

Greetings

Welcome to the December edition of the CSC Leadership Report. I was so pleased to see many of you at the holiday dinner on Dec. 2. Thank you for sharing some holiday cheer with me! Updates from each of the functional areas of the campus are provided below to assist you in staying up to date on all that is happening at CSC.

Strategic Plan Update

The CSC 2030 Strategic Plan task force has met a total of five times (once per month) to review updated drafts of the CSC Strategic Plan. Their work has resulted in the establishment of four priorities for the College. They include:

- Student Access, Experience, and Success
- Academic Excellence and Workforce Readiness
- Organizational Culture and Institutional Vitality
- Regional Leadership and Impact

Each of these priorities is further informed by a number of priority strategies that describe the types of intended outcomes that will move each priority forward. During this month's meeting, the task force reviewed various performance indicators that can be used to measure the progression and success of each priority. A survey will be sent out to all task force members to compile their collective feedback on these performance indicators, which will be used to finalize the plan. A final draft of the plan will be shared with the campus in January.

In addition to the Strategic Plan, the task force has also been revising the CSC Mission, Vision, and Value statements to ensure they align with the CSC 2030 Strategic Plan and continue to inform our collective work.

Enrollment Management

Enrollment for the spring semester is trending in a positive direction. As of Dec. 12, CSC has 66 new graduate students enrolled for the spring semester, which is 49 more than what we had at the same time last year. Overall, we have approximately 110 new students registered for spring and expect to enroll between 60-80 more students prior to the first day of the spring semester.

The Admissions Office has hosted many students this fall. In November, 69 students attended Eagle Experience Day, which was the largest experience day event we have had in several years. The next Eagle Experience Day is scheduled for Jan. 30. We also have had more than 140 students attend individual visits and 79 student-athletes have made group visits since July 1. We could not create a



quality experience for these prospective students without the support of the faculty and staff across campus. You help make us stand out from other college visits, and we would like to say “THANK YOU!”

We continue to represent CSC at our regional high schools by attending high school basketball games and giving students a chance to win a \$500 scholarship by making a half-court shot. We have been to Hemingford, Crawford, and Banner County and have plans to attend Chadron, Alliance, Scottsbluff, Hay Springs and others after the winter break. If you would like to represent CSC at any of these games, email Dr. Derry Ebert, for more information. These are great events to talk with prospective students, alumni and friends of CSC, and to get involved in the community.

Academics

Student Success and Engagement

Academic Advisors are successfully implementing Eagles360 into their work. Seventy-one percent of referrals assigned to the Academic Advising team have been closed for a successful resolution, with a total of 248 cases referred or opened for Fall 2025 (the highest since implementation).

Career Services hosted its Fall Career Fair Oct. 29. Twenty-four organizations recruiting students attended, and 70 students participated. Career Services will host a Spring Career Fair March 18 from 1 to 5 p.m. in the Student Center.

Community Engagement

The annual Family Math night was Oct. 23 at the Chadron Intermediate School. Third and fourth graders enjoyed testing their math skills at this event which was sponsored by Assistant Professor Jordan Haas, Math GA Aubree Quast, and several Math Education students.

The annual Creepy COIL Crawl was Oct. 31. More than 350 Pre-K to fourth graders explored the Sciences during this event. This event was hosted by the Physical Science faculty and staff, Business Department colleagues, the Health Professions Club, Chemistry Club, CSC Volleyball, and Physical Science Education students.

Faculty Research & Scholarship

Dr. Mathew Brust has finished inventorying the grasshopper and lady beetle collections. The grasshopper collection contains more than 12,800 specimens of more than 100 species. The collection includes grasshoppers that are mostly from Nebraska, but also a bit of material from areas such as Wyoming, Colorado, South Dakota, Kansas, Oklahoma, and Wisconsin. Numerous county records and even some state record vouchers are contained in the CSC collection. The lady beetle collection contains more than 2,600 specimens, mostly from Nebraska but also nearby states. As many native lady beetles have vanished from the eastern U.S. a great amount of material in the collection is considered rare.



