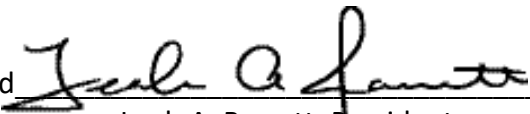


Monitoring Report
EL-02 Access to Education
October 10, 2024

I hereby present my monitoring report on the **Executive Limitations Policy EL-02: Access to Education** 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 4 October 2024

The President shall not allow conditions that unnecessarily restrict student or potential student access to education.

INTERPRETATION

Student access to education requires an awareness of college programs and their connection to potential careers. It also requires the cost of higher education to remain reasonable, which can be supported through access to scholarships and financial aid. It requires education to be open and accessible to all who have the ability to benefit. General admissions guidelines and procedures must clearly state how students can apply and be accepted to Northeast, and these processes must be free from unnecessary barriers. To measure this, Northeast must have appropriate procedures in place. In addition, students can also tell us about their awareness and ease of enrolling at Northeast. Northeast Community College administered the Ruffalo-Noel-Levitz Student Satisfaction Inventory (RNL-SSI) in Spring 2022 and will conduct this survey again in Spring of 2026, allowing students to share how satisfied they are with their student experience as well as what issues are most important to them (each of on a scale from 1 to 7, one being lowest and seven being highest). Note: SSI results from Spring 2018 are provided on occasion to show improvements/declines over time.

Therefore, I interpret not unnecessarily restricting access to education to include:

- A. General admissions guidelines and procedures that clearly state that Northeast is an open access institution, outline the steps needed to apply and be accepted to Northeast, and that do not have any unnecessary barriers in place to prevent a student from applying.
- B. RNL-SSI, Admissions & Financial Aid group satisfaction score greater than or equal to Midwestern cohort (see Table 1). If any of the questions in this group (see Appendix – Figure 3) do not meet or exceed the Midwestern one, even if the group one does, they require further attention.
- C. RNL-SSI, Responsiveness to Diverse Populations group satisfaction score greater than or equal to Midwestern cohort (see Table 1). If any of the questions in this group (see Appendix – Figure 4) do not meet or exceed the Midwestern one, even if the group one does, they require further attention.
- D. RNL-SSI, Registration Effectiveness group satisfaction score greater than or equal to Midwestern cohort (see Table 1). If any of the questions in this group (see Appendix – Figure 5) do not meet or exceed the Midwestern one, even if the group one does, they require further attention.
- E. RNL-SSI, Academic Advising/Counseling group satisfaction score greater than or equal to Midwestern cohort (see Table 1). If any of the questions in this group (see Appendix – Figure 6) do not meet or exceed the Midwestern one, even if the group one does, they require further attention.
 - 1. In addition to RNL-SSI scale and question scores, questions may also fall into “strengths” and “challenges” categories. This occurs when that item is important to the students (upper 25%) and either met satisfactorily as a strength (upper 25%) or not met satisfactorily as a challenge (lower 25%). Strengths are to be celebrated and modeled, while challenges need to be addressed. If a question falls into either category plus part of the scale groups described above, they will be noted in the evidence section below.
 - 2. In addition to scale and question scores, other RNL-SSI questions may be included to support various criteria.
- F. RNL-SSI summary question, “If you had to do it over, would you enroll here again?” receives at least a 75% response selection to “6-Probably yes” and “7-Definitely yes.” (See Appendix – Figure 2.)

EVIDENCE

- A. The Northeast [General Admissions Guidelines and Procedures](#) clearly state that Northeast is an open access institution, stating that applications for admission are “accepted from students, age 18 and older, or those students who will receive their high school diploma or its recognized equivalent prior to their enrollment start date.” This procedure goes on to outline the steps for students to apply for admission at Northeast. In addition, Northeast Admissions office offers a webpage with a “[Quick Guide to College](#)” that outlines the steps that students need to take and when to take them, to go from application for admission to registering for classes.
- B. The RNL-SSI, Admissions & Financial Aid group satisfaction score of 6.12 was greater than or equal to Midwestern cohort score of 5.72 (and an improvement over 5.85 in 2018). One question fell into the “strength” category, “#41—Admissions staff are knowledgeable.” On the other hand, three questions fell into the “challenge” category, “#7—Adequate financial aid is available for most students,” “#13—Financial aid awards are announced to students in time to be helpful in college planning,” and “#20—Financial aid counselors are helpful.” (See Appendix – Figure 3.) In addition, during December 2023 a “Paying for College” brochure was mailed out to all Northeast applicants and inquiries to further outline the necessary steps students and their families need to take to ensure they have a plan to pay for college. During March 2024 additional communication was made with students who applied for admission in fall 2024 but hadn’t submitted a FAFSA. These results will be discussed in more detail on pages 7-8.
- C. The RNL-SSI, Responsiveness to Diverse Populations group satisfaction score of 6.24 was greater than or equal to Midwestern cohort score of 5.91 (and an improvement over 6.10 in 2018). There were no questions that had scores less than the Midwestern cohort. (See Appendix - Figure. 4)
- D. The RNL-SSI, Registration Effectiveness group satisfaction score of 6.27 was greater than or equal to Midwestern cohort score of 5.85 (and an improvement over 5.97 in 2018). There were no questions that had scores less than the Midwestern ones, however, there was one question that fell into the “challenge” category, “#8—Classes are scheduled at times that are convenient for me.” On the other hand, three questions fell into the “strength” category, “#43—Class change (drop/add) policies are reasonable,” “#51—There are convenient ways of paying my school bill,” and “#62—Bookstore staff are helpful.” (See Appendix - Figure 5)
- E. The RNL-SSI, Academic Advising/Counseling group satisfaction score of 6.23 was greater than or equal to Midwestern cohort score of 5.75 (and an improvement over 5.97 in 2018). There were no questions that had scores less than the Midwestern ones. (See Appendix - Figure 6)
- F. Finally, and most important, one RNL-SSI summary question asks, “If you had to do it over, would you enroll here again?” Northeast received 85% compared to the Midwestern cohort’s 75% (responded with either “6-Probably yes” or “7-Definitely yes.”) This meets or exceeds the target of 75% described at the beginning of this document. So, not only did Northeast exceed the Midwestern cohort by 10%,

it also boasted an 81% *affirmation* of its own enrollment “1st choice,” which indirectly reflects its ranking of enrollment reasons (Cost, Financial aid, and Academic reputation). (See Appendix – Figure 2)

