



Chairperson Arlyn Uhrmacher called the regular meeting of the Southeast Community College Board of Governors to order at 2:05 p.m. on Tuesday, April 15, 2025, at the Learning Center at Hebron, 610 Jefferson Ave, Hebron, NE.

**ROLL CALL:**

**Present:**

Kathy Boellstorff, Johnson  
Chuck Byers, McCool Junction  
Brandon Gunther, Hickman  
Vicki Haskell, Fairbury  
Carina McCormick, Lincoln  
Nancy A. Seim, Lincoln  
James Sherwood, Lincoln  
Neal Stenberg, Lincoln  
Kristin Yates, Lincoln  
Linda Hartman, Faculty Representative  
Arlyn Uhrmacher, Lincoln

**Absent:**

Joann Herrington, Lincoln

Chairperson Uhrmacher welcomed everyone to the meeting.

**PUBLIC MEETING LAW COMPLIANCE STATEMENT**

Chairperson Uhrmacher stated the public meeting notice had been published in the Lincoln Journal Star on Monday, April 7, 2025, as well as posted on the bulletin board in the Area Office and on the website. He indicated that the meeting is conducted according to the principles of the revised ***Robert's Rules of Order***.

Chairperson Uhrmacher stated that supplementary materials were available for the public, along with a copy of the Open Meetings Law. A specific agenda item is reserved for Public Comment, item number 10. To testify during this time any member of the audience may approach the Board. In general, oral testimony by individuals is limited to five minutes. Written testimony will also be accepted for the public record.

**COMMUNITY COLLEGE MONTH RESOLUTION & STUDENT PANEL**

The Community College Month Proclamation, signed by Chairperson Uhrmacher and Secretary, Mr. Gunther, was read aloud by Mr. Uhrmacher.

**CONSENT AGENDA**

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

- 1) Approval of Agenda as Presented
- 2) Approval of Minutes of March 18, 2025, Regular meeting and March 27, 2025, Board Retreat.
- 3) Approval and Ratification of Bills and Claims
- 4) Approval of Personnel Changes for College Administrative and Support Personnel
- 5) Approval of Hiring / Resignations / Terminations of Instructional Staff

**Chairperson Uhrmacher asked for discussion.** There was none.

Roll call vote follows:

**FOR (10):**

Stenberg  
Sherwood  
Seim  
Boellstorff  
Byers  
Gunther  
Yates  
McCormick  
Haskell  
Uhrmacher

**AGAINST (0)**

**ABSENT (1):**

Herrington

**Motion Carried**

Ms. Boellstorff stated:

Mister President, with regard to the Consent Agenda item for Bills and Claims, I declare a conflict of interest and abstain from the action with regard to voucher number and vote to approve all other bills and claims and all other Consent Agenda items.

- V0910275
- V0910273

Chairperson Uhrmacher stated:

With regard to the Consent Agenda item for Bills and Claims, I declare a conflict of interest and abstain from the action with regard to voucher number and vote to approve all other bills and claims and all other Consent Agenda items.

- V0909692
- V0909694

## FINANCIAL REPORT

### Modified Cash Basis Financial Summary through March 31, 2025

General Fund	Budget 24-25	Year to Date through March 31, 2025			
		Budget	Actual	Variance	% Variance
<b>Revenues:</b>					
State aid	30,702,844	21,491,991	21,491,991	-	--
CCFF	63,199,019	44,239,313	44,239,313	-	--
Tuition	16,947,158	16,438,743	16,622,406	183,663	1.12%
Other	1,309,158	981,869	2,099,282	1,117,413	113.80%
<b>Total Revenues</b>	<b>112,158,179</b>	<b>83,151,916</b>	<b>84,452,992</b>	<b>1,301,076</b>	<b>1.56%</b>
<b>Expenses:</b>					
Personal services	89,727,123	67,295,344	60,150,761	(7,144,583)	-10.6%
Operating	20,299,999	15,225,000	16,680,655	1,455,655	9.6%
Travel	565,780	424,335	221,574	(202,761)	-47.8%
Equipment	1,565,277	1,171,495	4,048,927	2,877,432	245.6%
<b>Total Expenses</b>	<b>112,158,179</b>	<b>84,116,174</b>	<b>81,101,917</b>	<b>(3,014,257)</b>	<b>-3.6%</b>
<b>Net Position</b>	<b>-</b>	<b>(964,258)</b>	<b>3,351,075</b>	<b>4,315,333</b>	

Dr. Illich reviewed the financial report for the period through March 31, 2025. He also reviewed the investment accounts.

