
MINUTES

COORDINATING COMMISSION FOR POSTSECONDARY EDUCATION

August 20, 2015

The Apothecary Building, 5th Floor, South Loft

140 North 8th Street

Lincoln, Nebraska

Public notice of this meeting was given by posting notice on the Commission's website; posting notice on the State of Nebraska's online public meeting calendar; e-mailing news media; and keeping a current copy of the agenda in the Coordinating Commission for Postsecondary Education's office, listing the date, time, and location of the meeting.

Public notice of meeting

NOTICE OF MEETING

NOTICE IS HEREBY GIVEN THAT THE COORDINATING COMMISSION FOR POSTSECONDARY EDUCATION WILL HOLD A MEETING ON AUGUST 20, 2015. THE MEETING WILL BEGIN AT 8:30 A.M. AND ADJOURN AT APPROXIMATELY 2:30 P.M.

AN AGENDA IS MAINTAINED IN THE COMMISSION OFFICE, 140 N. 8TH STREET, SUITE 300, LINCOLN, NEBRASKA.

CAROL ZINK, CHAIR

Meeting called to order at 8:30 a.m.

CALL TO ORDER AND INTRODUCTIONS

Chair Carol Zink called the meeting to order at 8:30 a.m. and asked for introductions.

Commissioners Present

Colleen Adam

Dr. John Bernthal

Mary Lauritzen

Dwayne Probyn

Eric Seacrest

Dr. Joyce Simmons

Carol Zink

Commissioners Absent

Dr. Deborah Frison

Dr. Ron Hunter

Lori Warner

W. Scott Wilson

Commission Staff Present

Miste Adamson

Dr. Michael Baumgartner

Dr. Kathleen Fimple

Jill Heese

Jason Keese

Kadi Lukesh

J. Ritchie Morrow

Helen Pope

James Schiltz

Gary Timm

Mike Wemhoff

*Brenda Hicks-Sorensen, Nebraska
Department of Economic
Development*

PRESENTATION ON NEBRASKA DEPARTMENT OF ECONOMIC DEVELOPMENT INITIATIVES

Chair Zink introduced Brenda Hicks-Sorensen, Director of the Nebraska Department of Economic Development. As the new director for the department, Ms. Hicks-Sorensen has been able to travel the state meeting with community representatives and partners, and businesses. She hears a consistent message from across the state, that even though Nebraska has the lowest unemployment rate in the country, many employers are understaffed and many employees are under-employed and lack skills needed in the workplace. She has been looking at educational programs and they are pursuing an economic development strategic plan. She distributed a hand-out of the plan's timeline to the Commissioners. They will be looking at data analysis on target industries and exploring the economic development innovation ecosystems. Nebraska typically ranks low on innovation indicators. The goal is to present a full package of workforce development proposals to the Legislature for its 2017 session. Ms. Hicks-Sorensen stated they are focusing on working with businesses across the state to partner with and communicate workforce needs with educational institutions. She answered questions from the Commissioners.

*Minutes of June 25, 2015 Work
Session and Commission meeting
approved*

MINUTES OF JUNE 25, 2015 COMMISSION MEETING

Chair Zink noted that the Work Session minutes from the evening before the June Commission meeting will be up for approval along with the regular Commission meeting minutes.

Commissioner Simmons moved that the June 24, 2015 Work Session minutes and the June 25, 2015 Commission meeting minutes be approved. Commissioner Bernthal seconded the motion. A roll call vote was taken. Commissioner Seacrest abstained. All other Commissioners present voted yes.

CHAIR'S REPORT

Former Chair Colleen Adam honored

Chair Zink presented outgoing Chair Colleen Adam with a plaque in honor of her service as Chair to the Coordinating Commission. Former Chair Adam, representing District 5, has served on all of the Commission's subcommittees, as well as serving as Chair twice.

*Chair Zink announces committee
assignments for 2015-2016*

Chair Zink thanked the Commissioners for contacting her with their preferences for the new committees. She distributed the 2015-2016 Committee Roster and announced the committee assignments for 2015-2016.

Executive Committee

Carol Zink (Chair)
W. Scott Wilson (Vice Chair)
Colleen Adam
Dwayne Probyn

Academic Programs Committee

Colleen Adam
Dr. Deborah Frison
Dr. Ron Hunter
Mary Lauritzen
Dwayne Probyn

Budget, Construction, and Financial Aid Committee

Colleen Adam
Dwayne Probyn
Dr. Joyce Simmons
Scott Wilson
Carol Zink

Planning and Consumer Information Committee

Mary Lauritzen
Dr. John Bernthal
Dr. Deborah Frison
Eric Seacrest
Lori Warner

A chair for each committee will be decided upon at the next committee meetings.

Chair Zink acknowledges Planning and Consumer Information committee

Chair Zink took a moment to acknowledge the Planning and Consumer Information Committee as it begins work on updating the Comprehensive Statewide Plan for Postsecondary Education.

EXECUTIVE DIRECTOR'S REPORT

Dr. Baumgartner reports on out-of-service area authorizations

Dr. Michael Baumgartner reported that the following out-of-service area applications have been authorized.

1. Offered by Northeast Community College
Interactive two-way video originated from Bancroft-Rosalie High School in Bancroft, NE
Delivered to Giltner High School in Giltner, NE
 - MATH 2000 Analytic Geometry & Calculus (5 cr.)
8/17/15 – 5/15/16
2. Offered by Northeast Community College
Interactive two-way video originated from West Point-Beemer High School in West Point, NE
Delivered to Howells-Dodge High School in Howells, NE

Out-of-area authorizations continued

- ENGL 1010 English Composition I (3 cr.)
8/17/15 – 12/22/15
- 3. Offered by Northeast Community College
Interactive two-way video originated from Wayne High School in Wayne, NE
Delivered to Logan View High School in Hooper, NE
 - PSYC 1810 Introduction to Psychology (3 cr.)
8/13/15 – 12/18/15
- 4. Offered by University of Nebraska at Omaha
Interactive two-way video originated from UNO
Delivered to Raymond Central High School in Raymond, NE
 - SOC 1010 Introduction to Sociology (3 cr.)
Fall 2015
- 5. Offered by Central Community College
Interactive two-way video originated from Humphrey High School in Humphrey, NE
Delivered to Pope John High School in Elgin, NE
 - ENGL 1010 English Composition (3 cr.)
8/17/15 – 12/11/15
- 6. Offered by Central Community College
Interactive two-way video originated from St. Paul High School in St. Paul, NE
Delivered to Wheeler Central High School in Bartlett, NE
 - PHYSICS 1410 General Physics I (5 cr.)
8/17/15 – 12/11/15
- 7. Offered by Central Community College
Interactive two-way video originated from CCC in Columbus, NE
Delivered to Pope John High School in Elgin, NE
 - PSYC 1810 Introduction to Psychology (3 cr.)
8/17/15 – 12/11/15
- 8. Offered by Central Community College
Interactive two-way video originated from David City High School in David City, NE
Delivered to Madison High School in Madison, NE
 - ENGL 1010 English Composition (3 cr.)
8/17/15 – 12/11/15

Kadi Lukesh presents fourth quarter budget report

Dr. Baumgartner introduced Kadi Lukesh, Budget Coordinator, to present the fourth quarter budget report. Ms. Lukesh stated this is not the final report, as it is a work in progress. She noted that even though the remaining balance looks high, the Federal and the cash funds stay with the Commission. Badly needed improvements were done, including

working with Correctional Services Industries to re-cover the conference, side and visitor chairs for the office. A few new desk chairs and large computer monitors were purchased. Commissioner Simmons asked if there would be a possibility of getting an audio amplification system for use at the Commission meetings.

Ms. Lukesh reports on State of Nebraska Combined Charities Campaign

Dr. Baumgartner asked Ms. Lukesh to report on the State of Nebraska Combined Charities Campaign and Services Fund that is currently taking place. Ms. Lukesh reported that for the past six years the State campaign has been the number one campaign for Lincoln and Lancaster County. The Commission staff has been very successful for the past 10 years having 100 percent participation. This year we are collaborating with other small state agencies to raise funds including the Crime Commission and Banking and Finance by providing baked goods for bake sales. On Friday, August 28, Carli Israelson from the Cystic Fibrosis Foundation will come to speak to the staff at our annual Combined Charities Breakfast.

Dr. Baumgartner discusses Oral Health Training and Services Fund and the Community College Gap Assistance Program

Dr. Baumgartner reported that he has been meeting with officials from two programs that will be starting in early 2017: the Oral Health Training and Services Fund and the Community College Gap Assistance Program. The Commission will be administering both programs.

Dr. Baumgartner talks on the Nebraska TechHire Initiative.

Dr. Baumgartner met with Invest Nebraska representatives to learn about the Nebraska TechHire Initiative in Buffalo County and how it might fit into the Tuition Gap program. Dr. Deb Brennan, Vice President of Educational Services at Central Community College, who is present at the meeting today, is on their steering committee.

Dr. Deb Brennan, Central Community College

Legislative news update

In Legislative news, LB 519, which divided up the State lottery funds, appropriated \$10 million to the Nebraska Opportunity Grant (NOG) and created the Community College Gap program, requires the Education Committee to conduct an affordability study. Dr. Baumgartner will present to the committee on September 10th concerning affordability of Nebraska public institutions, state need-based grant programs, and suggestions for improving affordability.

Dr. Baumgartner reports on LR 223

Sen. Sue Crawford sponsored LR 223, which calls for a study of strategies and ideas to get adult learners to complete adult basic education and/or postsecondary education in fields experiencing worker shortages. Dr. Kathleen Fimple, Academic Programs Officer, and Dr. Baumgartner will be part of a committee Sen. Crawford is assembling with the assistance of the Nebraska Appleseed organization.

Dr. Baumgartner notes that information is being gathered for the review of the Comprehensive Statewide Plan for Postsecondary Education.