Table 1 - Scales groups and scores for RNL-SSI administrations 2018 & 2022 (Note: all Spring 2022 scales (twelve) show in Appendix – Figure 1)

Scale	Northeast Importance	Northeast Satisfaction / SD	Performance Gap	Midwestern Cohort Importance	Midwestern Cohort Satisfaction / SD
Admissions & Financial Aid (2018)	6.47	5.85 / 1.13	0.62	6.19	5.49 / 1.22
Admissions & Financial Aid (2022)	6.40	6.12 / 0.94	0.28	6.31	5.72 / 1.23
Responsiveness to Diverse Populations (2018)		6.10 / 1.14			5.72 / 1.25
Responsiveness to Diverse Populations (2022)		6.24 / 1.02			5.91 / 1.25
Registration Effectiveness (2018)	6.49	5.97 / 0.92	0.52	6.25	5.68 / 1.03
Registration Effectiveness (2022)	6.44	6.27 / 0.67	0.17	6.34	5.85 / 1.05
Academic Advising/Counseling (2018)	6.54	5.97 / 1.22	0.57	6.26	5.54 / 1.32
Academic Advising/Counseling (2022)	6.45	6.23 / 0.89	0.22	6.36	5.75 / 1.32

... the President shall not:

1. Recommend the setting of tuition and fees that are not based on a reasonable balance of fiscal responsibility between students and taxpayers, within the context of the impact of the property tax levy on local property owners and the overall cost of attendance for a student to be provided with an affordable education.

INTERPRETATION

I interpret a “reasonable balance of fiscal responsibility between students and taxpayers” to mean the community college funding recommendation set forth in the Nebraska Coordinating Commission’s [Comprehensive Statewide Plan for Postsecondary Education](#), which provides for community college operating costs to be paid 40% by the State, 40% by local property owners, and 20% by student tuition and fees. (page 4-5). This is reasonable because the purpose of the Coordinating Commission is to engage in comprehensive planning to meet the postsecondary education needs of students, communities and the state, and the purpose of the statewide plan is to provide direction which leads to an “educationally and economically sound, vigorous, progressive, and coordinated higher education network throughout the state.” (page i). Compliance will be shown when Northeast’s general fund revenue from student tuition and fees is no more than 20% of the total revenue of the College.

EVIDENCE

Percent of Total Revenue	FY22	FY23	FY24	FY25 (Proj.)
Tuition/Fees	16.91%	17.41%	13.97%	13.06%
State Aid ¹	30.42%	29.46%	27.92%	26.08%
Property Taxes ²	51.93%	48.70%	48.07%	0.00%
Future Fund ²	0.00%	0.00%	0.00%	49.19%
Other	0.74%	4.43%	2.76%	3.50%
Reserves	0.00%	0.00%	7.28%	8.17%
Total	100.00%	100.00%	100.00%	100.00%

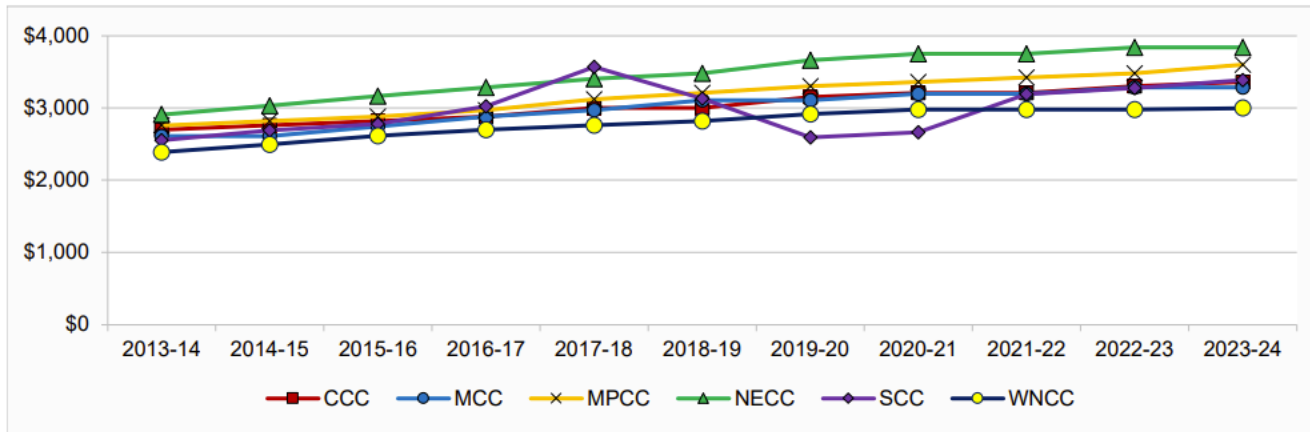


- 1 incl. Dual Enrollment and Motor Vehicle Prorate
- 2 incl. In Lieu of Tax and NamePlate Capacity Tax

Note: Beginning in fiscal year 2024-25, the Nebraska Legislature has changed the statutorily provided funding formula which is now inconsistent with the recommended formula set forth in the Nebraska Coordinating Commission’s Statewide Plan. The College will no longer be able to levy a property tax to fund a portion of its general fund operating expenditures. Rather, those funds will now be distributed to community colleges in the form of additional state aid. The College will, however, be able to levy a property tax for capital fund expenditures in the amount of 2 cents per \$100 of property valuation. How this new funding formula affects the current balance of fiscal responsibility between students and taxpayers remains to be seen. By removing one of the three funding sources, the College will need to exercise diligence in creating a sustainable budget which maintains an appropriate balance of fiscal responsibility between tuition and fee revenue and taxpayer revenue, and still provides students with an affordable education.

The changes in our funding will undoubtedly put pressure on tuition as state aid will hover around 80% of the budget. Our goal is to keep tuition revenue at 20% or less. This will require added investment by the state of Nebraska to maintain this balance. Nebraska Community College tuition and fee charges are noted below along with the 10-year % change. It is important to note that Northeast currently has the highest tuition and fees among the Nebraska community colleges. See the graph below taken from (page 2) Nebraska’s Coordinating Commission for Postsecondary Education, [2024 Tuition, Fees, and College Affordability Report](#), dated September 13, 2024.