The budget report ending March 31, 2025 showed:

Percentage of Budget year: 75%  
 Percentage of Budget spent: 72.3%  
 Percentage of Board budget spent: 68.1%

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

**Chairperson Uhrmacher asked for discussion.**

Roll call vote follows:

**FOR (10):**

Boellstorff  
 Byers  
 Yates  
 Sherwood  
 McCormick  
 Haskell  
 Seim  
 Gunther  
 Stenberg  
 Uhrmacher

**AGAINST (0)**

**ABSENT (1):**

Herrington

**Motion Carried**

## BOARD MEMBER REPORTS

Ms. Boellstorff attended the Athletic Banquet in Beatrice on April 9<sup>th</sup> and the CCSO Scholarship brunch on April 12<sup>th</sup>.

Ms. Hartman attended the Athletic Banquet in Lincoln on April 1<sup>st</sup>, Higher Learning Conference on April 6<sup>th</sup>. She mentioned that Southeast Community College was mentioned by the keynote speaker and attended the CCSO scholarship brunch.

Chairperson Uhrmacher attended an online Doctract training, attended the Kiwanis Salute to FFA in Waverly, and attended the Board retreat along with most of the board. On April 3<sup>rd</sup> he attended the Western Region conference over zoom. He mentioned that the ACCT fall conference is October 22<sup>nd</sup> thru 25<sup>th</sup> in New Orleans and that he also attended the CCSO Scholarship brunch.

## **BOARD TEAM REPORTS**

**Executive.** Mr. Uhrmacher stated the Executive Team met prior to the Board meeting and set the agenda on April 2<sup>nd</sup>, and got the results to the board self-evaluation.

**Planning.** Ms. Seim stated the team met prior to the Board meeting. She mentioned the board retreat was a success and further discussion will be done during the May Workshop.

**Finance & Facilities.** Ms. Boellstorff stated the team met prior to the Board meeting. She provided an overview of the status of projects included on the Facilities Project Status chart and upcoming projects. She mentioned that the welding facility in Lincoln would be the largest in the nation. Ms. Boellstorff reported on SCC's finance happenings during April and planning the budget in May.

**Equity and Human Resources.** Mr. Stenberg stated the team met prior to the Board meeting. He mentioned that the team is learning how to navigate through the new policy and procedure software Doctrac. He mentioned that this year the team will be reviewing section D of the policy and procedures. He stated that the goal is to complete section D by December 2025.

**TCA.** Mr. Uhrmacher mentioned the TCA board will meet on June 3, 2025 at 9:30 am.

**NCCA Representative.** Mr. Byers mentioned the dual credit bill has been in discussion in the Legislature. He also mentioned that the nameplate bill would go through. Executive committee meeting on Friday, April 18<sup>th</sup> and their quarterly meeting on May 12<sup>th</sup>.

## **PRESIDENT'S REPORT**

Dr. Illich reported on:

- Legislative update

- LB173
  - AARPA expiring in June
- LB306
  - CCPE
  - Hearing is complete
  - Prioritized by the speaker
- Two Milford Houses
  - In discussion
- Reorganization restructure
  - Dr. Cummins, Vice President of Operations is official
  - Posting AVP positions for Lincoln and Beatrice
- Faculty/Staff Total Compensation
  - 5.5%
- PTK/Aksarben ceremony
  - Warner Chamber located in the Capital Building
  - Luncheon at Billy's at 12:00 pm
- Foundation Scholarship Luncheon
  - April 16, 2025
- Planning for Higher Education Article
  - Dr. Illich and Ms. Herwick worked on the article together

Dr. Sherwood asked why the CCPE would be limiting what they are reviewing? Dr. Illich stated that he will look into it further.

Ms. Boellstorff asked when the article is published can they get a copy? Dr. Illich said yes, he will get copies for all board members.

## **FACULTY ASSOCIATION REPORT**

Ms. Hartman reported on the Business program having a partnership with the SCC Foundation through Sandhills Global, Skills USA have a total of 26 medalist and eight going to nationals from Milford, and the Foundation Golf tournament on June 6<sup>th</sup>.