Information is being gathered for the review of the *Comprehensive Statewide Plan for Postsecondary Education*. Dr. Baumgartner stated that Brenda Hicks-Sorensen's work with the Department of Economic Development directly addresses industrial and business needs for a skilled workforce, economic trends, and the needs of the geographical regions of the state.

Dr. Baumgartner discusses attending the Nebraska State Data Center Annual Data User's Conference

Dr. Baumgartner, Dr. Duncan Hsu, Database Manager, and Jill Heese, Research Coordinator, attended the Nebraska State Data Center Annual Data User's Conference via video conference. This conference covered many pertinent topics, including population trends, poverty data and trends, economic data, and business data. UNO Center for Public Affairs Research will be invited to present some of the state/local population trends to the Commission at a later date.

Dr. Baumgartner presents Nebraska Postsecondary Enrollment and Degrees handout to Commissioners

Commissioners were presented a one-page handout on Nebraska Postsecondary Enrollment and Degrees. Dr. Baumgartner noted that Commission staff is also working on a one-pager about postsecondary finances in Nebraska and a longer piece describing higher education funding in Nebraska.

Dr. Baumgartner notes dates and locations for 2016 Commission meetings will be presented at October Commission meeting

Dr. Baumgartner reported that Commission staff will be meeting to plan Commission meeting dates and locations for 2016. Those will be considered by the Executive Committee and presented to the full Commission at its October meeting.

Public Comment on Matters of General Concern

PUBLIC COMMENT ON MATTERS OF GENERAL CONCERN

There was no testimony on Matters of General Concern.

Chair Zink closed the public hearing on Matters of General Concern.

Public Hearing on Budget, Construction, and Financial Aid Committee items

PUBLIC HEARING ON BUDGET, CONSTRUCTION, AND FINANCIAL AID COMMITTEE ITEMS

There was no testimony on Budget, Construction, and Financial Aid Committee Items.

Chair Zink closed the public hearing on Budget, Construction, and Financial Aid Committee Items.

BUDGET, CONSTRUCTION, AND FINANCIAL AID COMMITTEE

Chair Simmons acknowledged Commissioners currently serving on the Budget, Construction, and Financial Aid Committee.

Gary Timm presents the Nebraska Community Colleges State Aid Enrollment FTE/REU Guidelines for FY 2016

Nebraska Community Colleges State Aid Enrollment FTE/REU Guidelines for FY 2016

Gary Timm, Chief Finance and Administrative Officer, presented the *Nebraska Community Colleges State Aid Enrollment FTE/REU Guidelines* for FY 2016, offering background information on the guidelines, and reviewing current changes. This document is used to identify what is allowable in the weighting of courses in order to make the distribution of the \$97 million State aid to community colleges. Mr. Timm answered questions from the Commissioners.

Metropolitan Community College
Fort Omaha Campus Capital
Construction Project – Booker
Building Renovation

Mike Wemhoff presents the project
proposal

Chief David Friend, MCC

Metropolitan Community College
Fort Omaha Campus Capital
Construction Project – Booker
Building Renovation approved

Nebraska Opportunity Grant (NOG)
Allocations for 2015-2016

J. Ritchie Morrow presents the NOG
report

Public Hearing on Academic
Programs Committee Items

Dr. David Jackson, University of
Nebraska

Commissioner Simmons, on behalf of the Budget, Construction, and Financial Aid Committee, moved to approve the *Nebraska Community Colleges State Aid Enrollment FTE/REU Guidelines for FY 2016*. A roll call vote was taken, with all Commissioners present voting yes.

Metropolitan Community College Fort Omaha Campus – Capital Construction Project - Booker Building Renovation

Mike Wemhoff, Facilities Officer, presented the project proposal, noting that representatives present at the meeting from Metropolitan Community College include Jim Grotrian, Executive Vice President, David Friend, MCC Police Chief, and Stan Horrell, Director of Campus Planning and Sustainability. The project proposal is to renovate the Booker Building, which is an existing army facility that was acquired by MCC in 2014. The renovation would total close to 37,000 square feet and the primary departments that would utilize the facility would be Police and Public Safety, Public Affairs, some duplicating services, and the college archives. The cost of the project is \$5.2 million, with \$3.7 million from property taxes and the remaining from student facility fees collected that go into the capital improvement fund. Mr. Grotrian discussed the Five-Year Facilities Plan Summary and answered questions from the Commissioners. Chief Friend came forward to comment on the video monitoring of the campus, noting they have a police staff of 45 located at their three campus locations. Mr. Wemhoff gave background history on Robert D. Booker, whom the building is named for. He was a 22-year-old Army soldier from Callaway, Nebraska who died serving his country during World War II and posthumously was awarded the Medal of Honor.

Commissioner Simmons, on behalf of the Budget, Construction, and Financial Aid Committee, moved to approve the Metropolitan Community College Fort Omaha Campus – Capital Construction Project – Booker Building Renovation. A roll call vote was taken, with all Commissioners present voting yes.

Nebraska Opportunity Grant (NOG) Allocations for 2015-2016

J. Ritchie Morrow, Financial Aid Officer, presented a report on the Nebraska Opportunity Grant allocations for 2015-2016, noting that each year a calculation is run that is in statute to allocate Nebraska Opportunity Grant funds to our participating institutions. An application is sent to eligible institutions for the following year. Mr. Morrow discussed the formula, 2015-2016 allocations, and past allocation trends.

Chair Zink called for a break at 10:07 a.m. The meeting resumed at 10:20 a.m.

PUBLIC HEARING ON ACADEMIC PROGRAMS COMMITTEE ITEMS

Dr. David Jackson, Associate Vice President for Academic Affairs at the University of Nebraska, came forward to state he and Dr. Kenya Taylor, UNK Associate Vice Chancellor for Academic and Student Affairs, and

Dr. Kenya Taylor, University of Nebraska at Kearney

Greg Henson, Sioux Falls Seminary

Dr. Kevin McDonald, Covenant Presbyterian Church, Omaha, NE

Dean for Graduate Studies and Research, were available to answer questions the Commissioners may have on the UNK and UNMC program proposals. Dr. Taylor stated they are excited about the prospect of offering the certificate programs, seeing this as an opportunity for their campuses.

Greg Henson, President of Sioux Falls Seminary, stepped forward to introduce himself along with Nathan Helling, Chief Financial Officer, and Dr. Kevin McDonald, Board Member and Pastor at Covenant Presbyterian Church in Omaha. Pastor McDonald spoke briefly, stating that Sioux Falls Seminary campus in Omaha is the only protestant seminary in Nebraska. They were available to answer questions the Commissioners may have.

Chair Zink closed the public hearing on Academic Programs Committee Items.

Academic Programs Committee

Commissioner Probyn thanks Dr. Fimple

University of Nebraska at Kearney

Commissioner Probyn and Dr. Fimple presented the program

ACADEMIC PROGRAMS COMMITTEE

Commissioner Probyn stated the Academics Programs Committee had a lengthy meeting on August 10 to discuss the proposals. He thanked Dr. Fimple for her work and dedication to the committee.

University of Nebraska at Kearney – Proposal for New Instructional Programs - Occupational Safety Professional & Advanced Occupational Safety Professional (undergraduate certificates)

Commissioner Probyn presented the program proposal, remarking on how critical occupational safety is in the workplace. Dr. Fimple commented that certificate proposals coming from the University of Nebraska at Kearney are comprised of existing courses, and the format the institutions use to propose new certificates is different than the format the Commission or the University uses for a new instructional program, resulting in less information provided.

Commissioners Simmons and Bernthal discuss pre-requisite courses for non-degree seeking students

Commissioners Simmons and Bernthal inquired about wavier of pre-requisite courses for non-degree seeking students. Dr. Fimple stated if there was a pre-requisite on a course that offers an overview of the program, the institution wants students to take the introductory course before they go on to the remaining courses in a program. Because the certificate in occupational safety is focused, UNK has determined that these four courses can be taken without the pre-requisite in the field.

Dr. Deb Brennan VP of Educational Services at CCC

To answer a question proposed by Commissioner Simmons regarding duplication of environmental health and safety certificate programs at Central Community College, Dr. Brennan spoke briefly about the occupational safety certificate programs at the college, saying they are geared toward the beginner and a select population looking for specific skills and expertise.

Commissioner Probyn stated the Committee recommendation is to approve the University of Nebraska at Kearney's proposal for New Instructional Programs – Occupational Safety Professional & Advanced Occupational Safety Professional (undergraduate certificates).

Commissioner Simmons moves to amend the University of Nebraska at Kearney Occupational Safety Professional & Advanced Occupational Safety Professional (undergraduate certificates)

Commissioner Simmons moved to amend to restrict the programs to students who are entering to have met established prerequisites for the required courses or at least junior standing. Commissioner Bernthal seconded the motion. A roll call vote was taken. Commissioners Lauritzen and Probyn voted no. All other Commissioners present (5) voted yes.

University of Nebraska at Kearney Occupational Safety Professional & Advanced Occupational Safety Professional (undergraduate certificates) amended motion approved

Commissioner Simmons moved to approve the amended motion for approval of the University of Nebraska at Kearney's Proposal for New Instructional Programs - Occupational Safety Professional & Advanced Occupational Safety Professional (undergraduate certificates). Commissioner Bernthal seconded the motion. A roll call vote was taken. Commissioners Lauritzen and Probyn voted no. All other Commissioners present (5) voted yes.

University of Nebraska at Kearney

University of Nebraska at Kearney – Proposal for a New Instructional Program - Early Childhood Family Advocate (undergraduate certificate)

Dr. Fimple presented the program proposal

Dr. Fimple presented the program proposal. Discussion ensued regarding the need for a degree or certificate in early childhood family advocacy and the salary of individuals obtaining the certificate.

