ellis, Nelson, Petersen, Reigle, and Robinson

Voting No: None

Absent: None

14.5 **MOTION** by Jeff Scherer, **SECONDED** by Nicole Sedlacek, to **APPOINT** the 2024 Treasurer and Recording Secretary as follows:
Treasurer – Vice President, Administrative Services
Recording Secretary – President’s Executive Assistant and Board Recording Secretary

Voting Yes: Sedlacek, Sibbel, Wojcik, Ames, Anderson, Ellis, Nelson, Petersen, Reigle, Robinson, and Scherer

Voting No: None

Absent: None

15. In other business, Chairperson Robinson acknowledged birthdays for the month of December.
16. A self-evaluation of today's meeting was conducted and is recorded in the December 14th Board of Governors Teams site.

17. **ADJOURNMENT**

At 4:58 p.m., there being no further business to discuss, it was **UNANIMOUSLY PASSED BY VOICE VOTE** to **ADJOURN** the meeting.

Minutes prepared by Diane Reikofski, Recording Secretary.

Julie Robinson, Chairperson
Northeast Board of Governors

Donovan Ellis, Secretary
Northeast Board of Governors

Status **Draft** PolicyStat ID **14803628**

Origination 12/2021
 Last N/A
 Approved
 Effective N/A
 Last Revised N/A
 Next Review N/A

Owner Scott Gray: Vice
 President of
 Administrative
 Services and
 Gene
 Area Board Policies -
 Governance
 Process
 References GP-10

Board Code of Conduct

The Board expects of itself and its members ethical, business-like and lawful conduct. This includes proper use of authority and appropriate decorum when acting as Board members. It expects Board members to treat one another, the President, College employees, students and their parents, and all citizens of the College service area (*Owners*), with respect, co-operation and a willingness to deal openly on all matters.

1. Board members must have loyalty to the Ownership Ownership of the service area that supersedes any loyalties to the constituents of the Districts that elected them, the President, College staff, other organizations or any personal interest as a consumer.
2. Board members are accountable to exercise the powers and discharge the duties of their office honestly and in good faith. Board members shall exercise the degree of care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.
3. Board members must avoid a conflict of interest with respect to their fiduciary responsibility.
 1. There must be no self-dealing or any conduct of private business or personal services between any Board member and the organization, except as procedurally controlled to assure openness, competitive opportunity, and equal access to otherwise "inside" information. Board members will annually disclose their involvements with other organizations, vendors, or any associations that might be or might reasonably be seen as being a conflict.
 2. When the Board is to decide upon an issue, about which a Board member has an unavoidable conflict of interest, that Board member shall absent herself or himself without comment from not only the vote, but also from the deliberation. This absence shall be recorded in the minutes.
 3. Board members will not use their Board position to obtain employment with or

furnish services or goods to the College for themselves, family members, or associates. Should a Board member obtain employment, she/he must first resign from the Board.

4. Board members will not solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that a vote, official action, or judgment of the Board member would be influenced thereby.
4. Board members will respect the confidentiality appropriate to issues of a sensitive nature, including at all times the content of legally held, closed meetings of the Board.
5. Board members shall not attempt to exercise individual authority over the organization.
 1. When interacting with College employees, Board members must recognize that individual Board members have no authority to instruct or evaluate employees, and no authority to insert themselves into employee operations.
 2. The Board Chair or designee is the only person authorized to speak to the public, the media or other entities on behalf of the Board. Board members shall not presume to speak for the Board when interacting with the press or the public. Board members shall only report actual Board policy decisions when interacting with the press or the public.
6. Board members shall be familiar with the incorporating documents, relevant legislation and regulations, by-laws, governing policies of the organization, issues pertaining to higher education, as well as the rules of procedure and proper conduct of a meeting so that any decision of the Board may be made in an efficient, knowledgeable and expeditious fashion.
7. Board members will be properly prepared for Board deliberation.
8. Board members will support the legitimacy and authority of Board decisions, regardless of the member's personal position on the issue.
9. Board members shall attend meetings on a regular and punctual basis. Each Board member shall notify the President or Recording Secretary of an absence from a Board meeting as far in advance of the meeting as possible. Failure to notify the President or Recording Secretary of their absence shall be unexcused. All absences shall be indicated in the meeting's roll call section and noted whether the absence is excused or unexcused.
 1. Unexcused absence of a Board member from more than three (3) consecutive regular meetings, or from more than four (4) regular or special meetings in any calendar year, shall be considered a resignation from the Board and shall constitute a Board vacancy under Nebraska Revised Statute §85-1514. A Board member may request reinstatement. The Board may, at its discretion, reinstate a Board member upon request. Only one such reinstatement per Board term is permitted.
10. Board members are expected to attend scheduled retreats and work sessions.
11. Board members are expected to review community college publications and encouraged to regularly take part in educational activities including state, regional and national meetings and events that will assist them in their ability to serve effectively as a member of the College's governing Board.
12. Board members are encouraged to communicate the Board's interest and respect for student accomplishments by attending student commencement ceremonies and events.

13. Board members shall hold themselves and other Board members accountable for complying with this Code of Conduct.
14. Charges by any person that a Board member has violated this Code of Conduct shall be in writing and directed to the Board Chair, or Vice Chair in the event the charge involves the Chair. At a special meeting called specifically for such purpose, the Board shall review all available evidence and, by a majority vote of the Board members not subject to the charge, determine whether a violation occurred. Board members who are found to have violated this Code of Conduct may be subject to the following:
 1. Public reprimand.
 2. Removal as an officer.
 3. Removal as a representative to the Nebraska Community College Association (NCCA) or other organization.
 4. Denial of travel to state or national meetings as a representative of the Board.
 5. Any other censure or consequence including removal from the Board as allowed by law.
 6. Referral to the appropriate law enforcement or legal authority.

Approval Signatures

Step Description

Approver

Date



GP-13

Board Linkage with External Organizations

The Board shall identify other organizations with which it ~~requires-is prudent to have~~ good working relationships in order to share and enhance its role as owner representative in determining the most appropriate Ends.

1. The Board will annually at its January meeting appoint two of its members to serve on the Nebraska Community College Association Board of Directors. The Board may appoint two alternate Board members or the balance of the Board.
2. The Board, on an annual basis, shall consider the merits of membership in other organizations relevant to the Board's governance role.
3. The Board will consider Board advocacy on behalf of the College.
4. The Board shall establish mechanisms for maintaining open communication with federal, state, local governing bodies as well as other public and private entities regarding Ends. Such mechanisms may include, but are not limited to:
 - Inviting representatives of those organizations to Board meetings.
 - Meeting jointly with other Boards on occasion.