## **PUBLIC COMMENT**

**Chairperson Uhrmacher asked for public comment.** There was none.

**Chairperson Uhrmacher declared the Board in recess at 3:03 p.m.**

**Chairperson Uhrmacher declared the Board in session at 3:17 p.m.**

## **ADMINISTRATIVE PRESENTATION/BOARD REVIEW**

### **Instructional Presentation: Learning Center at Hebron**

Learning Center at Hebron Coordinator, Wendy Friesen, mentioned she was originally from Lincoln and reported on the following:

- Communication and Public Awareness – Goal 3.3
  - Thayer County Economic Development (TCEDA)
    - Membership in Organization
    - Involvement in School & Industry Committee
    - Attend TCEDA annual meeting and banquet
    - Opportunities to connect with area business owners
  - Local Chambers of Commerce
    - Hebron Chamber of Commerce & Industry
    - Deshler Chamber of Commerce
  - Involvement
    - Membership in both chambers and active participation in monthly meetings, event planning, and connections with area business owners.
- Strategic Partnerships- Goal 6.1
  - Education Connections
    - Area High School students enrolled in Nursing Assistant Courses at our learning center.
    - Our Learning Center is represented at local College and Career Fairs. Also, able to provide information on programs at SCC campuses in Lincoln, Milford and Beatrice
    - TCEDA School & Industry Committee:
      - Committee has held meetings at the Learning Center frequently.
      - Working together to create new ways for area youth to connect with career pathways in their communities.
      - Development of a county level JH/HS robotics team. Partnering with local industries: Metalquest and Reinke Mfg.
  - Other Connections
    - Weekly “Coffee Talk” – Community forum for the purpose of sharing information about events and opportunities in Thayer County. Promote classes at our Learning Center.
    - Hebron Secrest Library Active on library board, support library activities. Potential partner in educational outreach.
    - Thayer County Fair
    - Thayer Co. Health Services Women’s Health Night
    - Run booths at these events promoting SCC programs, classes, and campus information.
- Strategic Partnerships - Goal 6.3
  - Reinke Manufacturing (Deshler, NE)
    - 10+ year partnership facilitating welding education in our county.
    - WELD 1000 & WELD 1010 offered to both Reinke Employees as well as the public

- Reinke pays tuition for employees who enroll in welding courses
    - Classes are taught at the Deshler High School Shop
  - MetalQuest Unlimited (Hebron, NE) – Metal Fabrication
    - SCC established an Apprenticeship Program in 2024
    - SCC Learning Center will be a possible training site for apprentice employees
  - Student Success – Goal 2
  - Providing Connections with SCC Campus Services
    - College Admissions, Application Processes, Financial Aid
    - Placement Testing (Accuplacer Exam) – 1 Accuplacer
    - Test Proctoring students taking credit courses – 29 test proctored
    - Providing Information about SCC Programs, Campus Resources, and other educational services and opportunities available to SCC students.
- Programming and Development – Goal 4.4
  - Provide lifelong learning opportunities to residents of our service area
    - Classes are offered every quarter (Spring, Summer, Winter, Fall)
    - Classes vary in format (Zoom, In-Person, hybrid)
    - Personal Enrichment (Leisure classes)
    - Bob Ross Painting (10 students)
    - Meat Smoking (12 enrolled)
    - Puzzle-Palooza (12 enrolled)
    - Working with York to partner on a future bus trip to the “Wizard of Oz Capital of Kansas”
- Programming and Development – Goals 4.2, 4.4, 4.5
  - EMT Training Classes (Hybrid, Skills lab meets at Hebron LC) Offered each Fall Term. Classes have averaged 10 students. Class runs from August-December. Non-Program Credit Hrs.
  - EMS Mini-Conferences (In-Person, Full-Day Event). Offered in August the past 2 years. Very Successful! Attendance has run around 50-80 attendees. We received excellent feedback from participants. Many travel more than 2 hours to attend.
  - Nursing Assistant (Hybrid, Skills lab meets at Hebron LC). Typically offered Fall & Spring Terms. Occasionally runs in summer. Work with area high school counselors and SENCAP Coordinator to get class information to students. Class is also open to the general public.
- Student Success Story – Goal 2 and 4
  - SCC and the Learning Center at Hebron have helped an individual gain work skill, reach personal and career goals on their “Path to Possible.”
  - Nancy Meacham – A resident of Thayer County, was able to gain basic computer skills to help her continue her career in healthcare following a workplace injury. This student worked with SCC Workforce Solutions instructor Bethany Goossen to obtain these

necessary skills through a series of classes that teach computer literacy.