Commissioner Simmons moves to amend the University of Nebraska at Kearney – Early Childhood Family Advocate (undergraduate certificate) program

Commissioner Probyn stated the Committee recommendation is to approve the University of Nebraska at Kearney's Proposal for a New Instructional Program – Early Childhood Family Advocate (undergraduate certificate).

Commissioner Simmons moved to amend the motion to approve the Early Childhood Family Advocate (undergraduate certificate) proposal to make it a requirement for those entering the program not seeking a degree to have sophomore standing. Commissioner Adam seconded the motion.

Discussion followed the motion. Dr. Baumgartner stated the Commission's authority is to review the need and demand for the program and the qualifications of students is a governance issue that the Commission is not allowed to address.

Commissioner Simmons withdrew the motion

Commissioner Simmons withdrew the motion and Commissioner Adam withdrew the second to the amendment.

University of Nebraska at Kearney – Early Childhood Family Advocate (undergraduate certificate) program approved

Commissioner Probyn restated the motion to approve the University of Nebraska at Kearney's proposal for a New Instructional Program - Early Childhood Family Advocate (undergraduate certificate). The certificate is built with existing courses and requires few additional resources from UNK. A roll call vote was taken, with all Commissioners present voting yes.

University of Nebraska at Kearney

Commissioner Probyn and Dr. Fimple presented the program

Dr. Kenya Taylor, University of Nebraska at Kearney

University of Nebraska Professional Sales (undergraduate certificate) approved

Discussion on LB 637 allowing four-year institutions to offer undergraduate certificates

University of Nebraska at Kearney

Commissioner Probyn presented the program

Dr. Kenya Taylor, University of Nebraska at Kearney

Commissioner Probyn read committee comment

University of Nebraska at Kearney – Proposal for a New Instructional Program - Professional Sales (undergraduate certificate)

Commissioner Probyn and Dr. Fimple presented the program proposal. Dr. Fimple noted this is a stand-alone program and is open to both degree and non-degree seeking individuals and could be pursued by students working toward a degree in a variety of majors. Commissioner Probyn discussed sufficient need for the program from an employer stand-point, and the fact that the curriculum doesn't directly consider sales as part of the job description.

Dr. Taylor stated that demand for the program comes from industry and corporation partnerships that work closely with the University. She also noted that students must earn a B in every course in order to obtain the certificate. Dr. Jackson commented that this program could be taken as a minor, but this is an opportunity for individuals already in the workplace to earn certification.

Commissioner Probyn, on behalf of the Academic Programs Committee, moved to approve the proposal from the University of Nebraska at Kearney for a New Instructional Program - Professional Sales (undergraduate certificate). The certificate is built with existing courses and requires few additional resources from UNK. A roll call vote was taken. Commissioner Probyn voted no. All other Commissioners present voted yes.

The Commissioners discussed the passage of LB 637. Commissioner Adam commented that the statute allows four-year institutions and the University to offer undergraduate certificates if the courses comprised in the certificate are above the associate degree level. Therefore questions brought up about pre-requisites are addressed in this bill.

University of Nebraska at Kearney – Proposal for a New Instructional Program - Supply Chain Management (undergraduate certificate)

Commissioner Probyn presented the program proposal. There was discussion on level 300 and 400 courses required to receive the certificate in supply chain management, and the minimum requirement to pursue the certificate would be a high school diploma. Dr. Taylor commented that in the guidelines for development of certificate programs at the University, all course work must be completed with a grade of C or better in each course. If a C is not obtained, the student will have to take pre-requisites for the course.

Commissioner Probyn read the committee comment. The certificate is built with existing courses and requires few additional resources from UNK. The courses feed directly into the minor and emphasis area in supply chain management at UNK. It is unfortunate, and a significant disadvantage to students, that the majority of courses for the proposed certificate may not apply to the supply chain management BS degree at UNL. He noted the Committee recommendation is to approve the University of Nebraska at Kearney's Proposal for a New Instructional Program – Supply Chain Management (undergraduate certificate).

Commissioner Simmons moved to amend the motion

Commissioner Simmons moved to amend the motion because the proposal violates the spirit and intent of LB 637 when it says it allows the University to offer certificates if the preponderance of courses comprising the certificate are above the associate degree level. The spirit of the Legislation is being violated in that these students are taking 300 and 400 level courses, and it has the appearance of a loophole being used by UNK. The amendment is to require these students to have completed sophomore year and be junior level before they can enter this non-degree seeking certificate. Commissioner Adam seconded the motion.

Discussion followed. Dr. Baumgartner commented that he doesn't think the Commissioners have a basis for disapproving the program proposal and determine the qualifications of students entering a program.

Amended motion voted upon and killed

A roll call vote was taken. Commissioner Simmons voted yes. All other Commissioners present voted no.

University of Nebraska at Kearney – Supply Chain Management (undergraduate certificate) program approved

A roll call vote was taken on the Academic Programs Committee recommendation to approve the proposal from the University of Nebraska at Kearney's New Instructional Program - Supply Chain Management (undergraduate certificate). Commissioner Simmons voted no. All other Commissioners present voted yes.

Sioux Falls Seminary action item moved in the agenda to accommodate those traveling

Sioux Falls Seminary - Application for Renewal of Authorization to Operate

Dr. Fimple presented the program

Dr. Fimple presented the proposal, noting the Department of Education and the Higher Learning Commission (HLC) are both monitoring the financial status of Sioux Falls Seminary. Enrollments have been steady and the financial situation seems to be improving. The HLC will make a decision about the accreditation status of the Seminary in February 2017. Mr. Henson spoke briefly, stating the Seminary has a specialty accreditation by the Association of Theological Schools (ATS). Sioux Falls Seminary is valued in Omaha because it offers a Master's degree in Divinity and it is fortunate to have a good relationship with Creighton University, Grace University, and Nebraska Wesleyan University.

Greg Henson, Sioux Falls Seminary

Commissioner Probyn, on behalf of the Academic Programs Committee, moved to approve Sioux Falls Seminary's Application for Renewal of Authorization to Operate through August 31, 2017 with an annual report required March 1, 2016 and on the condition that Sioux Falls Seminary shall 1) submit its annual audited financial statements and 2) notify the Commission of any actions taken by the U.S. Department of Education, the Higher Learning Commission, or the institution's primary lender. A roll call vote was taken, with all Commissioners present voting yes.

Sioux Falls Seminary Renewal of Authorization to Operate approved

Chair Zink called for lunch break at 12:15 p.m. The meeting resumed at 12:46 p.m.

Northeast Community College

Commissioner Probyn presented the program

Northeast Community College
Plumbing Technology (diploma)
approved

Central Community College

Commissioner Probyn and Dr.
Fimple presented the program

Dr. Nathan Allen, Central
Community College

Dr. Deb Brennan, Central
Community College

Central Community College
Precision Agriculture (AAS, diploma,
certificate) approved

Central Community College

Commissioner Probyn and Dr.
Fimple presented the program

Dr. Nathan Allen, Central
Community College

Northeast Community College – Proposal for a New Instructional Program - Plumbing Technology (diploma)

Commissioner Probyn presented the program proposal, noting the program will be located in a new 66,000 square foot facility along with offices and laboratory space for the HVAC program and the proposed plumbing program. One new faculty member will be hired and there should be sufficient resources to fund the program.

Commissioner Probyn, on behalf of the Academic Programs Committee, moved to approve Northeast Community College’s proposal for a New Instructional Program - Plumbing Technology (diploma). A roll call vote was taken, with all Commissioners present voting yes.

Central Community College – Proposal for a New Instructional Program - Precision Agriculture (AAS, diploma, certificate)

Commissioner Probyn presented the program proposal, stating the Academic Programs Committee felt there wasn’t sufficient information in the areas of revenues, need, and demand, and therefore the committee recommended forwarding the proposal to the full Commission for consideration. Dr. Fimple stated it was a translational issue, as the information that was provided was from the U.S. Department of Labor Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant application and not in a format the committee requests and normally receives.

Dr. Nathan Allen, Associate Dean of Academics at Central Community College, commented that the college received round four of funding from the TAACCCT grant in September of 2014, and the college did extensive research to apply for the grant. They met with 35 industry representatives to determine the need for precision agriculture. 365 participants will benefit from the grant, some pursuing degrees and diplomas and others attending workshops. There should be about 20 new students entering precision agriculture each year. Dr. Allen and Dr. Brennan answered questions from the Commissioners.

Commissioner Seacrest, based on additional information provided, moved to approve Central Community College’s proposal for a New Instructional Program - Precision Agriculture (AAS, diploma, certificate). Commissioner Adam seconded the motion. A roll call vote was taken, with all Commissioners present voting yes.

Central Community College – Proposal for a New Instructional Program - Landscape Design (AAS, diploma, certificate)

Commissioner Probyn and Dr. Fimple presented the program proposal, stating Central Community College provided a survey of employers within its service area, which indicated a need and demand for this program. Dr. Allen stated that two years ago the horticulture program was discontinued because it was difficult to market all the programs within the name as the name itself was very broad.

Central Community College
Landscape Design (AAS, diploma,
certificate) approved

Commissioner Probyn, on behalf of the Academic Programs Committee, moved to approve Central Community College's proposal for a New Instructional Program - Landscape Design (AAS, diploma, certificate). A roll call vote was taken, with all Commissioners present voting yes.

University of Nebraska Medical
Center

Commissioner Probyn presented the
program

Dr. David Jackson, University of
Nebraska Central Administration

University of Nebraska Medical Center – Proposal for a New Organizational Unit – Department of Physical Medicine and Rehabilitation

Commissioner Probyn presented the program proposal, commenting that the goal of the proposed department is to provide medical students with an introduction to the field of physiatry. Dr. Jackson noted this department creates a residency program in partnership with Madonna Rehabilitation Hospital. UNMC has entered into an agreement with Madonna.