**Nebraska Community Colleges
Average Full-Time In-District Undergraduate Tuition and Mandatory Fees**



Institution	2013-14	2015-16	2017-18	2019-20	2021-22	2023-24	10-Year % Change
CCC	\$2,700	\$2,820	\$3,000	\$3,150	\$3,210	\$3,360	24.4%
MCC	\$2,610	\$2,745	\$2,970	\$3,105	\$3,195	\$3,285	25.9%
MPCC	\$2,760	\$2,880	\$3,120	\$3,300	\$3,420	\$3,600	30.4%
NECC	\$2,910	\$3,165	\$3,405	\$3,660	\$3,750	\$3,840	32.0%
SCC	\$2,554	\$2,779	\$3,570	\$2,592	\$3,192	\$3,388	32.7%
WNCC	\$2,388	\$2,616	\$2,760	\$2,916	\$2,976	\$3,000	25.6%

Source: IPEDS Institutional Characteristics Survey

Note. SCC changed from a quarter to a semester calendar in 2019-20 and reported tuition & fees to IPEDS based on 24 hours. WNCC also reports its average tuition and fees to IPEDS based on 24 credit hours.



Northeast implemented free tuition for Early College students in fall 2023, to increase access for all high school students in the region and improve the college-going culture. This transition was made possible through ARPA funding and operational changes made possible through work with K-12 partners. Northeast has identified a relationship between school districts with the lowest Early College participation and free/reduced lunch eligible and minority enrollment and are planning action steps to improve participation. Annual enrollment in 2023-24 was up by 14% (355 students) over 2022-23. Northeast saw a record setting 2,107 Early College students enroll during the fall 2024 semester, up 6.5% or 128 students from Fall 2023. An Early College Access Planning Grant was received in 2023 to facilitate discussions with area high schools about college credit opportunities. That work is expected to expand in 2024 through grant-funded early college navigators placed throughout the service area to expand access and create intentional pathways from early college to completion.

The RNL-SSI asks students to rank their top nine reasons for enrolling at Northeast (the “Top 5” show in the Appendix – Figure 2). The number one reason in 2022 was “Cost as a factor,” followed by, “Financial Aid,” and “Academic reputation.” Those three items alone wouldn’t have ranked in that order had students not agreed with Northeast’s balance of fiscal responsibility regarding access to programs and courses. Students also indicated they are more satisfied than their Midwestern counterparts (78% vs. 66%), once again affirming their decision to enroll at Northeast, its policies, programs and courses, and satisfaction with their experience here.

...the President shall not:

2. Allow students and potential students to be uninformed of plans for future tuition and fee increases to allow students in credit programs to do long-term financial planning.

INTERPRETATION

The President will ensure transparency with students regarding future tuition and fee increases. As soon as tuition and fee rates are set for an academic year, they will be published on the Northeast website and made available to students and the public.

EVIDENCE

The Northeast Board of Governors sets tuition and fee and room and board rates during the fall (October/November) for the following academic year starting in August. This is done at a public meeting and minutes from this Board meeting are published on the Northeast website and often



reported by local news stations. When class registration opens for the next academic year (April) tuition and fees for the next academic year are updated on the Northeast [website](#). In addition, prior to enrollment for classes, a link to the required textbooks and cost for those books is available for each course. This allows full transparency in costs for students prior to registering for courses. The Financial Aid office publishes a [Cost of Attendance](#) webpage that outlines what makes up the typical cost to attend college to assist students in understanding and planning for extra college expenses.

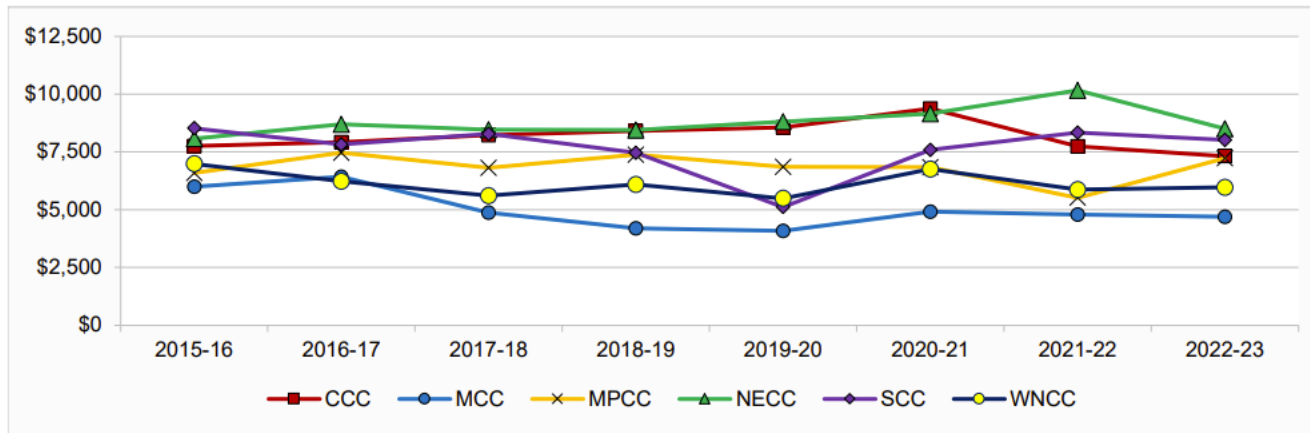
The RNL-SSI, Admissions & Financial Aid group satisfaction score of 6.12 was greater than or equal to Midwestern cohort score of 5.72 (and an improvement over 5.85 in 2018). One question fell into the “strength” category, “#41—Admissions staff are knowledgeable.” On the other hand, three questions fell into the “challenge” category, “#7—Adequate financial aid is available for most students,” “#13—Financial aid awards are announced to students in time to be helpful in college planning,” and “#20—Financial aid counselors are helpful.” A review of scholarship deadlines for area colleges recently took place and discussions are underway for potentially moving up the Northeast scholarship application process.