## **Tuition Grants and Waivers**

Amy Jorgens, Vice President of Administrative Services, presented on the 2025-2026 proposed Tuition Grants and Waivers.

- Athletic Residence Halls over Quota
- Prison Waivers
- First responders
- Scott Pathways
- Academic Waivers
- SCC Presidential Scholarship for Excellence
- Tuition Scholarship
- Tuition Scholarship athletics
- Tuition Learn to Dream OS Lincoln
- Tuition scholarships LTD Lincoln year 1 & 2
- Tuition Scholarship dual credit
- Tuition Scholarship academies - TCA
- Armed Forces Reserves scholarship
- War Orphan scholarship
- Expenditures
  - Faculty
    - Tuition reimbursement mandatory
    - Tuition reimbursement
    - Tuition Waiver staff
    - Tuition Waiver spouse dependent
  - Administrative, Professional, Support
    - Tuition reimbursement
    - Tuition Waiver staff
    - Tuition Waiver spouse dependent
  - Expanded 2025/2026
    - Prison waivers
    - Tuition scholarship dual credit
    - Scott Pathways
    - Tuition scholarship athletics

## **2025/2030 Strategic Plan**

Shawna Herwick, Administrative Director of Accreditation, Institutional Assessment, and Planning provided an update on the final draft of the strategic plan.

- Strategic Planning Process and Timeline
  - Internal listening sessions
  - Employees (faculty, staff, adjuncts, administrators)

- Students
  - External listening sessions
  - Public: 15-county forums
  - Stakeholders: WLTs, educational partners, legislators, community organizations, alumni, etc.
- SCC's Strategic Planning process has been driven by a collaborative review of data-informed opportunities for improvement.
  - Strategic planning team
    - Actively participate in reviewing and synthesizing data presented as a part of the Environmental Scan
    - Champion the strategic planning process
    - Engage in critical self-reflection (SCC) through group and individual planning exercises
    - Recommend data-driven modifications to strategic objectives to the Administrative Team and Board of Governors
  - Administrative team
    - Worked closely with the Strategic Planning Team to develop data-informed themes.
    - They refined the objective recommendations, building upon the strategic planning team's work.
  - Board of Governors
- SCC's Board and Planning Team maintain active involvement in the Strategic Plan development
  - Beginning in Spring 2024, Planning Team provided monthly updates to the full Board during Team Reports.
  - Recommended data-informed recommendations based on environmental scanning themes to legislative partners in July 2024.
  - Board members attended all community listening sessions in August and September 2024.
  - Board meeting in November 2024 included Strategic Planning Team report of environmental scan findings of the listening sessions and some examples of emerging plan themes.
  - Provided input of Strategic Goal and Objective themes shared in February 2025
- Proposed elements of the 2025-2030 Strategic plan
  - Board approval:
    - Mission
    - Vision
    - Values
    - Strategic goals and objectives
  - Implementation and evaluation:
    - Key Performance Indicators (KPIs) and identified metrics
    - Annual strategic planning progress report
    - Mission Action Plan (MAP) goals
- Each proposed strategic goal objective and goal is based on multiple sources of data.

- Comprehensive environmental scan
  - Analysis of internal and external data trends
- Internal listening sessions
  - More than 25 internal listening sessions held with 600+ employees and 50+ students in attendance
- Administrative Team presentations
  - Each administrator presented divisional priorities, progress, opportunities, and environmental scanning data
- 12 community listening sessions
  - Held throughout the 15-county service area
- SCC's new Strategic Plan positions the College for continued growth and innovation.
- Proposed strategic plan goals
  - Academic Excellence and Workforce Readiness
  - Student Well-Being, Engagement, and Success
  - Enrollment Growth and Student Access
  - Employee Excellence
  - Marketing and Brand Development
  - Financial Strength and Resource Development
  - Future-Ready Facilities and Infrastructure
  - Institutional Agility and Innovation
  - Organizational Excellence
  - Add two examples of data-informed changes to plan – enrollment data to staffing level's objective (Goal 4)
  - Goal 8
    - pandemic was a great example of why we need the strategic plan.
    - Great reminder of agility and flexibility because we don't know when a disruption might happen.
- Examples of data-informed changes to new 2025-2030 objectives
  - Fall enrollment
    - 10% increase from fall 2023
  - Spring enrollment
    - 12% increase from Spring 2024
  - Goal 4: Employee Excellence
  - 4.6 Evaluate and align staffing levels across the College to promote strategic priorities and institutional growth.
  - Separating Strategic/Operational Planning and Crisis Management
  - Goal 8: Institutional Agility and Innovation
    - Strengthen institutional practices to enhance agility and responsiveness to workforce trends and community needs by advancing innovation, adaptability, and a shared commitment to excellence across all areas of the College.
    - 8.4 Design and implement a proactive continuity of operations framework to promote seamless employee and student experiences during transitions or disruptions, ensuring

consistency in effective leadership and institutional operations.