Dr. Caitlin Redden presented at the Association for General and Liberal Studies Conference on Oct. 3, and Dr. Nic Fisher presented at the Great Plains Economics and Business Conference Oct. 17.

Dr. Clint Evrard and MBA graduate student Sutton Pohlman presented their research on diabetes for the Graves Lecture Series Nov. 18.

Professional Development

Chantel Merchen and Austen Stephens completed their Eagles360 drop-in trainings for faculty this term. If departments missed out, and wish to have a training scheduled, please email [Chantel](#) or [Austen](#).

Planning has begun for the AY 2026-27 Eagle Success Summit. Faculty feedback on the best date for the event was requested. Stay tuned for a Save the Date and more information.

Program Updates

The following program changes have been approved by Faculty Senate and will go before the Board of Trustees at its January meeting:

- Family and Consumer Science
 - Elimination of the Design and Merchandising option
 - Elimination of the Gerontology minor
 - Elimination of the Health and Human Services option
 - Elimination of the Hospitality minor
 - Elimination of the Nutrition and Wellness minor
 - Elimination of the Public Health Promotion and Education minor
 - Elimination of the Textiles and Design minor
- Social Science
 - Addition of a Social Science Comprehensive major with options in social science and history
 - Elimination of the History major
 - Addition of a Public History minor
- Business
 - Elimination of the Business Information Systems option
 - Addition of a Business Analytics option
- Education
 - Addition of a reduced credit hour Bachelor of Applied Education with options in Elementary Education and Special Education
- Justice & Legal Studies
 - Addition of a reduced credit hour Bachelor of Applied Justice Studies with options in Law Enforcement, Corrections, and Paralegal Studies
- Two Certificates of Advanced Studies in Business and Mathematics



New Hires

Amanda Lewin has accepted the academic advisor position on the START team. Her first day was Nov. 24.

Candidates for the Director of Assessment were on campus in December. Thank you to all who participated in the interview and presentation process.

Please see the [HR web page](#) for current Academic Affairs searches.

Athletics

Chadron State Athletics is beginning its winter sport season after a successful fall season that saw coaches and student-athletes honored on the field and in the classroom.

Chadron State football won eight games, finished second in the Rocky Mountain Athletic Conference standings, and qualified for the NCAA playoffs. Head Coach Jay Long, in his 14th season, earned the RMAC Coach of the Year award and the AFCA Regional Coach of the Year award for the first time in his career.

The Eagles had seven First-Team All-Conference selections, including RMAC Defensive Player of the Year Logan O'Brien and Special Teams Player of the Year Brodie Eisenbraun. Both O'Brien and Eisenbraun were also among CSC's four First Team All-Academic selections, with O'Brien winning that honor for the third year in a row.

Chadron State's winter sports have been facing the best of the best. The Eagle women's basketball program competed against a pair of Division I opponents in Wyoming and Northern Colorado while men's basketball has faced West Texas A&M and Minnesota State, who were two of the final four teams nationally in 2023-24.

Men's wrestling recently went toe-to-toe with Nebraska-Kearney, the No. 1 team in the nation and defending national champions, and won four of 10 matches. Keegan Gehlhausen remains the No. 1-ranked wrestler in the nation at 184 pounds. The men's and women's wrestling teams have a combined four nationally-ranked wrestlers.

Administration and Finance

Accounting and Business Office

Jasmine Parsons has accepted the Athletic Business Manager position and starts in that role Monday, Dec. 15. The Business Office will miss seeing her but wishes her well.

The annual revenue bond audit was completed, and the report was approved by the Board of Trustees during its November meeting. The annual basic financial statement audit is complete, and the



report will be presented to the Board at its January meeting. The annual federal audit is in its final stages and is expected to be completed by the end of January.

Budget

As of Nov. 30, tuition revenues were 48.2% of the tuition budget, and expenses were at 44.17% of the budget. Tuition remissions were at 27.13% of our tuition revenue. The enrollment decline of approximately 9% has had a significant impact on our financial planning, and as a result this will be a particularly challenging year.