Two changes have been made to reduce our students’ financial impact. First, the Foundation office has dramatically increased the number of scholarships/waivers available to students. In 2023-24, \$749,370 in scholarships/waivers were provided to Northeast students, an increase of over \$153,416 over the previous academic year. The average dollar amount per foundation scholarship awarded also increased to \$977 in 2022-23, 18% higher than the award per student five years ago. The Financial Aid office awarded \$1,181,206 in institutional tuition waivers, grants and scholarships and distributed \$2,386,477 in private/outside scholarship dollars to Northeast students. In addition to scholarships the Financial Aid office managed and distributed \$10,734,436 in Federal and State Aid Programs. 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 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 and 74% of those additional applications came from underserved student populations. As of September 2024, there were 1,300 scholarship applications submitted.

While Northeast has continued to increase scholarship/waivers for students, Northeast students still have a significant net price of attendance. Of the degree-seeking students entering Northeast in the fall 2023, 77% received aid and 37% of those students received a Pell Grant. For students choosing to live on campus, federal financial aid will not cover that entire balance, which leaves students and their families paying out of their

pocket or taking out loans to cover those additional costs. See the graph below taken from (page 4) Nebraska’s Coordinating Commission for Postsecondary Education, [2024 Tuition, Fees, and College Affordability Report](#), dated September 13, 2024.

Nebraska Community Colleges
Average Net Price of Attendance for First-Time, Full-Time Degree/Certificate-Seeking Undergraduate Students Receiving Grant or Scholarship Aid



Institution	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	7-Year % Change
CCC	\$7,750	\$7,917	\$8,220	\$8,408	\$8,558	\$9,378	\$7,740	\$7,317	-5.6%
MCC	\$5,997	\$6,423	\$4,863	\$4,196	\$4,079	\$4,916	\$4,786	\$4,691	-21.8%
MPCC	\$6,587	\$7,462	\$6,812	\$7,380	\$6,852	\$6,844	\$5,517	\$7,223	9.7%
NECC	\$8,079	\$8,696	\$8,457	\$8,447	\$8,813	\$9,158	\$10,170	\$8,508	5.3%
SCC	\$8,523	\$7,828	\$8,281	\$7,461	\$5,114	\$7,593	\$8,330	\$8,011	-6.0%
WNCC	\$6,987	\$6,234	\$5,610	\$6,083	\$5,488	\$6,756	\$5,863	\$5,958	-14.7%

Source: IPEDS SFA Survey

For the 2024-25 academic year the Free Application for Federal Student Aid (FAFSA®) process changed due to the FAFSA Simplification Act. Changes included a reduction in questions from 108 to 46 and a link within the FAFSA to the IRS Direct Data Exchange, which allowed the IRS to



transfer federal tax information directly to the FAFSA. In addition to the multiple changes there was a delay in the 2024-25 FAFSA release from October to the end of December and several technical glitches. The delay and glitches resulted in delayed federal aid awards being delivered to students planning to enroll in fall 2024. Concerns were expressed early on that the impact of the delayed award letters could result in students choosing not to attend college, especially those students who have limited income or those that would be the first person in their families to attend college. Those concerns turned out to be true for Northeast. Despite our financial aid and recruitment staff increasing communication with prospective students to assist them in completing the FAFSA, the number of FAFSA applications decreased significantly over the previous year. FAFSA completions by Nebraska students were down 11 percent this September compared to this time last year, according to a [national FAFSA tracker](#). Looking closer at the Nebraska data, 42.6% of high school seniors completed the FAFSA compared to last year where there had been 48.5% completion and 50% completion the year before that. At Northeast, there was a decrease of 225 FAFSA applications from first generation students over the previous year. This resulted in fall 2024 enrollment declines in this same student population, leading to an overall decline in first-time freshmen. The Department of Education recently announced that the 2025-26 FAFSA will be delayed by two months, from October to December, to allow for additional testing. Northeast recruitment and financial aid teams are already planning additional communication to students on how to complete the FAFSA as well as offering additional FAFSA Completion Night events.

...the President shall not:

3. Be without a consistent method that provides for appropriate recognition of learning outside of College programs.

INTERPRETATION

Northeast recognizes that students can learn both inside and outside of the classroom. Northeast must have a documented and published process for assessing prior learning that students come to Northeast with from their work and life experiences and prior trainings. In addition, as expected by the Higher Learning Commission (HLC), Northeast must have effective processes for assessment of student learning and achievement of learning goals both in academic and cocurricular offerings. Cocurricular at Northeast is defined as assessed learning activities, labs, clinicals and experiences that are required to complete the discipline/program curriculum and reinforce the institution's mission and values. Northeast must demonstrate that these opportunities are available to students, and that an assessment of the student learning outcomes are being done for these cocurricular offerings.

EVIDENCE



According to College Catalog, “Prior Learning Assessment is a process that involves identification, documentation, assessment, and recognition of the learning you have acquired through formal and informal study. Prior Learning Assessment includes learning from work and life experiences; correspondence and extension courses; individual study and reading; civic, community, and volunteer work; and participation in informal courses and in-service training sponsored by associations, business, government, and industry.” The Northeast website has a link to the [“Prior Learning Assessment Guidelines and Procedures”](#). Prior learning can be assessed through standardized tests, published guides, course competency assessments, or portfolios. Students are provided guidance for next steps depending on the type of assessment they are looking for. Health Information Management Systems is an example of a program with a large number of non-traditional and returning students, many of which come to the program to be upskilled before returning to the workforce. Program-specific admissions requirements have been developed that require students to provide resume and proof of relevant certifications so prior learning assessment applications can be completed for eligible students, decreasing their overall cost of attendance. During 2023, a total of 35 credit hours were awarded to eight students through the prior learning assessment process.

Specifically, for veterans, the Northeast [website](#) states, “Northeast requires official transcripts that are sent directly from the military branch to the College by US mail or delivered electronically. After your application to Northeast is received, our Registrar will review your military transcripts to see if credit can be accepted at Northeast. It is possible for Northeast to accept credit that may not work toward your degree. After your transcript is processed, you will see any credits accepted in your DegreeWorks audit available in your My Northeast account.” Thus, there are consistent methods for appropriately recognizing learning outside of Northeast’s programs.