- Goal 6: Financial strength and resource development
  - 6.1 Develop multi-year integrated budget planning to align with workforce needs and employer demands through the Community College Future Funding model.
- Community College Funding Model
  - LB 243
    - Maintain 2 cent levy authority for capital expenditures
    - Replace general fund levy authority with Community College Future Fund (CCFF)
    - CCFF baseline will be equal to amount levied in 2023-24, or the amount generated by 7.5 cent levy rate, whichever is greater
    - Budget in 2024-25 would be baseline plus 3.5% or percentage increase in Reimbursable Education Units, whichever is greater
    - Could levy a general fund tax rate to fund the CCFF or State Aid if necessary
    - Taxpayers can receive 100% tax credit for transition year before removal of general fund taxing authority
- Remaining steps for Board to finalize the new strategic plan
  - Board input on plan themes and draft during February and April 2025 Board meetings.
  - Review draft mission, vision, values, strategic goals, and objectives
  - Respond to and adapt plan as needed
  - Consider Strategic Plan for approval at the May 2025 Board of Governors meeting.

### **Closed Session - Presidential Evaluation review and Legal Advice Regarding Board Policies**

Mr. Stenberg motioned that the Board of Governors go into closed session for the purpose of evaluating the job performance of the College President, which is necessary to prevent needless injury to the reputation of the College President and no public hearing has been requested by the College President, and for legal advice regarding board policies. Seconded by Ms. Haskell.

Roll call vote follows:

**FOR (10):**

Stenberg  
Haskell  
McCormick  
Boellstorff  
Byers  
Yates

**AGAINST (0)**

**ABSENT (0)**

Sherwood  
Seim  
Gunther  
Uhrmacher

Herrington

**Motion Carried**

**Closed session commences at 4:19 p.m.**

**Closed session concluded at 5:43 p.m.**

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

**Presidential Evaluation Summary Statement**

Chairperson Uhrmacher provided a statement summarizing the results of Dr. Illich's evaluation.

The Southeast Community College Board of Governors has reviewed the 2024-2025 Goal Summary provided by Dr. Illich and completed a formal review of his 2024-2025 performance expectation. This review was discussed with Dr. Illich on April 15, 2025 in Hebron, NE at the Hebron Learning Center.

The Board reviewed and discussed progress on three general goals:

- Goal 1: Relationship Building and Culture
- Goal 2: Strategic and Operational Planning
- Goal 3: Collaboration with Regional and State Associations and Agencies

The Board of Governors finds that Dr. Illich works very hard and is very successful at building relationships and the desired culture of the college. During the 2024-2025 year Listening Sessions were again organized around the 15-county area to showcase what SCC is offering and to gain input for the 2025-2029 Strategic Plan. These meetings assist the administration and the Board to stay in contact with those served. Dr. Illich's leadership in the development of the 2025-2029 Strategic Plan is noted as crucial to the success of the college.

Continuing to advocate for SCC during the implementation of the CCFF is noted as another accomplishment. He has masterfully guided the college through the implementation of the CCFF model, always showing dignity and restraint when needed to make the end product fit the needs of SCC. Dr. Illich's conduct and leadership reflected a high level of emotional maturity and respect that puts ego aside for the good of the college. The survey data from the faculty and staff on Goal 9.6 reflects this as well. This continues to be a focus as he works to build and maintain relationships with members of the Board, his Administrative Team, the faculty and students of the college making them feel welcome, valued and respected.

Dr. Illich has guided the college in a multi-prong approach to significantly increase enrollment. Not only has he guided the Board and the college in developing a capacity to

meet employer and student needs, he has overseen a change in the enrollment process, the registration and course offering policy and, over several years, has overseen the stacking of credentials to make it easier for students to enter and exit programs as it fits their needs. The increased REU enrollment is extremely important to continued operation of the college. Most importantly, Dr. Illich strives to make all decisions have a direct relationship to the Strategic Plan of the college.