University of Nebraska Medical
Center Department of Physical
Medicine and Rehabilitation
approved

Commissioner Probyn, on behalf of the Academic Programs Committee, moved to approve the University of Nebraska Medical Center's proposal for a New Organizational Unit – Department of Physical Medicine and Rehabilitation. Approval of the Department does not constitute approval of any new programs now or in the future. A roll call vote was taken, with all Commissioners present voting yes.

ITQ State Grant Program 2015-2016
RFP

Improving Teacher Quality (ITQ) State Grant Program - 2015-2016 Request for Proposals (RFP)

Dr. Fimple stated the ITQ document was created by CCPE staff and the appendices are from the U.S. Federal Government as part of their federal statute or guidelines. She noted that a high-need local educational agency list is generated yearly based on the U.S. Bureau of the Census data and information from the Nebraska Department of Education.

ITQ State Grant Program 2015-2016
RFP approved

Commissioner Probyn, on behalf of the Academic Programs Committee, moved to approve the 2015-2016 Request for Proposals – Improving Teacher Quality State Grant Program. A roll call vote was taken, with all Commissioners present voting yes.

Off-Campus Distance Education
Report 2013-2014

Off-Campus Distance Education Report 2013-2014

Dr. Fimple presented the report, commenting on the different types of distance delivery: traditional, synchronous, and asynchronous. Distance education has increased 13% from 2011 to 2014, with all institutions seeing an increase. The graphs were reviewed and Dr. Fimple answered questions from the Commissioners.

SARA Institutional Applications and
Renewals Approved by the
Executive Director

State Authorization Reciprocity Agreements (SARA) Institutional Applications and Renewals Approved by the Executive Director

Dr. Fimple stated that 20 Nebraska institutions will soon be participating in SARA. Institutions have to renew every year and the renewal must

*Annual Reports from Institutions
Holding Recurrent Authorizations to
Operate in Nebraska*

take place prior to 90 days of the expiration date. The most recent states to join SARA are Arkansas, Illinois, Oklahoma, and Tennessee, totaling 28 states now participating.

Annual Reports from Institutions Holding Recurrent Authorizations to Operate in Nebraska

Dr. Fimple presented the report, noting there was no accreditation activity to report.

Report on name changes, deletions, reasonable and moderate extensions, and other institutional activities relating to existing programs

Dr. Fimple read a statement from UNO regarding its Early Childhood Auditory Oral Education for the Deaf/Hard of Hearing program, indicating that UNO has recommended the discontinuance of the program; the Board of Regents will consider the recommendation at its October meeting.

Discontinued Programs

A. Discontinued Programs

1. CCC – Commercial Horticulture
2. UNO – Early Childhood Auditory Oral Education for the Deaf/Hard of Hearing (graduate certificate)
3. UNK – Science Education (MSE)
4. NCTA – Horticulture

Program Name Changes

B. Program Name Change

1. CCC – Agribusiness to *Agricultural Sciences* (beginning 7/1/16)

*Public Hearing on Planning and
Consumer Information Committee
Items*

PUBLIC HEARING ON PLANNING AND CONSUMER INFORMATION COMMITTEE ITEMS

There was no testimony on Planning and Consumer Information Committee Items.

Chair Zink closed the public hearing on Planning and Consumer Information Committee Items.

*Commissioner Lauritzen introduced
James Schiltz to present peer
reports*

PLANNING AND CONSUMER INFORMATION COMMITTEE

Commissioner Lauritzen introduced James Schiltz, Data Analyst, to present the UNL, NCTA, and UNMC peer reports. Mr. Schiltz commented that by statute, it is the responsibility of the Coordinating Commission to select peer institutions for Nebraska's public postsecondary institutions. The reports are important because they help evaluate and monitor performance of our institutions by comparing them with schools that have similar missions, academic program offerings, financial resources, and students. A group of institutions with similar characteristics is selected that meet certain criteria such as mission, size, and students.

University of Nebraska-Lincoln Peer Report

University of Nebraska-Lincoln (UNL) Peer Report

Mr. Schiltz presented a PowerPoint presentation on the *University of Nebraska-Lincoln Peer Report*. In response to Commissioner Seacrest's question inquiring if the University of Nebraska Central Administration office has received the peer report, Dr. Jackson explained that institutions have various groups of peers. UNL has the Big 10 group of peers, the Board of Regents' group of peers and the CCPE group of peers. He went on to say that Central Administration did receive each of the peer reports prior to the Commission meeting, and the reports feature a logical identification of said peers and they are perfectly satisfactory.

University of Nebraska-Lincoln Peer Report approved

Commissioner Lauritzen, on behalf of the Planning and Consumer Information Committee, moved to approve the *University of Nebraska-Lincoln (UNL) Peer Report* and Peer Group List. A roll call vote was taken, with all Commissioners present voting yes.

NCTA Peer Report

Nebraska College of Technical Agriculture (NCTA) Peer Report

Mr. Schiltz presented a PowerPoint presentation on the *Nebraska College of Technical Agriculture Peer Report*, noting that NCTA's unique focus on agricultural programs makes it difficult to choose peers. Dr. Baumgartner met with Dean Ron Rosati from NCTA to determine what variables to use as well as institutions he saw as natural peers of NCTA. Dean Rosati recommended looking beyond agriculture and including institutions that include technical programs representing a significant portion of degrees granted, with the rationale that these programs would have similar equipment costs and technology-based curriculum. Mr. Schiltz answered questions from the Commissioners.

NCTA Peer Report approved

Commissioner Lauritzen, on behalf of the Planning and Consumer Information Committee, moved to approve the *Nebraska College of Technical Agriculture (NCTA) Peer Report* and Peer Group List. A roll call vote was taken, with all Commissioners present voting yes.

UNMC Peer Report

University of Nebraska Medical Center (UNMC) Peer Report

Mr. Schiltz gave a brief PowerPoint presentation on the *University of Nebraska Medical Center Peer Report*. He stated that for this report, the Coordinating Commission worked closely with the University of Nebraska to help choose the peers. The Commission submitted peer group proposals and the University responded with suggestions for altering certain criteria. The Commission adjusted its criteria and ranges to incorporate much of the University's recommendations.

UNMC Peer Report approved

Commissioner Lauritzen, on behalf of the Planning and Consumer Information Committee, moved to approve the *University of Nebraska Medical Center (UNMC) Peer Report* and Peer Group List. A roll call vote was taken, with all Commissioners present voting yes.

Commissioner Seacrest left the Commission meeting at 2:08 p.m.

Dr. Baumgartner congratulated Mr. Schiltz on his great work with the peer report project, and noted that next week James will be embarking upon the second course in his doctoral program in higher education at UNL. Anticipated graduation is May of 2020.

Jill Heese presents the 2015 Factual Look at Higher Education in Nebraska – Degrees and Other Awards

2015 Factual Look at Higher Education in Nebraska – Degrees and Other Awards

Commissioner Lauritzen introduced Jill Heese, Research Coordinator, who presented the *2015 Factual Look at Higher Education in Nebraska* report on degrees and other awards. Degrees and other awards are analyzed in five sections of the report by sector, level (graduate and undergraduate), gender, race/ethnicity, and discipline. A new section has been added this year (Section 6) and it contains the number of completers by age. Sections 1 through 5 analyze the number of conferred awards, whereas Section 6 analyzes the number of students who earned awards. Ms. Heese stated that in the coming months she will produce a data dashboard where data users can drill down the data and perform data analysis on our website. She answered questions from the Commissioners.

Commissioner Bernthal left the Commission meeting at 2:18 p.m.

Next Commission meeting: October 15, 2015

FUTURE MEETINGS

The next Commission meeting will be Thursday, October 15, 2015, at Nebraska Wesleyan University, Lincoln, Nebraska.

COMMISSIONER COMMENTS

Commissioner Zink comments

Chair Zink thanked the Commissioners for their thoughtful and passionate participation and Mistie Adamson and Kadi Lukesh for arranging and serving break and lunch.

Commissioner Lauritzen comments

Commissioner Lauritzen mentioned it was nice to receive thank you notes from participants at Chadron State College's June Commission meeting. Former Commissioner Riko Bishop was one of three finalists for appointment to the Nebraska Supreme Court. Commissioner Lauritzen was proud to send a recommendation for her and follow up with the Governor even though she was not appointed.

Commissioner Simmons comments

Commissioner Simmons brought up a previous issue that was discussed at a Commission meeting regarding UNL programs where student tuition was paying for other students' scholarships. Dr. Baumgartner sent a follow-up email regarding this issue, noting the University of Nebraska prepared and sent the Commission a memo supporting its authority to use tuition dollars for the scholarship and the Commission is satisfied by their argument.

Dr. Fimple comments

Dr. Fimple stated she saw former CCPE Executive Director Marshall Hill at the State Higher Education Executive Officers (SHEEO) meeting and he says hello to the Commissioners. He currently is located in Boulder,

Colorado and works for the National Council for State Authorization Reciprocity Agreements (NC-SARA).

Commissioner Probyn Comments

Commissioner Probyn noted that on August 13 he was invited by U.S. Sen. Ben Sasse to a military and veteran services meeting at Bellevue University, with close to 200 people in attendance in a room designed for 70 people. This group is responsible for finding jobs for 175-200 returning military veterans. Commissioner Probyn will be working with this group and Dr. Fimple to help returning veterans use the skills and technical knowledge they acquired while in military service in the workplace. Chair Zink added there is an official group called the Employer Support of the Guard and Reserve (ESGR) that do that very thing, along with talking to soldiers and their families about benefits. Her husband, Walter Zink, is the chair of this group. This volunteer group has been together for the last six years and would be an adjunct to what this group is doing. Commissioner Simmons noted that Commissioner Hunter is on a committee regarding military service experience and credit for college. Dr. Fimple stated that she has drafted a letter and a survey that will go out to this committee, which includes college representatives, National Guard educational benefits representatives, and the Nebraska Department of Education, which authorizes programs for veteran's benefits. She noted there are others also that will be sent the letter and survey, which will go out this fall.