Northeast has extensive opportunities for extracurricular and cocurricular learning. Outside of over fifty clubs and organizations (many of which are program specific), eight athletic teams, and on-campus living for 550, there are several other unique opportunities for Northeast students. Extracurricular and cocurricular assessment practices were fine-tuned by the Assessment Sub-Committee in spring 2024 to ensure Northeast is appropriately evaluating learning occurring tangential to academic programming. During the 2023-24 academic year students enrolled in 629 credit internships, clinicals, and practicums and other students engaged in job shadowing opportunities not for credit. Study abroad experiences, which are optional for students, provide excellent learning opportunities that are reinforced in the classroom. During these travel experiences, students are required to complete course requirements and daily assignments that are assessed as part of the course curriculum. During December 2023 and January 2024 seven students representing Northeast’s agriculture and horticulture programs studied agriculture and horticulture practices abroad in Costa Rica. Prior to departure, the students were required to attend an 8-week Issues in Agriculture class to prepare for their travel experience. Students visited an indigenous family and cultural sites while learning about cacao production, an animal



reserve, a pineapple farm, a regenerative dairy farm, a hydroponic garden, and an herb farm. Upon return to Northeast, participants shared experiences with other students and members of the college, expanding global awareness and best practices in working in another culture. This activity demonstrates to students how important relational perspective and communication are when interacting with others. Additional examples of cocurricular assessment are the Future Business Leaders of America (FBLA), North American Colleges and Teachers of Agriculture (NACTA), and Skills USA programs that provide evidence of program relevance and student learning through activities and skills competitions engaging students from several programs of study. Northeast students received 38 medals at the Nebraska SkillsUSA competition in 2024, with multiple students also medaling at the national competition; FBLA students earned four top ten awards at the national conference; and Northeast students finished second in the national NACTA competition. Upon return from the competition, faculty conduct a debriefing with students to discuss various topics, such as safety, professionalism, teamwork, critical thinking, stress management, conflict management, and problem solving. The experiences and exercises are incorporated into the classroom and curriculum where students can learn to master the skills for job readiness and future employment.

To ensure clubs are meeting the responsibilities set forth in the respective constitutions, Northeast club advisors sign an advisor agreement regarding assigned responsibilities and go through advisor training. These responsibilities include ensuring clubs hold at least three meetings per semester and participate in at least one community service project per year, submitting all required club documentation, overseeing the budget, and monitoring the club finances. The College Engagement Coordinator oversees all student clubs and monitors successful completion of all requirements. This oversight involves assessing the completion of set responsibilities and ensuring activities are completed and guidelines followed. For example, the Student Leadership Association (SLA) constitution identifies the purposes of SLA, a commitment to volunteerism and opportunities for social and cultural experiences.

College Engagement emphasizes and promotes opportunities for clubs to collaborate and network within our twenty-county region. This emphasis provides tangible education and experience for students that deeply enriches them along with our community. The Chamber Cadets program gives Northeast students the opportunity to work and train alongside ambassadors for the Norfolk Chamber of Commerce. The Information Technology club students have toured multiple Norfolk businesses to gain insight into specific IT procedures. Northeast also hosts chapters to multiple national organizations and accredited honors societies, including but not limited to Phi Theta Kappa and the National Society of Leadership and Success. To ensure students have the most success within extracurriculars, the Student Leadership Development Series is a quarterly training program to empower students within multiple areas, including residence life, Student Activities Council, and Student Leadership Association. Community leaders are invited to share experience and give advice for students who want to impact our service area, and students participating complete independent service-learning projects of their own choosing. Some of the activities that students and



organizations have completed that align with core competencies include design, funding, and placement of the Hawk Sculpture; Diversity Mural Competition; Blankets for Vets; Teen Hygiene Kits for the homeless; Early Childhood Education's diaper drive in collaboration with Sixpence; PULSE's fundraising and donation of multiple bikes for international students at Northeast to use; and the PTA Club raised \$625 in cash and an estimated \$1,700 in items to auction and be donated to the Saint Florian's Miracle Burn Camp Gala 2023.

Northeast launched administrative assessment in 2021-22 to allow for a structured approach to evaluate support departments, cocurricular opportunities, and student learning as well as identify areas of improvement. By utilizing the administrative assessment annual reports, staff will be better positioned to evaluate the effectiveness of their programs and services, thus ensuring continuous process improvement. In the annual reports, staff list goals aligned to the College's strategic priorities, key performance indicators for their office, student learning outcomes, as well as points of pride. In 2023-24, the Library partnered with two faculty to pilot literature circles and book clubs through the use of interlibrary loans to reduce costs to students who would normally purchase books. This pilot provided 85 books through interlibrary loans which saved students nearly \$2,000, collectively. Counseling Services saw a 53% increase in the number of students accessing services over the previous year (55 more students). The addition of a second counselor, hosting events that provided opportunities to engage in mental health activities and topics were provided, and additional communication was provided to students about the services offered on campus. Providing support to our students through counseling services and supporting students in all facets of life continues to be a priority at Northeast.

The Community College Survey of Student Engagement (CCSSE), a product and service of the Center for Community College Student Engagement, provides information about effective educational practice in community colleges. The Center's goal is to provide member colleges with results that can be used to inform decision making and target institutional improvements. Student engagement, or the amount of time and energy students invest in meaningful educational practices, is the underlying foundation for the Center's work. The CCSSE survey instrument is designed to capture student engagement as a measure of institutional quality. The survey was last administered in Spring 2023. (Note: The next CCSSE survey will be administered in 2025.) In addition to learning outside the program, there's also learning outside the "classroom." For example, CCSSE question, "#8a. Internship, field experience, co-op experience, or clinical experience" showed 31% participation among respondents compared to the Medium-sized cohort at 17%. On a slightly different take, CCSSE question, "#4p. Worked with instructors on activities other than coursework" saw a 48% response to "Sometimes," "Often," or "Very often." The Medium-sized cohort was 33%. In fact, this is one of the *top five* items across all five benchmarks, e.g., student-faculty interaction, in which Northeast scored highest relative to the 2023 CCSSE Cohort. CCSSE has postulated, and shown, that the more interaction students have with their teachers, the more likely they are to learn effectively and persist toward the achievement of their educational goals.



Whether outside a program or classroom, Northeast has demonstrated consistent method/s and CCSSE percentages as evidence for appropriate recognition of learning outside college programs.