Given these constraints all departments need to prioritize spending strictly on essential activities. Every decision must be made with fiscal responsibility in mind.

As part of the efforts to respond effectively to this enrollment decline, Academic Affairs has been working diligently to align course offerings with current student demand. The goal is to ensure that students remain on track for graduation while we adapt to these new realities. This work is ongoing, and adjustments will continue as we monitor enrollment trends and student needs.

We recognize that the months ahead may involve some conversations and decisions. We appreciate your continued commitment, flexibility, and collaboration as we navigate this together.

Contract process

As we approach the spring semester, it is important to note this period represents the highest volume of contract activity for CSC. Early preparation and submission of contract materials will help ensure timely review and processing.

With the fall semester ending, we'd like to extend our appreciation for the cooperation and responsiveness throughout the term. Currently, unless there is a significant influx of contract submissions prior to the upcoming break, we anticipate minimal carryover of contracts into the break period. This will allow a more efficient transition into the spring contract cycle.

Human Resources

Nebraska's minimum wage increases to \$15 per hour effective Jan. 1, 2026. Supervisors do not need to take any action for current employees making less than that amount, this is something Human Resources manages.

The [CSC Holiday Calendar](#) is posted on the HR web page under policies and information. This calendar has all the official scheduled holidays through July 2026. A new calendar is typically disbursed in March. The Firefly calendar is shared software and does not reflect CSC's Holiday Calendar.

Math Science COIL

The electrical work needed and referenced in the last Leadership Report will be completed Tuesday, Dec. 16. Once the electrical work is complete the drainage work around the south side of the



building can be finished. The weather and contractor availability will determine whether the drainage work can be completed before spring.

Coronavirus State and Local Fiscal Recovery Funds (CSLFRF) water main replacement

The second phase of this project was substantially completed in September. There are still some small punch list items needing to be completed before the project is 100% complete. These items will be completed as quickly as possible depending on weather and contractor availability. This project is funded by federal funds passed through the State of Nebraska to CSC.

Old Admin elevator repairs

The elevator is waiting for the Fire Marshal inspection scheduled for Wednesday, Dec. 17. Once the Fire Marshal completes the inspection and CSC receives the certificate, the elevator will be back into service. Thank you all for your patience with this project. This project is funded by the 309 Task Force for Building Renewal.

West Court and Brooks Hall asbestos abatement

Asbestos abatement is complete at West Court. We are working with the Nebraska State Patrol to utilize this facility for SWAT training this spring. We are working to secure bids on the demolition and will attempt to demolish this facility once the SWAT training is complete. The Nebraska State Patrol will coordinate with Criminal Justice faculty to allow students to observe parts of the training. This demolition is funded through facility fees.

For Brooks Hall, the College has contracted with a vendor for abatement specification design and abatement monitoring. We hope to bid out the asbestos abatement project early January 2026 with the abatement to follow soon after an award and contract is negotiated. We will determine if the demolition should be completed this spring/summer or wait until the winter months when construction crews are not as busy. This project is funded through contingency maintenance funds.

Sparks Hall

This project is substantially complete and the contractor has a few punch list items to complete. Depending on the weather these items should be completed by the end of January. This project is funded by the 309 Task Force for Building Renewal.

Deaeration tank replacement in the Sheaman Heating Plant

TSP finalized the design for the tank replacement however with the boiler replacement project requiring alternate options we've paused this project to ensure the alternate boiler(s) don't need a different deaeration tank design. We are hopeful with the alternate the deaeration tank can be moved such that it will not require the Heating Plant roof removal and replacement. Once the boiler design is complete, we can start working on the deaeration tank design/specifications and location again. The project is funded by the 309 Task Force for Building Renewal.