Commissioner Lauritzen comments

Commissioner Lauritzen thanked Jill Heese and James Schiltz for presenting their in-depth reports in such an efficient manner.

Meeting adjourned at 2:36 p.m.

ADJOURNMENT

Chair Zink adjourned the meeting at 2:36 p.m.

First Quarter Report as of September 30, 2015

	<i>2015-2016 Operating Budget</i>	<i>2015-16 Current Expenditures</i>	<i>Balance Remaining</i>	<i>% of Budget Expended Time Elapsed 25.21%</i>
PERSONAL SERVICES				
Permanent Salaries	\$873,086	\$211,463	\$661,623	24.2%
Temporary Salaries				
Overtime				
Subtotal	\$873,086	\$211,463	\$661,623	24.2%
PSL	\$873,086			
Benefits	\$247,676	\$66,239	\$181,437	26.7%
Subtotal	\$1,120,762	\$277,702	\$843,060	24.8%
OPERATING EXPENSES				
Postage	\$4,000	\$452	\$3,548	11.3%
Communication	\$15,000	\$2,310	\$12,690	15.4%
Freight	\$200	\$0	\$200	0.0%
Data Processing	\$22,108	\$905	\$21,203	4.1%
Publication & Printing	\$15,700	\$3,125	\$12,575	19.9%
Awards Expense	\$200	\$127	\$73	63.5%
Dues & Subscriptions	\$6,000	\$0	\$6,000	0.0%
MHEC Dues	\$115,000	\$115,000	\$0	100.0%
Conference Registration Fees	\$10,000	\$250	\$9,750	2.5%
Electricity	\$5,000	\$763	\$4,237	15.3%
Rent Expense	\$48,650	\$3,641	\$45,009	7.5%
Repair & Maintenance	\$5,624	\$4,711	\$913	83.8%
Office Supplies	\$3,000	\$225	\$2,775	7.5%
Non-Capitalized Equipment	\$2,000	\$0	\$2,000	0.0%
Food Expenses	\$3,000	\$112	\$2,888	3.7%
Education Supplies	\$1,000	\$0	\$1,000	0.0%
Account & Auditing Services	\$4,113	\$4,068	\$45	98.9%
Purchasing Assessment	\$224	\$224	\$0	100.0%
HRMS Assessment	\$729	\$729	\$0	100.0%
Other Cont. Srvs & Travel Exp.	\$7,676	\$1,000	\$6,676	13.0%
Other	\$1,047	\$30	\$1,017	2.9%
Subtotal	\$270,271	\$137,672	\$132,599	50.9%
STAFF TRAVEL				
Board & Lodging	\$7,000	\$2,428	\$4,572	34.7%
Commercial Transportation	\$6,000	\$602	\$5,398	10.0%
State-Owned Transportation	\$4,100	\$888	\$3,212	21.7%
Mileage	\$1,500	\$745	\$755	49.7%
Other	\$500	\$110	\$390	22.0%
Subtotal	\$19,100	\$4,773	\$14,327	25.0%
COMMISSIONER TRAVEL				
Board & Lodging	\$3,000	\$327	\$2,673	10.9%
Commercial Transportation	\$0	\$0	\$0	0.0%
Mileage	\$12,000	\$536	\$11,464	4.5%
Other	\$100	\$27	\$73	27.0%
Subtotal	\$15,100	\$890	\$14,210	5.9%
TOTAL EXPENDITURES				
	\$1,425,233	\$421,037	\$1,004,196	29.5%
General Fund				
General Fund	\$1,384,210	\$429,458	\$954,752	
Federal Fund ⁽¹⁾	\$6,023	\$0	\$6,023	
Cash Fund	\$35,000	\$1,455	\$33,545	
Remaining Balance	\$1,425,233	\$430,913	\$994,320	70.50%

⁽¹⁾ Federal funds do not include CACG or ITQ program budgets/expenditures, only general administration expenditure



NEW INSTRUCTIONAL PROGRAM PROPOSAL

Institution: University of Nebraska at Omaha (UNO)

Program: Early Childhood Inclusive

Award: Bachelor of Science in Education (BS)

Institution's Existing Degree(s) in Same or Similar Discipline: BS in education with early childhood supplemental endorsement*

Proposal Received by Commission: August 10, 2015

Proposed Start Date: When approved by CCPE

Description

The purpose of the proposed program is to prepare students to use family-centered and collaborative approaches as well as evidence-based instructional strategies to meet the needs of a diverse population. The program would focus on young children (birth to grade 3) with and without disabilities as well as those from diverse cultural and linguistic groups. Graduates would be prepared to work in a variety of settings, including public and private schools, early learning centers, child care centers, and social programs. The program would partner with the Buffett Early Childhood Institute. The institute works with all University of Nebraska campuses, with offices at UNO.

The curriculum meets the requirements for the Nebraska Early Childhood Inclusive field endorsement*. The existing early childhood endorsement at UNO would remain. It has a narrower scope, limited to ages 3 to 8 in a general population. It is a supplemental endorsement, consisting of only 18 credit hours and requiring that the teacher also hold an elementary education endorsement.

The proposed degree would require 120 semester credit hours: 41 hours in general education courses; 12 hours of required courses for teacher education; 55 hours in courses from early childhood and special education, including 2 hours of clinical practice; and a 12-hour area of emphasis (either age 3 to third grade or birth to age 3). Seven new courses would be needed.

Consistent with Institutional Role and Mission? YES NO

Consistent with Statewide Comprehensive Plan? YES NO

REVIEW CRITERIA

A. Need for the Program

High-----Low				
	√			

UNO addressed a variety of topics in presenting the need for the proposed program.

*Nebraska Department of Education defines a subject endorsement as a specific course or a narrow range of courses. A field endorsement is two or more subjects which, considered as a single area of study, represent a wider and broader scope than that of a subject. A supplemental endorsement is one that can only be earned in conjunction with a subject or field endorsement.

Need for bachelor's degree for early childhood teachers

UNO cites studies showing that children participating in high quality early childhood experiences benefit themselves and their community later in life and that those experiences are best provided by a certified teacher with a bachelor's degree in early childhood education.

Recognizing this benefit, Head Start now requires that 50% of its teachers nationwide have at least a bachelor's degree. The proposal also cites the U.S. Department of Health and Human Services' opinion that most quality rating systems used today for early childhood education centers and child care centers include a bachelor's degree for classroom teachers as the standard for the highest quality rating. Such a rating system is under development in Nebraska.

Need for inclusive education

The proposal addresses the need to include children with diverse abilities in activities with children their own age. Two national professional organizations, the National Association for the Education of Young Children and the Division for Early Childhood of the Council for Exceptional Children, issued a joint position statement promoting inclusion. UNO asserts that to work in an inclusive classroom, teachers will need effective preparation such as that provided by the proposed program.

Need for special education

Although the proposed program does not focus solely on special education, UNO notes that there is a shortage of special education teachers in Nebraska and that the number of children requiring special education services is growing. According to the proposal, special education has been on the Nebraska Department of Education's Teacher Shortage list since its inception in 2000-2001.

Need for preschool teachers in Nebraska

According to UNO, the proposed program was developed in response to community needs. In 2013 a ballot measure was approved in Nebraska to increase funding for preschool education. The measure allows public school funds to be used for early childhood programs and creates an endowment with a \$40 million initial investment. The proposal also cites a 2014 study by First Five Nebraska that indicates an estimated 7,752 new or existing early childhood workers would need to obtain higher qualifications in order to ensure that all children at risk, age 0 to 5, can participate in quality programs with appropriate staff-to-child ratios.

Commission staff research

Staff consulted the Nebraska Department of Labor (DOL) website. The proposed program combines early childhood education and special education, making it difficult to identify a category in the DOL data base. In Nebraska between 2012 and 2022 there were 91 annual average job openings projected for "Pre-school teachers, except special education" and 40 openings for "Special education teachers, kindergarten and elementary school." There was no data available for pre-school special education teachers. Average entry level salary for pre-school teachers in 2015 was \$17,892 and for special education teachers was \$38,947. The wage gap reflects the fact that many employers do not require a degree for pre-school teachers and therefore pay considerably less than school districts.

The proposal documented a need for qualified preschool teachers and a need for special education teachers. The Early Childhood Inclusive program at UNO combines both and would meet the requirements for the Nebraska Department of Education's Early Childhood Inclusive field endorsement.

B. Demand for the Program

High-----Low
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

UNO reports that enrollment in the Teacher Education Department doubled from 2012 to 2013. They estimate that 15 new students would enroll in the proposed program in the first year, with 10 in the second year, and five in each of the following three years. The proposal states that these numbers would make a viable major and maximize, without overwhelming, the existing capacity in the required courses.

UNO asserts that need for the program has been identified by potential and current students as well as community members who need qualified teachers. The proposal also suggests that the program would be attractive to the person who currently holds an associate degree in early childhood education or another child and family-centered associate degree and is looking to move into a leadership position.

The projected enrollments are based on national and local studies. The fact that the community requested the program and the Nebraska Department of Education created the endorsement also suggests there would be student demand.

C. Avoidance of Unnecessary Duplication

High-----Low
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

The proposal states that the early childhood inclusive major is available at UNL and UNK. The Nebraska Department of Education also lists the endorsement at Chadron, Peru, and Wayne State Colleges, as well as College of Saint Mary and Concordia University. Despite the number available in the state, this is an endorsement appropriate for the institution serving the largest metropolitan area in the state.

D. Resources: Faculty/Staff

High-----Low
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

The departments of Teacher Education and Special Education and Communication Disorders have five full-time and four part-time faculty who would be responsible for teaching the courses for the program and overseeing the practicum. UNO reports that they have worked together to develop the seven new courses needed. Since some faculty would teach only part-time in the program, the budget includes salary for the equivalent of four full-time faculty.