...the President shall not:

4. Permit academically qualified students with disabilities to be without a supportive environment that, without compromising academic standards, wherever possible enables them to complete their programs.

INTERPRETATION

Northeast is an open access institution, which means students with multiple different levels of skills and abilities will be admitted to the college. Procedures need to be in place that articulate how Northeast will ensure students with disabilities have equal access and equal opportunity to participate in courses without compromising academic standards. In addition, Northeast needs to provide adequate staff resources to assist students, faculty, and staff in navigating the processes that surround that procedure.

EVIDENCE

The college is committed to serving students of all abilities. 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 [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.



The number of students with disabilities attending Northeast has increased in recent years, going from traditionally around 5% of students (who reported having a disability) to 10.5% of enrolled students during the 2023-24 academic year. The Northeast Disability Services staff provided services to 582 students with disabilities during the 2023-24 academic year. These services include one-on-one training on the use of supportive technologies, and assistance with identifying and developing technology-assisted learning and work strategies. Northeast also has a TRIO/Student Support Services program that serves limited income, first generation college students, or students with a disability. The TRIO staff help students navigate the demands of college and students are offered both personal and academic support. Recently our students with disabilities have had a higher retention rate than our students without disabilities, with a 56% retention rate from fall 2023 to fall 2024. In addition, Northeast students with disabilities are graduating at equivalent and often higher rates than students without disabilities. This demonstrates that Northeast provides academically qualified students with disabilities a supportive environment that, without compromising academic standards, enables them to complete their programs.

Two Federal laws, the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act (Section 504), require colleges, universities, and other postsecondary institutions to provide equal opportunities to people with disabilities in all their operations. On April 24, 2024, the Civil Rights Division of the Department of Justice (DOJ) released a final rule revising Title II of the Americans with Disabilities Act (ADA) regarding digital accessibility. Digital accessibility ensures that all individuals, including those with disabilities, can fully participate in and benefit from online services, programs, and activities. The ruling was made because much of a person's access today occurs digitally; however, much of this online content remains inaccessible to individuals with vision or hearing disabilities because they are not designed to work with screen readers and captions. Many individuals with disabilities, including those who have vision or hearing disabilities, need auxiliary aids and services to access and interact with online content. This rule requires state and local governments to ensure that their websites and mobile applications meet the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA by April 24, 2026. This includes over 50 success criteria for content such as courses, learning management systems, apps, podcasts, videos, social media, third-party platforms, and event recordings. These standards mandate that images and documents be compatible with assistive technologies used by individuals with vision impairments (screen readers) and that both live and recorded videos feature accurate captions/transcripts used by individuals with hearing disabilities. Content provided by Northeast must be able to be accessed by the assistive technologies individuals with disabilities utilize. Complying with the updated rule is a priority for Northeast in the upcoming year. This will include education and training across the College to ensure all materials are accessible. Proactively improving digital accessibility aims to reduce the need for accommodation requests by ensuring seamless access for all users. This approach fosters an inclusive digital experience, minimizing obstacles and offering greater equity in how individuals interact with our resources.



CCSSE’s question #12.2l asks students how satisfied they are with services for students with disabilities. 66% of Northeast students responded as “Very satisfied” compared to 60% of the Medium-sized college cohort. Northeast clearly demonstrates higher satisfaction than the comparison cohort regarding service satisfaction for disabled students.

In addition, see the Monitoring Report, EL-01 Treatment of Students.

...the President shall not:

5. Permit activities, circumstances, or decisions that jeopardize the ability of students to enroll in available courses or to obtain the instructional hours required to complete their course of studies.

INTERPRETATION

Northeast must have procedures in place to ensure courses are not unnecessarily interrupted due to inappropriate behavior, demonstrations, or an unsafe or unhealthy environment. If Northeast chooses to end an academic program, the college must allow students currently enrolled in that program to complete the program they signed up for with a teach-out plan. Northeast will also work to make courses available to students throughout the service area through online, virtual, and hybrid courses as well as courses offered at extended campuses and regional offices.

EVIDENCE

Northeast requires any academic program that is ending to have a teach-out plan to ensure all students currently enrolled can complete the program in a reasonable timeframe. [Teach-out Protocols](#) guide this work. Teach out plans are currently underway for students in Music, Media Arts and Administrative Professional. One student is working to complete their Music Associate of Arts degree this academic year. There were 33 potential students notified of the Media Arts teach-out last spring, and there are currently 21 students enrolled in courses this fall attempting to complete the various credentials in that area. All new incoming freshmen this year are under the new Media Arts program in the Catalog. For Administrative Professional, 11 students were notified of the teach-out plan and there are currently eight students enrolled in coursework to complete their credentials. Courses no longer being taught in these programs will be removed from the Academic Catalog for the 2024-25 academic year.



Northeast joined the Nebraska Math Readiness Project (NMRP) in 2018 to assist high school students with college-readiness by graduation. A program coordinator was hired in fall 2022 to sustain and operationalize the project. Initial accomplishments include 14 school districts participating in the program and providing instruction for schools with limited resources. Student participation increased from 19 students (fall 2022) to 150 students (fall 2024). The statewide data has been quite compelling (61% of participating students are college math ready; 79% persisted to second year of college) and we are looking forward to experiencing the same results with increased participation. Increasing the number of high school students who are ready for college-level math courses, makes obtaining a college education more achievable for these students.

Phase 1 of multiple measures placement was launched effective fall 2024. This practice utilizes two or more indicators (test scores, high school GPA, previous course completion grade) to measure students' preparedness for math and English placement, rather than utilizing only test scores which has been our practice. The intent of the shift is to move more students into college-level courses with supports which allows them to complete quicker rather than lengthy foundational course sequences that create unnecessary hurdles on the path to completion. Metrics are being established to review the impact these changes will have on student success.

The RNL-SSI, Registration Effectiveness group satisfaction score of 6.27 was greater than or equal to Midwestern cohort score of 5.85 (and an improvement over 5.97 in 2018). There were no questions that had scores less than the Midwestern ones, however, there was one question that fell into the "challenge" category, "#8—Classes are scheduled at times that are convenient for me." On the other hand, one applicable question fell into the "strength" category, "#43—Class change (drop/add) policies are reasonable".