The development and implementation of the Prison Education Program should also be noted as a significant accomplishment. This joint effort between the Nebraska Department of Corrections, Southeast Community College and the Higher Learning Commission is a very unique and rare program and has shown great success and promise.

The SCC campuses look very different. Dr. Illich has led the Board and the college through several modernization phases to develop our capacity to meet employer and student needs. This modernization has brought many new community partnerships to develop or expand educational facilities and programs. This work has transformed the college from a commuter campus to a residential college experience!

Dr. Illich guided the accreditation team to achieve an outstanding result from HLC with full accreditation without need for additional visits until 2033. This process has been recognized by HLC as an example for other colleges to follow. Recent HLC Conference attendees indicated that SCC was recognized at this meeting.

A strong working relationship has been developed with the City of Lincoln, local business and industry, and the State and Local Business Chambers and many other influential organizations in the 15-county area. Dr. Illich is very committed, a visionary, a strategist, data-based decision-maker, and a personable, poised leader.

Areas for future focus might include:

- Refocusing on the Empower Campaign to get the college closer to its goal. This will be crucial in future facility growth and modernization.
- Continue the opportunities to meet with area residents on our campuses to showcase our programs and to listen to their needs and concerns.
- Build a Speakers Bureau that includes Board members, members of the Administrative Team, Deans and instructors to meet with community organizations to showcase the role SCC plays in our communities.
- Continue to look at the needs of our area employers. Reach out to city and county governments to better understand the needs. Continue with a workforce development focus.
- Meet with small school administrators to discuss our programs and to better understand their educational needs.

- Due to potential changes at the Federal level, monitor closely for any changes in the accreditation process and be prepared to provide direction to the Board and Leadership Team.
- Monitor those tasked with PR and Marketing ensuring they continue to develop methods and programs that share the SCC Vision, Mission and Contributions to our area and state.

In general, the SCC Board of Governors is very pleased with the leadership of Dr. Illich and believes he has exceeded the goals set for him by the Board and the goals he prioritized for himself as the leader of the college. The Board continues to value his leadership, nurturing skills, vision, and his dedication to the success of Southeast Community College in every aspect of his work.

Dr. Sherwood motioned that the Board finds that Dr. Illich has met the goals set for the 2024-2025 contract year and the 2024-2025 contract year to date; approves the Evaluation Summary and Summary Statement as presented and authorizes the Board Chair to read the summary statement prepared by the Board of Governors into the record to place the evaluation summary and summary statement in Dr. Illich's personnel file. Seconded by Ms. Seim.

**Chairperson Uhrmacher asked for discussion.** There was none.

Roll call vote follows:

<b>FOR (10):</b>	<b>AGAINST (0)</b>	<b>ABSENT (1)</b>
Sherwood		
Seim		Herrington
Gunther		
Haskell		
Stenberg		
Boellstorff		
McCormick		
Byers		
Yates		
Uhrmacher		

**Motion Carried**

## **LEGAL COUNSEL REPORT**

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

## **TIME AND PLACE FOR MAY MEETING**

Chairperson Uhrmacher stated a Work Session and regular meeting was commencing at 12:30 p.m. on May 20<sup>th</sup>, at the Milford Campus with a tour of the house build and lots prior to the meeting.

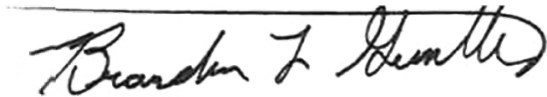
**GOOD OF THE ORDER**

Phi Theta Kappa Ceremony and Luncheon is April 23<sup>rd</sup> in the Warner Chamber located at the Capital Building. Spring Commencement is May 14<sup>th</sup> at 6:00 p.m. at Pinnacle Bank Arena, and TCA Senior Celebration is May 8<sup>th</sup> at 6:00 p.m. at The Career Academy.

**ADJOURNMENT**

Chairperson Uhrmacher adjourned the meeting at 5:47 p.m.

Brandon Gunther

A handwritten signature in black ink, reading "Brandon F. Gunther". The signature is written in a cursive style and is positioned below a horizontal line.