Part of a graduate assistant's time and part of an academic advisor's time would be devoted to the program. Administrative assistants from the two participating departments would also provide support. All are included in the budget. No new faculty or staff would be needed.

E. Resources: Physical Facilities/Equipment

High-----Low
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

The program would be housed in existing facilities in Roskens Hall, where office space, a resource room, and classrooms, equipped with state-of-the-art technology, are available. The budget includes \$3,400 in the first year for equipment such as books, videos, curricula, assessment tools, and toys.

F. Resources: Library/Information Access

High-----Low
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

UNO has budgeted \$11,150 in the first year for online access to journals not currently available through the Criss Library holdings.

G. Budget

The Teacher Education Department received a Science, Technology, Engineering, and Math Early Childhood Education Program of Excellence funding award that was used to support one faculty member.

**PROJECTED COSTS AND ANTICIPATED REVENUES FOR THE FIRST FIVE YEARS
As reported by UNO**

PROJECTED COSTS		ANTICIPATED REVENUES	
Faculty and Staff ¹	\$1,307,167	Reallocated Funds	
General Operating ²	\$26,480	New State Funds	
Equipment	\$3,400	New Local Funds	
Library/Info Resources	\$11,150	Tuition ³	\$1,083,619
Other (GA tuition)	\$16,507	Other: Program of Excellence funds	\$100,000
Five-Year TOTAL	\$1,364,704	Five-Year TOTAL	\$1,183,619

¹ Represents the portion of time that the existing faculty would devote to the program (equivalent to four FTE), as well as half of a graduate assistant's time and .35 FTE for support staff.

² Represents approximately 10% of the operating budgets for the departments of Special Education and Teacher Education

³ Based on 15 students in year 1 taking 30 credit hours at \$200.25 per credit hour, 10 new students in year 2, and 5 new students in each of years 3, 4, and 5. Fees vary and are not included in this figure.

Committee Recommendation: Approve

First Regular Program Review Date: Due June 30, 2022.

**Master of Arts in Education—Music Specialization
University of Nebraska at Kearney
Follow-up Report**

Background:

- In **2005** the Commission reviewed all music programs at UNK. The master's program averaged 2.0 graduates over the previous five years (Commission threshold is 5.0). The music department was attempting to revitalize the MAEd program
- The Commission **postponed their decision**, asking for a report on any program changes resulting from an internal UNK review in 2004-05.
- UNK reported that all of the music graduate courses were offered online during the summer of 2005. Graduation rates improved from zero in 2001-02 and 2002-03 to two in 2003-04, and four in 2004-05.
- In **2006 the Commission continued the program**, with a report on enrollments and number of graduates.
- In **2009** UNK reported:
 - Since 2004 there had been at least five declared majors every year.
 - The number of graduates averaged 1.6, but three students were expected to graduate in 2009-10
 - In August 2009 the program became available entirely online and enrollment increases followed immediately.
- The Commission **continued the program**, with information on student demand as evidenced by enrollments and number of majors included in the next regular program review due in 2011.
- In **2011** UNK reported:
 - The average number of graduates was 1.2, with two students expected to graduate in 2010-11 and three in 2011-12.
 - The average number of majors was 5.6, but nine students were already enrolled for fall 2011 with seven more completing applications. The increased number of majors was expected to result in increased graduations in 2013-14.
- The Commission **continued the program**, with a report on enrollments and graduation rates.

Summary of Institution's Report:

- The average number of graduates was 2.6, with six graduating in 2012-13 alone. Ten are expected to graduate in the next two years.
- The average number of majors was 6.6, with 15 enrolled in fall 2014.
- The program earned national accreditation in 2010-11.
- The online program has been successful, with course evaluations being "uniformly positive."
- Eight strategies are under consideration for program improvement.

Committee Comment:

The average number of graduates has increased, more than doubling in three years. The six graduates in 2012-13 alone exceed the Commission threshold. However, UNK reported only two graduates to IPEDS (Integrated Postsecondary Education Data System) in 2013-14, the year they expected to see a significant increase. If this increase materializes, it will be apparent in the program review submitted in 2018.

Committee Recommendation:

Continue the program.

[The next regular program review is due June 30, 2018.]

**Dental Assisting-AAS, Diploma
Mid-Plains Community College
Follow-up Report**

Background:

- In the first two reviews by the Commission (**1997 and 2004**), the program met the SCH/FTE threshold of 275, reporting 334 and 313, respectively. The average number of graduates was slightly below the threshold of 10, with 8.6 in 1997 and 9.2 in 2004 (diplomas were the only awards conferred in these years). The Commission **continued** the program both times it was reviewed,
- During the regular program review in **2011**, MPCC reported an average of 2.0 graduates with an AAS degree and 5.6 with a diploma (for a total of 7.6). The SCH/FTE was 243. They also noted that a new program director had been hired in 2009 and new equipment had been purchased in 2010. Enrollments had “steadily increased” over the previous two years.
- The Commission **continued the program with a report** on graduation rates and SCH/FTE.

Summary of Institution's Report:

- The average SCH/FTE from 2009 to 2014 was 272 and the average number of graduates was 8.2, with a high of 13 graduates in 2012-13.
- The program faculty member noted that many students entering the program were not prepared, so in 2012 additional entrance requirements were added to the program. There are fewer students enrolled, but they have better preparation for the program. Employers are pleased with the graduates.
- The faculty member noted that the AAS curriculum included three unnecessary credit hours that will be removed.
- The program’s re-accreditation evaluation took place in April 2015 by the Commission on Dental Accreditation. The program was approved with reporting requirements. The next accreditation visit is in 2022. A report is due in November 2015 on the program director’s progress toward completing a bachelor’s degree.

Committee Comment:

The average number of graduates appears to have rebounded (from 7.6 to 8.2) and the number of graduates in 2012-13 exceeds the Commission threshold. For the most recent three year period, the average was 9.7. The average SCH/FTE is just under the Commission threshold and substantially improved from the 2011 report.

Committee Recommendation:

Continue the program pending resolution of the reporting requirements of the accrediting body.

[The next regular program review is due June 30, 2018.]

**Early Childhood Education - AAS, Diploma, Certificate
Mid-Plains Community College, McCook campus
Follow-up Report**

Background:

- In **2004** the Commission reviewed the Early Childhood Education program at Mid-Plains Community College. The program averaged 4.8 graduates per year and produced 298 SCH/FTE (Commission thresholds are 10 graduates and 275 SCH/FTE).
- MPCC reported that a catalog error and administrative course numbering changes resulted in lower graduates and credit hour production.
- The Commission **continued the program and requested a report** on enrollments and graduation rates.
- In **2006** MPCC reported:
 - During 2005-06 the program generated 842 student credit hours resulting in 351 SCH/FTE. Five associate degrees were awarded and one diploma.
 - Preliminary enrollments for fall 2006 indicated two declared majors, but 15 students were enrolled in the introductory course.
- The Commission noted that four of the other community colleges had a fairly large number of graduates and speculated that the program at MPCC might benefit from a certificate option. The Commission **continued the program**, with a report on enrollments and graduation rates
- In **2009** MPCC reported:
 - The SCH/FTE for 2006-09 (three year average) was 275. Three diplomas were awarded during that time; no degrees were awarded.
 - Preliminary fall 2009 enrollment indicated nine students in the program with ten enrolled in the introductory class.
 - The college was considering adding one or more certificate options.
 - The Commission called for an **in-depth review** focusing particularly (but not exclusively) on student demand for the program and additional opportunities for students such as a certificate program.
- In **2010** MPCC reported:
 - In fall 2010 there were 23 students enrolled in the Introduction to Early Childhood course. Of those, 18 were early childhood majors.
 - MPCC had created a new 12 credit hour certificate program, offered for the first time in fall 2010. The college estimated that 10 to 13 of the declared majors would complete the requirements for the certificate.
 - The **Academic Programs Committee deferred action** and asked for more detailed information, especially regarding need and demand.

Summary of Additional Information Provided by MPCC in 2011:

- In response to increased demand for courses throughout the MPCC service area, 75% of the early childhood courses were available at distance to the entire service area in 2010-11. They were offered at a variety of times, focusing on those that would be most convenient for working students.
- A certificate program was approved in 2009. It met the minimum requirements established by the Department of Health and Human Services for the position of director of an early childhood program in Nebraska at that time.

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- The diploma curriculum was restructured so that students could complete the program in one calendar year. Completion rates had improved.
- Fall 2010 was the first year students could enroll in the certificate program at the time of initial college enrollment. In spring 2011 eight students received the certificate and two more had completed the coursework. These graduates received higher starting salaries than others without comparable education.
- The college offers continuing education opportunities for current child care providers who are required by the state to receive 12 hours of continuing education annually.
- The need for early childhood education is increasing with new legislation for teachers in the federal Head Start program requiring a minimum of an associate degree, rising to a baccalaureate degree in late 2013. Expansion of preschool offerings in public schools has increased the demand for teachers and paraprofessionals.
- The Commission **continued the program with a report**, “at which time the Commission may request an in-depth review or take other action.”

Summary of Institution’s 2014 Report:

- The five-year average for SCH/FTE was 326. The average number of graduates was 5.6, primarily from the certificate program.
- In fall 2014 there were 21 students enrolled in the introductory early childhood course.
- The data do not reflect the number of students who decide to pursue an academic transfer degree (rather than an AAS) after earning awards in early childhood. Over the five year period from 2009-2014, MPCC awarded 15 AA, AS, or AGS degrees to students who had previously completed a certificate or diploma in early childhood education. If these 15 are included in the degree count, the five year average for associate degrees would be 3.6 and the average for the entire program would be 8.6.

Committee Comment:

The table below shows the number of graduates starting with 2006-07.