The RNL-SSI, Academic Advising/Counseling group satisfaction score of 6.23 was greater than or equal to Midwestern cohort score of 5.75 (and an improvement over 5.97 in 2018). There were no questions that had scores less than the Midwestern ones, nor any strengths or challenges that warranted further attention. Overall, these two sets of scale scores show that Northeast faculty and staff and policies and procedures all work to assist students in achieving their academic goals.

CTE (career and technical education) has been an important part of education in Nebraska, from a beginning in the early 1900's that focused on training young men to return to the farm. For over a century, as part of comprehensive high schools and postsecondary institutions, CTE has provided students with necessary academic, technical, and career readiness skills for postsecondary education and employment. The new federal CTE law, Perkins V (The Strengthening Career and Technical Education for the 21st Century Act), provides states and local communities opportunities to ensure all young people—but particularly those from historically underserved groups—can benefit from high-quality CTE



programs. For postsecondary schools, it comprises three annual indicators--1P1, 2P1, and 3P1—that must meet (within 90%) or exceed yearly State goals.

The Perkins V 3P1: Nontraditional Program Concentrator is defined by: Numerator: Number of CTE concentrators, from underrepresented gender groups, enrolled in a CTE program and programs of study that lead to nontraditional fields during the reporting year. Denominator: Number of CTE concentrators enrolled in a CTE program and programs of study that leads to a nontraditional field during the reporting year. Northeast’s 2022-23 Perkins V 3P1 calculation of 13.05% was quite a bit shy of the State’s goal of 20.99%. A performance improvement plan is being drafted that will focus on getting as many gender students enrolled in nontraditional programs as possible. In subsequent years, other subpopulation types will be explored, such as ethnicity or single-parent students. Why is 3P1 important? Because it is ALL about access—that all students, regardless of subpopulation type (but gender in particular), have the same access opportunities to enroll and participate as any other student. By focusing on 3P1, any barriers that might be preventing students from enrolling in available courses or obtaining the instructional hours required to complete their course of studies can be discovered and alleviated.

With a twenty-county service area, it is critical that Northeast courses and programs are easily accessible to individuals throughout that service area. Northeast offers eleven programs that can be completed fully online as associate of arts or associate of science degrees, one program that can be completed fully online as an associate of applied science degree, and six diploma or certificate programs can be completed online. In addition, students can take courses and receive student support services at one of our three extended campuses. In the 2022-23 academic year there were 218 credit courses, and 112 non-credit courses held at extended campuses. Multiple events are also held at extended campus locations each year, such as Early College Exploration Days, College and Career Exploration Days, Chamber Coffees, a Health Conference, Latino Youth Summit, New Student Registration and Orientation events, and Adjunct In-Service.

Northeast offers adult and basic education courses, classes to prepare students to take the GED test, and English Language Learner (ELL) courses to assist individuals in learning the English language. During the 2023-24 academic year Northeast had 494 ESL students from 39 countries speaking 24 different languages. The Northeast Adult Education program also provides Integrated Education and Training (IET) programs which combine one or more of the adult education services (basic skills instruction, English as a second Language, or preparation for the GED), workplace readiness, and occupational or industry-specific training. Current IET offerings include Nursing Assistant, Medication Aide, and Commercial Driver’s License (CDL). These courses were first offered in 2019 and there have been 15 students who have completed one or more



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of the IET programs. In fall of 2023, 10 adult education classes were held at extended campuses, and 12 in the spring of 2024. Classes are offered in Madison, Norfolk, O'Neill, South Sioux City, and West Point, allowing access to students from across our service area.

Northeast received no complaints during the 2023-24 academic year regarding challenges in students' ability to enroll in available courses or to obtain the instructional hours required to complete their course of studies.



Appendix

* Difference statistically significant at the .05 level; ** .01 level; *** .001 level

Figure 1 - All scales summary Spring 2022

Scale	Northeast Community College - SSI				National Community Colleges - Midwestern Region 2018-2021				Difference	SS
	Importance	Satisfaction	SD	Gap	Importance	Satisfaction	SD	Gap		
Academic Advising/Counseling	6.45	6.23	0.89	0.22	6.36	5.75	1.32	0.61	0.48	***
Academic Services	6.40	6.30	0.72	0.10	6.30	5.95	1.05	0.35	0.35	***
Admissions and Financial Aid	6.40	6.12	0.94	0.28	6.31	5.72	1.23	0.59	0.40	***
Campus Climate	6.35	6.13	0.91	0.22	6.23	5.76	1.11	0.47	0.37	***
Campus Support Services	6.19	5.98	1.06	0.21	5.96	5.55	1.30	0.41	0.43	***
Concern for the Individual	6.39	6.11	0.91	0.28	6.30	5.70	1.24	0.60	0.41	***
Instructional Effectiveness	6.42	6.14	0.96	0.28	6.37	5.80	1.11	0.57	0.34	***
Registration Effectiveness	6.44	6.27	0.67	0.17	6.34	5.85	1.05	0.49	0.42	***
Responsiveness to Diverse Populations		6.24	1.02			5.91	1.25		0.33	***
Safety and Security	6.33	6.05	0.98	0.28	6.29	5.71	1.17	0.58	0.34	***
Service Excellence	6.30	6.13	0.84	0.17	6.20	5.76	1.11	0.44	0.37	***
Student Centeredness	6.36	6.15	0.94	0.21	6.25	5.81	1.17	0.44	0.34	***

Figure 2 - Executive summary excerpt Spring 2022

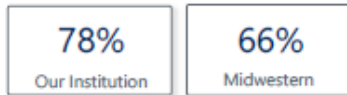
Northeast Community College - SSI - 5/2022-May 2022

Bottom Line Indicators

Satisfied / Very Satisfied

How satisfied are our students compared with students nationally?

Percentages below indicate the students indicating Satisfied/Very Satisfied.



Probably / Definitely Yes

How likely are our students to enroll again, if they had it to do over?

Percentages below indicate the students indicating Probably/Definitely yes.