Boiler #3 replacement and Boiler #4 repair in the Sheman Heating Plant

The repair to boiler #3 was completed in May, and TSP's design for the boiler #4 replacement is complete. We received the estimated cost for the replacement of boiler #4 and we are working through our options. Due to the cost, we have been working with the design team and 309 on alternate options. We have arrived at a suitable alternative and will work to complete the design. Due to extenuating factors, we will likely move forward with the replacement of one or two wood fired boilers with one or two natural gas fire boilers next fall. The new design will include a large overhead door being installed so we do not have to remove and replace a portion of the Heating Plant roof. Once a project timeline is available, we will communicate it in the next update. The project is funded by the 309 Task Force for Building Renewal.

Backyard project

The Backyard project (formerly known as the Fire Pit project) kicked off with Lee Davies Architecture at the end of April. Lee Davies completed schematic design and has been working on design development and construction documents. We met as a group to review the design development in November. We are hopeful the construction documents can be completed in time to bid the project out this winter, so that the project can be completed in summer 2026. This project was requested by the Student Senate and is being funded with student activity fees.

Utility tunnel repair along Main Street

The utility tunnel running north and south along the west side of Main Street requires repair. There is a degraded section of this tunnel running in front of the Sandoz Center which requires a sidewalk closure. We submitted an emergency funding request with the 309 Task Force for Building Renewal, and we are optimistic they will provide funding for this repair. We have been working with TSP on the design specifications so that the project can be bid out this week, with bids due Jan. 30. Contingent on bids received and contractor availability we are hopeful the project can be completed in summer 2026.

Other Maintenance/Facility Updates

- Rasmussen Mechanical installed the Work Hall and Wing steam hot water heat station this summer but there are some steam reducing and relief valves that still need to be installed. The parts have been received but we need to identify a time to complete the work. The boilers must be shut down for a minimum of two days, so the weather has be cooperative. Once a timeline is established, it will be communicated with campus. As a last resort this work can be completed in May during the annual shutdown.
- Working through elevator challenges in High Rise and the Library. TKE has been on campus several times working on these issues but have not resolved them to date. The parts for the Library elevator were received and repairs were made Friday, Dec. 12, and now the elevator needs another part which will be installed next week. A part is on order for the High Rise elevator and will be installed as soon as it's received.



- The variable frequency drive and pump for High Rise have been ordered. Once those parts are available, they will be installed by a contractor. These parts were ordered in anticipation of need. There is some water pressure fluctuations but everything is functioning.
- The HVAC team has been working through condensate issues on campus. They have identified and resolved most of these issues.
- Burkhiser had a variable frequency drive go bad which was repaired after ensuring the 100 horsepower motor was still functioning properly.
- The steam leak south of the Math Science COIL building has been fixed.
- The Armstrong bleachers were inspected and condemned this summer. The bleachers are being dismantled as time allows by the carpenters, and we will determine whether replacing the bleachers is feasible when considering cost and usage.
- Set and tear down for December commencement is compressed due to basketball games the day before and after commencement.

Student Affairs

Title IX Coordinator Update

Following a national search, Jody Motz has been named Chadron State College's Title IX Coordinator. Jody had been the Interim Title IX Coordinator since August. Jody brings valuable experience in case management, domestic violence resources, and abuse prevention programming through her work with the DOVES program. Rebecca Fernau, Assistant Professor of Social Work, will continue in her role as a Title IX Designee.

As a reminder, employees are encouraged to report potential violations of NSCS Board Policies 3020 and 5011 through any of the following channels:

- Email: titleixcoordinator@csc.edu
- Call or Text: Title IX hotline at 308-430-0980
- Online: File a report via Eagles360 or submit anonymously
- Visit or schedule a meeting with Jody Motz in Crites Hall 351

Student Activities Coordinator

With Elise Oetken scheduled to resume her duties following winter break, Mariah Nelson's last day fulfilling the Student Activities Coordinator duties is Monday, Dec. 15.

Mental Health Training Opportunities

Two Mental Health First Aid training opportunities are scheduled for the spring semester. The first is Jan. 23, 2026, from 8 a.m. to 4 p.m., and the second is April 29, 2026, from 8 a.m. to 4 p.m. Both trainings will be in the Student Center, Ballroom. To RSVP, email [Chelsea Turner](mailto:Chelsea.Turner@csc.edu).