SCH/FTE 5 yr avg*		2007	2008	2009	2010	2011	2012	2013	2014	5 year Average
326	AAS	0	0	0	1	0	0	1	1	.6
	Dipl	1	0	0	0	1	1	1	0	.6
	Cert	n/a	n/a	n/a	3	8	3	3	5	4.4
	Total	1	0	0	4	9	4	5	6	5.6

*five year average from 2010 to 2014

It appears that the changes in the program have been successful in recruiting additional students, particularly to the certificate program—a program that may best meet student needs given the traditionally low pay for child care providers. (The Nebraska Department of Labor projects an average hourly salary of \$8.28 for entry-level child care workers in Nebraska in 2015.)

The number of graduates has improved slightly for the AAS program. However, the number of academic transfer degrees that can be tied to early childhood education is significant. A diploma is approximately 30 credit hours. An AS degree requires 30-33 hours of general

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education and 27-30 hours of electives. A student with a diploma in early childhood education can take the general education courses, apply the early childhood courses to the necessary electives, and receive an AS. This can be preferable to earning the AAS in early childhood education because students may have difficulty transferring the AAS to a four-year institution.

Committee Recommendation:

Continue the program.

[The next regular program review is due June 30, 2018.]

**Fire Science Technology-AAS, Diploma
Mid-Plains Community College
Follow-up Report**

Background:

- In **2010** the Commission reviewed the Fire Science Technology program at Mid-Plains Community College.
- The AAS program averaged 1.4 graduates; there were no graduates from the diploma program. The SCH/FTE averaged 345.
- Mid-Plains reported that the program had been restructured to a four semester time frame with good response.
- Many students had completed the requirements for a diploma but not applied to receive one. The college intended to contact them.
- The Commission **continued the program with a report** on enrollments and completion rates.

Summary of Institution's Report, 2011:

- In the previous five years, two diplomas were awarded (.4 average) and six degrees (1.2 average). The SCH/FTE was 266.
- There were 15 students who had completed program requirements since 2003 who would be contacted about graduation and 13 students in-progress for a diploma.
- Since 2003, 117 students had taken one or two classes to increase their skill level.
- The college had recently hired a part-time fire science coordinator.
- The college administration had committed to focusing on the implementation of a “Fire Science Academy”. The academy would serve traditional full-time students seeking a diploma or degree as well as providing training for area fire departments.
- A business plan and budget would be created for the academy to determine viability.

Following receipt of this report, Commission staff discovered that the business plan and budget were to be presented to the MPCC governing board in early 2012. Staff delayed taking the follow-up report to the Academic Programs Committee since the intent of the plan was to determine program viability, and asked MPCC for additional information once the board had acted.

Summary of Institution's Report, 2012:

- The MPCC Governing Board asked for a summary of need. The summary included this information:
 - There were 55 fire departments in the MPCC area, 53 of which were staffed by volunteers.
 - About 40% were polled and 100% of those were supportive of the new program plan.
 - The departments were excited about customized training, some of which would be delivered at their local stations.
- MPCC staff recommended that the curriculum be modified to align with the National Fire Academy model curriculum.
- The goal of the program would be to serve the traditional student interested in fire fighting, to provide area fire departments with continuing education and certification, and to

- become a training academy for specialized fire fighting and administrative certification.
- The greatest hindrance to the program's development has been the lack of leadership. The program would benefit greatly from a full-time coordinator/instructor/recruiter.
- In May 2012 the MPCC Governing Board approved a full-time fire science coordinator position with an "update" one year from the date of hire (presumably on the status of the program).
- The Commission **continued** the program, with a copy of the update for the Governing Board to be submitted to the Commission.

Summary of Institution's Report, 2015:

- A new program director was hired in fall 2012 but was released soon after. A new director with extensive experience started in spring 2013 and has been actively promoting the program and recruiting students.
- A new curriculum was introduced in fall 2014 that included more hands-on courses and a two-year completion schedule (the previous, primarily distance learning, curriculum took three years to complete). The curriculum uses the National Fire Academy model.
- The program averaged 210 SCH/FTE and 1.4 graduates for 2009-2014. Under the new director, the average SCH/FTE for 2013-14 was 260 (up from a low of 142 in 2010-11). The number of student credit hours for 2009-14 averaged 138, with 148 in 2013-14, up from a low of 95 in 2010-11.
- Five students were enrolled in fall 2014 to complete the program under the old curriculum and two enrolled under the new curriculum.
- The program received Carl D. Perkins funds in 2013-14 to help upgrade classroom equipment.
- A trailer simulating grain bin rescues was created for the program. MPCC has delivered eight grain bin rescue classes and trained 162 people, some in southeast Nebraska.
- MPCC held a day-and-a-half "Fire School" in 2015 for fire fighters, emergency responders, and rescue personnel.

Committee Comment:

The program has gone through several years of instability and uncertainty. It appears that the director hired in 2013 has made a difference in the program, with increased student credit hours and significant community service courses. Completions, however, have not increased. The new curriculum, in place for only a year, could result in more graduates. The next regular program review is due in 2016, at which time the Commission can revisit the program's productivity.

Committee Recommendation:

Continue the program.

[The next regular program review is due June 30, 2016.]

2014-2015 EXISTING PROGRAM REVIEW

** (Item in bold is under Commission Threshold)

UNIVERSITY & STATE COLLEGE PROGRAMS APPROVED by the EXECUTIVE DIRECTOR for Continuation										
Institution	Program	5 yr Average (2009-2014)								
		SCH	SCH/ FTE	Baccalaureate Degrees awarded		Masters Degrees awarded		Doctorate Degrees awarded		Justification if under threshold
CSC	Curriculum & Instruction	2,211	366			MEd	22.4			
CSC	Elementary & Early Childhood Ed.	4,766	719	BSE	56.2					
PSC	Curriculum & Instruction	3,795	398			MSE	99.8			
PSC	Education	6,852	588							
	Early Childhood			BA/BS	31.2					
	Elementary			BA/BS	45.8					
	Middle Grades			BA/BS	2.2					
	Special Education			BA/BS	12.8					
	Educational Studies			BA/BS	0.6					
WSC	Curriculum & Instruction	4,523	438			MSE	82.4			
WSC	Early Childhood Education	9,537	449	BA	0.2					
				BS	19.8					
	Elementary Education			BA	1.0					
				BS	59.0					
	Middle Grades Education			BA	0.0				R & M	
				BS	4.6				R & M	
UNK	Business Education	5,302	684	BAE	4.0					Need
UNK	Curriculum & Instruction	3,929	459			MAE	44.8			
UNK	Elementary Education	16,369	665	BAE/BSE	123.8	MAE	21.0			
UNK	Science & Science/Math Teaching	2,735	500			MSE	3.8			
UNL	Educational Studies							EdD	6.0	Interdisciplinary
								PhD	29.2	Interdisciplinary
UNL	Teaching, Learning & Teacher Education	15,682	447			MA	55.8			
					MED	2.6				
					MST	0.2				
	Early Literacy					Grad Cert	0.0			New
	K-3 Mathematics Specialist					Grad Cert	44.2			

UNIVERSITY & STATE COLLEGE PROGRAMS APPROVED by the EXECUTIVE DIRECTOR for Continuation										
Institution	Program	5 yr Average (2009-2014)								
		SCH	SCH/ FTE	Baccalaureate Degrees awarded		Masters Degrees awarded		Doctorate Degrees awarded		Justification if under threshold
UNO	Bioinformatics (2013-2014 program review cycle)	1,370	421	BSBI	4.0					Interdisciplinary
UNO	Teacher Education	14,939	470							
	Elementary Education			BSED	125.2	MS	43.6			
	Instruction in Urban Schools					Grad Cert	0.6			Other*
	Literacy					MS	14.4			
	Secondary Education			BSED	96.2	MA MS	0.6 38.6			
UNMC	Physical Therapy	5,913	481					DPT	44.8	
UNMC	Dental Hygiene	1,545	203	BS	23.8					R & M; Need
UNMC	Dentistry	7,805	123					DDS	45.6	R & M; Need
UNMC	Pharmacy	7,575	222					Pharm D	59.8	R & M; Need
UNMC	Pharmaceutical Sciences					MS	0.6	PhD	5.2	Interdisciplinary

*being redesigned

NEBRASKA COLLEGE OF TECHNICAL AGRICULTURE PROGRAMS APPROVED by the EXECUTIVE DIRECTOR for Continuation										
Institution	Program	5 yr Average (2009-2014)								
		SCH	SCH/ FTE	Associate		Diploma	Certificate	Total Awards	Justification if under threshold	
NCTA	Agribusiness Management Systems (2013-2014 program review cycle)	633	182	AAS AS	8.8 0.4			0.2	9.4	Need

COMMUNITY COLLEGE PROGRAMS APPROVED by the EXECUTIVE DIRECTOR for Continuation										
Institution	Program	3 yr Average (2011-2014)								
		SCH	SCH/ FTE	Associate		Diploma	Certificate	Total Awards	Justification if under threshold	
MCC	Process Operations Technology (2013-2014 program review cycle)	406	385	AAS	0.66			1.0	1.66	New

PROGRAMS DISCONTINUED by the INSTITUTIONS			
Institution	Program	Degree(s)	Comments
UNL	Speech Language Pathology & Audiology in the College of Arts & Sciences	BA	Consolidating into the College of Education and Human Sciences to provide students with the widest range of post-graduation opportunities.
UNO	Instructional Technology	Graduate Certificate	

Commission Thresholds

Number of Degrees/Awards in this Program
(the mean of the prior 5 years)

Student Credit Hour Production by Department
Per Full-Time Equivalent Faculty
(the mean of the prior 5 years)

Less Than Two Years and Associate	10	All credit hours produced at the baccalaureate levels and all credit hours at the associate level or below except those described below.	300	All credit hours produced at the associate level and below in programs which utilize contact hours that are converted to credit hours for purposes of determining full-time equivalency pursuant to Neb. Rev. Stat. § 85-1503 (2008)	275
Baccalaureate and First Professional	7				
Masters Degree	5				
Specialist	4				
Doctoral Degree	3				