Top 5 Factors to Enroll

Item	Importance %
Cost as factor in decision to enroll.	87%
Financial aid as factor in decision to enroll.	86%
Academic reputation as factor in decision to enroll.	81%
Campus appearance as factor in decision to enroll.	75%
Geographic setting as factor in decision to enroll.	73%

Gender

Demographic Responses	N	%
Female	159	72.94%
Male	54	24.77%
Prefer not to respond	3	1.38%
Transgender	0	0.00%
Genderqueer	2	0.92%
Additional gender category or Other	0	0.00%
Total	218	100.00%
No Answer	14	

Class Level

Demographic Responses	N	%
1 year or less	87	38.84%
2 years	103	45.98%
3 years	24	10.71%
4 or more years	10	4.46%
Total	224	100.00%
No Answer	8	

Institutional Choice

Demographic Responses	N	%
1st choice	186	80.52%
2nd choice	43	18.61%
3rd choice or lower	2	0.87%
Total	231	100.00%
No Answer	1	

Students attending their first-choice institution are more likely to have higher satisfaction levels overall.

Figure 3 - Admissions & Financial Aid Spring 2022

Northeast Community College - SSI 05/2022 ←

Northeast Community College - SSI **National Community Colleges - Midwestern Region 2018-2021**

Scale:

S/C	No	Item	Importance	Satisfaction	SD	Gap	Importance	Satisfaction	SD	Gap	Difference	SS
	7	Adequate financial aid is available for most students.	6.44	5.93	1.31	0.51	6.36	5.63	1.58	0.73	0.30	★★
	13	Financial aid awards are announced to students in time to be helpful in college planning.	6.41	5.99	1.26	0.42	6.28	5.52	1.60	0.76	0.47	★★★
	20	Financial aid counselors are helpful.	6.45	6.11	1.12	0.34	6.32	5.64	1.58	0.68	0.47	★★★
	33	Admissions counselors accurately portray the campus in their recruiting practices.	6.29	6.13	1.11	0.16	6.20	5.78	1.40	0.42	0.35	★★
★	41	Admissions staff are knowledgeable.	6.44	6.34	0.89	0.10	6.40	5.95	1.32	0.45	0.39	★★★
	49	Admissions counselors respond to prospective students' unique needs and requests.	6.38	6.20	1.00	0.18	6.28	5.79	1.40	0.49	0.41	★★★

Figure 4 - Responsiveness to Diverse Populations Spring 2022

Northeast Community College - SSI 05/2022 ←

Northeast Community College - SSI **National Community Colleges - Midwestern Region 2018-2021**

Scale:

S/C	No	Item	Importance	Satisfaction	SD	Gap	Importance	Satisfaction	SD	Gap	Difference	SS
	81	Institution's commitment to part-time students?		6.30	1.07			5.96	1.33		0.34	★★
	82	Institution's commitment to evening students?		6.22	1.12			5.83	1.43		0.39	★★
	83	Institution's commitment to older, returning learners?		6.24	1.09			5.94	1.38		0.30	★★
	84	Institution's commitment to under-represented populations?		6.19	0.98			5.91	1.35		0.28	★
	85	Institution's commitment to commuters?		6.13	1.16			5.85	1.40		0.28	★
	86	Institution's commitment to students with disabilities?		6.38	0.98			6.01	1.32		0.37	★★★

Figure 5 - Registration Effectiveness Spring 2022



Northeast Community College - SSI 05/2022

		Northeast Community College - SSI				National Community Colleges - Midwestern Region 2018-2021						
Scale												
Registration Effectiveness												
S/C	No	Item	Importance	Satisfaction	SD	Gap	Importance	Satisfaction	SD	Gap	Difference	SS
	5	The personnel involved in registration are helpful.	6.43	6.27	0.98	0.16	6.34	5.83	1.43	0.51	0.44	★★★
	8	Classes are scheduled at times that are convenient for me.	6.44	6.14	1.08	0.30	6.42	5.75	1.44	0.67	0.39	★★★
	15	I am able to register for classes I need with few conflicts.	6.46	6.31	0.92	0.15	6.45	5.86	1.41	0.59	0.45	★★★
	35	Policies and procedures regarding registration and course selection are clear and well-p...	6.40	6.17	1.01	0.23	6.37	5.85	1.36	0.52	0.32	★★★
★	43	Class change (drop/add) policies are reasonable.	6.42	6.41	0.85	0.01	6.32	5.92	1.38	0.40	0.49	★★★
★	51	There are convenient ways of paying my school bill.	6.57	6.33	0.98	0.24	6.39	5.90	1.41	0.49	0.43	★★★
	56	The business office is open during hours which are convenient for most students.	6.32	6.18	1.04	0.14	6.24	5.80	1.39	0.44	0.38	★★★
	60	Billing policies are reasonable.	6.47	6.27	0.93	0.20	6.30	5.81	1.40	0.49	0.46	★★★
★	62	Bookstore staff are helpful.	6.44	6.39	0.95	0.05	6.21	5.95	1.38	0.26	0.44	★★★

Figure 6 - Academic Advising/Counseling Spring 2022

Northeast Community College - SSI 05/2022



		Northeast Community College - SSI				National Community Colleges - Midwestern Region 2018-2021						
Scale												
Academic Advising/Counseling												
S/C	No	Item	Importance	Satisfaction	SD	Gap	Importance	Satisfaction	SD	Gap	Difference	SS
	6	My academic advisor is approachable.	6.50	6.31	1.21	0.19	6.41	5.90	1.51	0.51	0.41	★★★
	12	My academic advisor helps me set goals to work toward.	6.39	6.13	1.22	0.26	6.19	5.54	1.70	0.65	0.59	★★★
	25	My academic advisor is concerned about my success as an individual.	6.40	6.21	1.21	0.19	6.31	5.61	1.65	0.70	0.60	★★★
	32	My academic advisor is knowledgeable about my program requirements.	6.54	6.31	1.17	0.23	6.49	5.89	1.53	0.60	0.42	★★★
	40	My academic advisor is knowledgeable about the transfer requirements of other schools.	6.42	6.19	1.16	0.23	6.37	5.71	1.57	0.66	0.48	★★★
	48	Counseling staff care about students as individuals.	6.38	6.20	1.24	0.18	6.34	5.84	1.41	0.50	0.36	★★
	52	This school does whatever it can to help me reach my educational goals.	6.49	6.24	0.96	0.25	6.39	5.72	1.45	0.67	0.52	★★★