A Question, Persuade, Refer (QPR) training is scheduled for Feb. 11, 2026, from 10 a.m. to noon in the Student Center, Ponderosa Room. RSVPs are not required.

Qdoba

Due to low sales, Qdoba will not operate on the weekends beginning in the Spring 2026 semester. Additionally, menu prices for transactions with cash, card, and EagleBucks will increase by 2% in the spring. Student meal plan transfers will not be impacted by this increase.

2026-27 Student Trustee

Daniella Akwanamnye has been selected as the 2026-27 Student Trustee representing CSC for the Nebraska State College System.

Stop Campus Hazing Act

The Federal Stop Campus Hazing Act was signed into law in Dec. 2024. As a result, the Nebraska State College System has been working to implement required training, response, and reporting mechanisms. CSC representatives from Student Affairs and Athletics attended a tabletop exercise in Wayne, Nebraska, on Dec. 4, with the workshop centered around a hypothetical hazing scenario.

College Relations

College Relations continued to advance key institutional priorities this semester through coordinated communication efforts, brand implementation, and broad support for marketing initiatives across campus. That work included video and photographic coverage, graphic design, printing, press releases, and social media asset creation, as well as event logistics and coverage. The department also provided strategic content and promotion for major campus events, hosted three successful Graves Lecture Series (more are planned for the spring semester), and continued to grow social media engagement across CSC platforms.

Following a national search, Riley Ellis has been hired as a Publications Specialist in College Relations. Ellis, a CSC alum, has worked at WNCC since 2021 as a Marketing Specialist II and Graphic Artist. His first day is Jan. 5, 2026. Ellis is replacing Dewayne Gimeson, who is retiring after 36 years at Chadron State College. Congratulations, Dewayne!

In other items, College Relations encourages you to review the following information:

- If you haven't already, and you're interested in upgrading your license plates to showcase CSC pride, please complete an interest form for Chadron State College's [specialty license plate](#).
- Employees may update information displayed on their directory pages using the Update Your Directory Information form, which is [available online](#).
- CSC's Brand Book is available for designers, vendors, and campus partners to apply CSC's visual and messaging standards consistently. If you have any questions about branding or



how to apply the standards, please reach out to [College Relations](#). Please also feel free to download [brand assets online](#).

- Please be sure to continue using the [CSC Digest](#) to promote your campus event or announcement. This is the best way to ensure your messages reach the entire campus audience.
- If you have an interesting story lead to share or a promotional suggestion, please email [Alex Helmbrecht](#) and he will invite you to attend an upcoming staff meeting.
- Finally, if you need to order copy paper, reams of colored paper or card stock, and envelopes, please use [the online form](#). A work order will be generated from this request to notify Maintenance for delivery.

Information Technology

Thank you to all for completing information security training during Cyber Security Awareness month in October. In addition to information security training completed by all employees, awareness development activities included an online scavenger hunt, tips included in the CSC Connections publication, and on message boards across campus.

The upgrade of CSC computers from Windows 10 to 11 is complete. The Microsoft end of support date of Oct. 14 for Windows 10 has passed. If you have a personal computer running Windows 10, you can upgrade for free provided your computer meets the minimum hardware requirements and you have a compatible Windows 10 version. You can check your PC eligibility from your computer.

IT staff members attended the NSCS IT Summit in November. Summits provide for relationship building with IT colleagues across the campuses, skill development, and information sharing. The November Summit included topics on information security, ADA compliance, and AI envisioning.

Network devices providing wireless and wired connections in the Library and Edna Work Hall and Wing will be replaced the week of Dec. 15. Network connectivity in these buildings will be disrupted periodically during this time. Individuals with offices in those locations received prior notification.

Conclusion

I can't believe how quickly this semester has flown by. As a reminder, we will be hosting a holiday open house at the President's House Tuesday, Dec. 16 from 2 to 6 p.m. I look forward to seeing you all. Finally, I hope that each of you are able to relax and enjoy time with friends and family over the holiday break, and I look forward to seeing you in the new year. Soar Eagles!