Justification Key

R & M:	Program is critical to the Role & Mission of the institution
Gen Ed:	Program contains courses supporting general education or other programs
Interdisciplinary:	Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs)
Demand:	Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program
Access:	Program provides unique access to an underserved population or geographical area
Need:	Program meets a unique need in the region, state, or nation
New:	Program is newly approved within the last five years
Other:	Detailed explanation provided

**Nebraska Institutions Approved for Participation in SARA
(State Authorization Reciprocity Agreements)
as of October 7, 2015**

Southeast Community College – Lincoln, Beatrice, Milford

- A public institution established by Nebraska state statute in 1975.
- Accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools since 1983; current accreditation to be reaffirmed in 2022-23.
- U.S. Department of Education composite financial score is not used for public institutions.
- Enrollment: 8,244 full time equivalent students
- Approved by CCPE Executive Director on August 12, 2015
- Approved by the National Council of SARA on August 28, 2015

Previously approved institutions (19: 12 public, 7 private)

Renewed by CCPE*

Bellevue University – Bellevue	7-7-15
Bryan College of Health Sciences – Lincoln	8-10-15
Central Community College – Grand Island, Columbus, Hastings	7-16-15
Chadron State College – Chadron	
Clarkson College – Omaha	
College of Saint Mary – Omaha	
Concordia University, Nebraska – Seward	
Creighton University – Omaha	7-20-15
Metropolitan Community College – Omaha	7-31-15
Mid-Plains Community College – North Platte and McCook	9-10-15
Nebraska Methodist College – Omaha	7-16-15
Northeast Community College – Norfolk	7-20-15
Peru State College – Peru	7-31-15
University of Nebraska at Kearney	
University of Nebraska – Lincoln	
University of Nebraska Medical Center	
University of Nebraska at Omaha	
Wayne State College – Wayne	7-29-15
Western Nebraska Community College – Scottsbluff	

*Annual renewal is required by NC-SARA and must take place within 90 days prior to the expiration date.

National SARA update

29 states are now participating. The most recent state to join SARA is Michigan.

INFORMATION ITEMS

A. Reasonable and Moderate Extensions

1. MPCC – Information Technology-Customer Service/Help Desk (certificate)
2. UNL – Behavior Specialist (graduate certificate)
3. UNO & UNMC – Dual Doctor of Pharmacy and Master of Business Administration

B. Discontinued Program

1. UNL – Speech Language Pathology and Audiology in the College of Arts and Sciences (major remains in the College of Education and Human Sciences)

Postsecondary Education Operating Budget Recommendation 2015-17 Deficit Request



COMMITTEE DRAFT





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The commission's reports are available online at
www.ccpe.ne.gov

Introduction

The Coordinating Commission for Postsecondary Education is directed by the Nebraska Constitution, Article VII, Section 14(3) to review and modify, if needed to promote compliance and consistency with the Comprehensive Statewide Plan and prevent unnecessary duplication, the budget requests of the governing boards prior to the budget requests being submitted to the Governor and Legislature. Neb. Rev. Stat. §85-1416(2)(c), further directs the Commission to:

“...analyze institutional budget priorities in light of the Comprehensive Statewide Plan, role and mission assignments, and the goal of prevention of unnecessary duplication. The commission shall submit to the Governor and Legislature by October 15 of each year recommendations for approval or modification of the budget requests together with a rationale for its recommendations. The analysis and recommendations by the commission shall focus on budget requests for new and expanded programs and services and major statewide funding issues or initiatives as identified in the Comprehensive Statewide Plan.”

The Commission’s role regarding public postsecondary institution budget review is to provide an independent, broad, policy-based review consistent with the above statute. The Commission does not provide a detailed analysis of line items in the operating budgets of the state’s 13 public colleges and universities.

Consistent with this charge, the Commission develops its recommendations based largely on information provided by the institutions. The Commission conducts its budget reviews with efficient allocation and use of state resources in mind, thus helping to ensure that our higher education system meets the needs of our state as reflected in the *Comprehensive Statewide Plan*.

The statutes direct the University and State Colleges to submit a summary of their budget requests to the Commission 30 days prior to submitting them to the Governor. The FY2015-17 deficit appropriation requests are due to the Commission by September 23rd with the full budget documents being due to the Governor by October 23rd. As outlined above, the Commission's recommendations are due to the Governor and Legislature by October 15th.

For the FY2015-17 deficit appropriation request, only the State College System submitted a request. As required by statute, the Commission addressed statewide funding issues, reviewed continuation requests, and focused on new and expanded programs in its budget review and recommendations.

State College Sector

Background on request

Since 1940, federal regulations implementing the white collar exemption from overtime pay have generally required each of three tests to be met for the exemption to apply: (1) The employee must be paid a predetermined and fixed salary that is not subject to reduction because of variations in the quality or quantity of work performed (the “salary basis test”); (2) the amount of salary paid must meet a minimum specified amount (the “salary level test”); and (3) the employee's job duties must primarily involve executive, administrative, or professional duties as defined by the regulations (the “duties test”).

On March 13, 2014, President Obama signed a Presidential Memorandum directing the U.S. Department of Labor to update the regulations defining which white collar workers are protected by the FLSA's minimum wage and overtime standards. On June 30, 2015, the U.S. Department of Labor's Wage and Hour Division announced a Notice of Proposed Rulemaking (NPRM) to update the regulations defining which white collar workers are eligible to receive pay for hours worked over 40 in a workweek, with written comments on the proposed rule due by September 4, 2015. The Department last updated these regulations in 2004, when the current salary threshold for exemption was set at \$455 per week (\$23,660 per year). With this proposed rule, the Department seeks to update the salary level required for exemption to about \$970 per week (\$50,440 per year) in 2016 dollars to ensure that the FLSA's intended overtime protections are fully implemented and to simplify the identification of nonexempt employees, making the executive, administrative and professional employee exemption easier for employers and workers to understand and apply.

As of October 15, 2015, the regulations have not been finalized, but estimations are the rule will go into effect January 1, 2016.

Deficit Appropriation Request

	<u>2015-16</u> <u>Request</u>	<u>2016-17 Request</u> <u>over 2015-16</u> <u>Request</u>	<u>2016-17</u> <u>Cumulative</u> <u>Request</u>	<u>2015-17</u> <u>Biennium</u> <u>Request</u>
NSCS Request	\$295,062	\$295,062	\$590,124	\$885,186
Commission Recommendation	\$295,062	\$295,062	\$590,124	\$885,186

The Nebraska State College System (NSCS) did an in-depth analysis of each of the 114 state-funded employees whose current salary is between the current salary threshold for exemption of \$23,660 per year and the proposed salary threshold for exemption of \$50,440 per year. The estimated annual cost is shown in the tables below.

	<u># of</u> <u>employees</u>	<u>Cost</u> <u>(salary and benefits)</u>
Managed through current overtime policy with no additional cost	61	\$ 0
Within \$5,000 of new threshold and managed through adjustment to new threshold	18	\$ 55,446
Managed through current overtime policy with additional cost	9	\$ 59,412
Beyond \$5,000 of new threshold and managed through adjustment to new threshold	10	\$125,576
Managed through additional 6 FTEs	16	\$349,690
Estimated <u>annual</u> cost	114	\$590,124

Estimated Annual Cost by Campus

Chadron State College	\$198,349
Peru State College	\$174,471
Wayne State College	\$217,304
Total	<u>\$590,124</u>

It is important to note that many of these employees are not working a standard 5 day workweek. Given the nature of a college campus, many employees work on the weekend as well. While some employees may work 11 hours per day, it is more

likely that an employee would work 8 or 9 hours per day on 5 days and then another 10-15 hours over the weekend. Examples of positions affected by this rule include those who work in academic advising, counseling, information technology, and athletic training, as well as supervisors in areas such as custodial, maintenance, and security.

For 2015-16, the NSCS's state-funded payroll is estimated to be \$47.5 million. This request will fund the implementation of the federal regulation for all employees except those paid through federal and revolving fund activities. Implementation costs for those employees will be paid from the appropriate funding source.

Recommendation

The Commission recommends funding this request on the condition the final U.S. Department of Labor rule is approved. If the final updated salary threshold or the effective date is significantly different, the amount requested should be adjusted accordingly.

Rationale for Recommendation

The purpose of a deficit appropriation is to allow agencies to request funding for unforeseen or unknown issues that arise after the biennial budget has been approved by the Legislature and the Governor. As noted above, the Notice of Proposed Rulemaking was not announced until June 30, 2015.

Chapter 4 of the *Comprehensive Statewide Plan* includes funding exemplary institutions as one of the major statewide goals. More specifically, this goal recognizes that state funding should include sufficient funding to provide salaries and professional development opportunities that will attract and retain high quality faculty and staff. This request includes only state-funded employees.

In reviewing the methodology NSCS used to arrive at its estimate for the 114 identified state-funded employees, the individual circumstance of each employee was taken into account and the Commission believes a reasonable solution was identified by NSCS that kept the cost of implementation to a minimum.

While it is unknown when and at what salary threshold this rule will be implemented or even if this rule will be implemented, the Commission believes it is appropriate to make a request at this time due to the timing of the deficit request deadline of October 23rd.



2016 CCPE Meeting Calendar

January 21 - Thursday
Creighton University - Omaha

March 10 - Thursday
University of Nebraska at Kearney

April 28 - Thursday
Bellevue University - Bellevue

June 9 - Thursday
Southeast Community College – Career Academy - Lincoln

July 21 - Thursday
College Center - South Sioux City

September 8 - Thursday
Apothecary Building - Lincoln

October 13 – Thursday
Nebraska State Capitol - Lincoln

December 1 – Thursday
TBA - Lincoln