Secretary

## SOUTHEAST COMMUNITY COLLEGE BOARD OF GOVERNORS

**Tuesday, April 15, 2025**

Learning Center at Hebron  
610 Jefferson Ave, Hebron, Nebraska  
Room 101

### REGULAR MEETING AGENDA – 2:00 P.M.

I.	Meeting Called to Order	2:00 p.m.
II.	Roll Call	2:02
III.	Public Meeting Law Compliance Statement	2:04
IV.	Community College Month Resolution & Student Panel	2:07
V.	Consent Agenda	
	A. Action Item - Review Agenda; Move Action Items to Regular Agenda	2:12
	and/or Approve Consent Agenda Items	
	1. Approval of Agenda as Presented	
	2. Approval of Minutes of March 18, 2025, Regular Meeting, and March 27, 2025, Board Retreat	
	3. Approval and Ratification of Bills and Claims	
	4. Approval of Personnel Changes for College Administrative and Support Personnel	
	5. Approval of Hiring / Resignations / Terminations of Instructional Staff	
VI.	Financial Report	2:17
VII.	Board Member Reports	2:22
VIII.	Board Team Reports	2:27
IX.	President's Report	2:37
X.	Public Comment	2:47
XI.	Administrative Presentation/Board Review:	
	A. Instructional Presentation: Wendy Friesen, Learning Center at Hebron	2:52
	B. Tuition Grants & Waivers	3:02
	BREAK	
	C. 2025/2029 Strategic Plan	3:37
XII.	Closed Session - Presidential Evaluation review and Legal Advice Regarding Board Policies	3:42
XIII.	<b>DISCUSS, CONSIDER AND TAKE ALL NECESSARY ACTION WITH REGARD TO:</b>	
	A. Presidential Evaluation Summary Statement	4:48
XIV.	Legal Counsel Report	4:53
XV.	Time and Place for May Meeting	4:55
XVI.	Good of the Order	4:59

**XVII. Adjournment****5:00**

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

The Lincoln Journal Star  
PO Box 81609  
(402) 473-7448

State of Florida, County of Broward, ss:

India Johnston, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of The Lincoln Journal Star, a legal newspaper printed, published and having a general circulation in the County of Lancaster as that and state of Nebraska, and that the attached printed notice was published in said newspaper and that said newspaper is the legal newspaper under the statute of the State of Nebraska.

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

**PUBLICATION DATES:**

Apr. 7, 2025

**NOTICE ID:** x7vv6GHcfQjF0Sw2uwnY

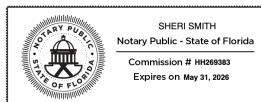
**PUBLISHER ID:** COL-NE-1004386

**NOTICE NAME:** April 15, 2025, Board Meeting

**Publication Fee:** \$16.39

*India Johnston*

(Signed) \_\_\_\_\_



**VERIFICATION**

State of Florida  
County of Broward

Subscribed in my presence and sworn to before me on this: 04/08/2025

*S. Smith*

Notary Public

Notarized remotely online using communication technology via Proof.

**NOTICE OF THE  
MEETING OF  
THE BOARD OF  
GOVERNORS OF  
THE SOUTHEAST  
COMMUNITY  
COLLEGE AREA**

Notice is hereby given that the regular meeting of the Board of Governors of the Southeast Community College Area, will be held at 2:00 p.m. on April 15, 2025, at the Southeast Community College Learning Center at Hebron, in room 101, or other location therein, 610 Jefferson Ave., Hebron, NE. The agenda for the meeting, kept continuously current, is available for public inspection during regular business hours at the Lincoln Campus, 8800 O St., Lincoln, Nebraska.

THE BOARD OF GOVERNORS OF  
THE SOUTHEAST COMMUNITY  
COLLEGE AREA  
COL-NE-1004386 4/7 ZNEZ

# SOUTHEAST COMMUNITY COLLEGE

## Personnel Changes

**April 15, 2025**

### Personnel Report: Staff (Non-Faculty)

ACTION TAKEN										
NAME	ASSIGNMENT	RANK	SALARY	AD	RP	RS	RT	TR	EFFECTIVE DATE	COMMENT
Alloway, Rachel	Payroll & Benefits Specialist	N13			X				04/07/2025	Replace
Arterburn, Kaleb	Career Readiness Navigator – FTT	P3		X					04/07/2025	Addition – Expanded Position
Olsen, Audra	Resource Development Specialist	P2				X			04/01/2025	Resignation
Popp, Alaina	Associate Director, Financial Aid (UPWARD)	P2			X				04/07/2025	Addition – Expanded Position
Proctor, Sandra	College Advisor/Athletic Coach (Women's Basketball)	P2		X					05/05/2025	Addition – Expanded Position
Sullivan, Michelle	Apprenticeship Coordinator – FTT	P2			X				04/01/2025	Transfer to Replace
Vancura, Lori	Associate Director, Registration and Records	P2					X		06/20/2025	Retirement

AD=Addition

RP=Replacement

RS=Resignation

RT=Retirement

TR=Transfer

# SOUTHEAST COMMUNITY COLLEGE

## Personnel Changes

April 15, 2025

Personnel Report: Faculty									
ACTION TAKEN									
NAME	ASSIGNMENT	SALARY	AD	RP	RS	RT	TR	EFFECTIVE DATE	COMMENT
Duffek, Mark	Instructor, Agribusiness					X		07/31/2025	Retirement
Holder, Rachel	Instructor, Design & Drafting Technology			X				04/07/2025	Replace
Knight, James-Michael	Instructor, Diesel Truck Technology				X			07/31/2025	Resignation

AD=Addition

RP=Replacement

RS=Resignation

RT=Retirement

TR=Transfer

**SOUTHEAST COMMUNITY COLLEGE**  
**Approved Position Requisitions**

<b>Application Deadline Date</b>	<b>Job Title</b>	<b>Justification</b>	<b>Status as of 04/07/2025</b>
1/26/2025	Administrative Assistant I - Student Affairs (PT)	Replacement	To Team
1/26/2025	Information Systems Technician (FT)	Replacement	To Team
1/26/2025	Information Systems Technician (FT)	Replacement	To Team
1/27/2025	Career Readiness Navigator - UPWARD Prison Education Program - PTT	New	To Team
2/5/2025	Mental Health Counselor (CAPS) (PT)	Replacement	To Team
2/13/2025	College Advisor (PT)	Replacement	
2/19/2025	Campus Store Clerk (PT)	Replacement	To Team
2/23/2025	Associate Dean, Health Sciences (FT)	Replacement	To Team
2/23/2025	Instructor, English (FT)	Replacement	To Team
3/2/2025	Instructor, Communication Studies (FT)	Replacement	To Team
3/2/2025	Instructor, Nutrition (FT)	New Expanded	To Team
3/2/2025	Instructor, Psychology (FT)	Replacement	To Team
3/3/2025	Residence Life Coordinator (FT)	Replacement	To Team
3/3/2025	Testing Center Specialist (PT)	Replacement	To Team
3/10/2025	Community Education Coordinator (PT)	New	To Team
3/16/2025	Admissions Representative (FT)	Replacement	
3/16/2025	Instructor, Associate Degree Nursing (FT)	Replacement	
3/16/2025	Instructor, Emergency Medical Services/Paramedic (FT)	Replacement	
3/16/2025	Instructor, Nursing (FT)	Replacement	To Team
3/16/2025	Learning Center Coordinator - Nebraska City (FT)	Replacement	
3/16/2025	Learning Center Coordinator (PTT)	New	
3/18/2025	Instructor, Building Construction Technology (FT)	Replacement	
3/23/2025	Admissions Representative (FT)	Replacement	
3/24/2025	Admissions Counselor & Testing Coordinator (FT)	Replacement	
Open Until Filled	Aide - Child Development Center (PT)	Replacement	
Open Until Filled	Assessment Team Member, Adult Education (PTT)	Replacement	
Open Until Filled	Chief Information Officer (FT)	Replacement	
Open Until Filled	Coffee Shop Barista (PT)	New	
Open Until Filled	HR Benefits Specialist	Replacement	To Team
Open Until Filled	Instructor, Diesel Ag Equipment Service Technology	Replacement	
Open Until Filled	Instructor, Electrical & Electromechanical Technology	Replacement	
Open Until Filled	Instructor, Land Surveying & Civil Engineering Tech (FT)	Replacement	
Open Until Filled	Instructor, Practical Nursing - Beatrice and Milford (FT)	Replacement	
Open Until Filled	Instructor, Practical Nursing (FT)	Replacement	
Open Until Filled	Interdisciplinary Center Coordinator (FT)	Replacement	
Open Until Filled	Maintenance Worker I (PT)	Replacement	To Team
Open Until Filled	Maintenance Worker II - Electrician (FT)	Replacement	
Open Until Filled	Public Safety Officer (PT)	New	
Open Until Filled	Restaurant Server (PT)	Replacement	
Open Until Filled	STEM Learning Assistant/Peer Mentor (PTT)	Replacement	To Team
Open Until Filled	Summer Camp Staff (PTT)	Seasonal	