



Northern State University
FY23 Budget Request



NORTHERN

Background:

Students across South Dakota experienced an unexpected transition from traditional in-person instruction to online learning in March 2020 due to the COVID-19 pandemic. These challenges continued for many students throughout the 2020-21 school year. While valiant efforts were made by educators at every level to minimize the impact upon student learning, there are reasons to believe that the quick transition, the immense need to scale up technology, the novelty of online learning in the K-12 environment, and increased isolation has led to a student learning deficiency. “More than half of public-school K-12 teachers said the pandemic resulted in a ‘significant’ learning loss for students, both academically and in their social-emotional progress,” according to a report. (Dickler, CNBC)

These social-emotional challenges for students will require additional and safe COVID-19 student programming. Building a sense of belonging and peer-based social support network will be critical to maintain retention rates and help students persist to graduation. The impacts to out-of-state students coming to South Dakota will be even more dramatic due to the extended online learning environments offered by other states.

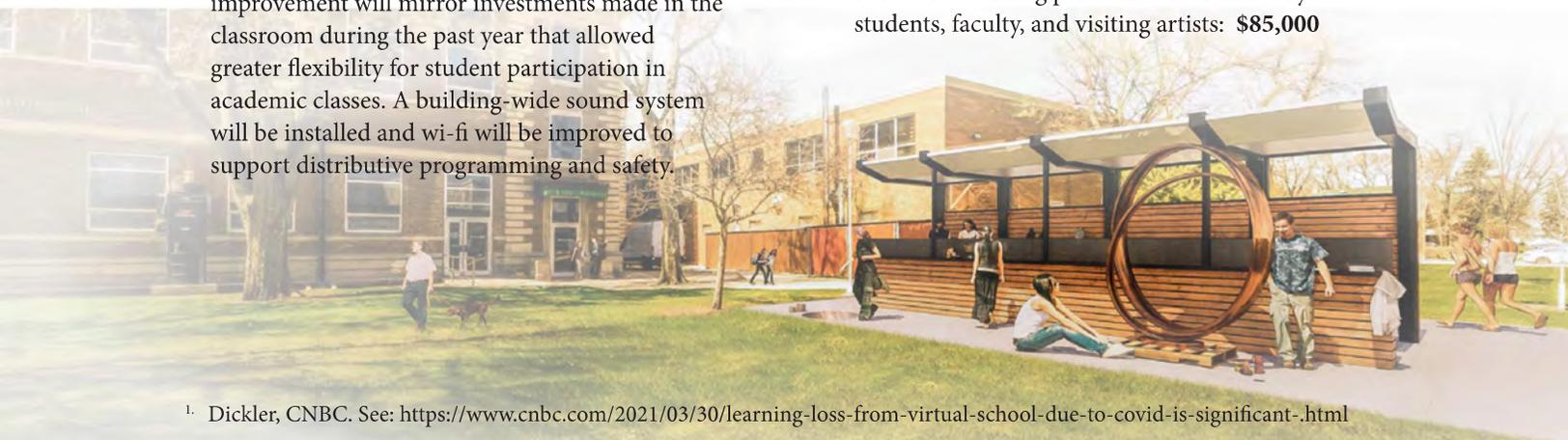
Three areas of campus will receive improvements to encourage students to engage in COVID-safe social connections, networking, and artistic work.

- Within the Avera Student Center, multiple meeting rooms will be upgraded to support hybrid in-person and virtual meetings. Students who are ill or nervous to be present for larger in-person meetings will be able to attend student organization meetings virtually. This improvement will mirror investments made in the classroom during the past year that allowed greater flexibility for student participation in academic classes. A building-wide sound system will be installed and wi-fi will be improved to support distributive programming and safety.

- The residential quad at Great Plains East and West will be upgraded to support outdoor programming and encourage students to socialize in the open air where the risks of COVID-19 transmission are minimal. An outdoor stage with electrical connections, benches, hammock poles, and permanent corn-hole boards (or similar) will be installed to provide students with healthy social outlets. Wi-Fi will be improved in the quad to further encourage students to socialize outside.
- A functional and observable, outdoor sculptural pavilion will be constructed to showcase art being produced at Northern by students, faculty, and visiting artists in a COVID-19 safe environment. The outdoor venue will facilitate medium to large scale artwork. The University Kiln Yard, a designated space for year-round art making, allows fellow faculty members, staff and the public to witness the processes of making and creating art in the open air where the risks of COVID-19 transmission are minimal.

Program Expenses:

1. Avera Student Center technology improvements to support hybrid in-person and virtual student organization meetings and programming: **\$275,000**
2. Construction of an amphitheater with seating, improved Wi-Fi and an outdoor game area will support outdoor programming and encourage student networking in the residential quad between Great Plains East and West: **\$80,000**
3. Construction of an outdoor sculptural pavilion west of Spafford Hall will provide a place for art classes to be held and students to work in a COVID-19 safe environment. The space will also be used to showcase art being produced at Northern by students, faculty, and visiting artists: **\$85,000**



¹ Dickler, CNBC. See: <https://www.cnbc.com/2021/03/30/learning-loss-from-virtual-school-due-to-covid-is-significant-.html>

Northern State University identified the first floor of the Mewaldt Jensen-Technology Center complex as the site for the Glenna N. Fouberg Student Success Center. The site is centrally located and will function as a hub for student life on campus. Students will walk through the space en route to and from academic departments, residential quad, student center, library, and athletic spaces.

When the Technology Center was built, it was attached to MeWaldt-Jensen leaving an open courtyard in the middle of the two buildings. This courtyard is accessible only through the foyer of the Technology Center. NSU has designated HEFF funds to renovate space in MeWaldt-Jensen and the Technology Center to establish the Student Success Center.

This funding request of \$3.5 million will provide the funds needed to enclose the courtyard and complete additional renovations to MeWaldt-Jensen, making the courtyard space usable year-round. Major renovations to the rooms adjoining the courtyard will be completed to create a true center, dedicated to the success of NSU students by providing numerous student support services in one central location.

The center will be:

- deliberately designed as a gathering space to foster engagement and interaction both informally and formally.
- designed for planned serendipity where students, staff, and faculty will organically and naturally encounter and connect with each other.
- informal spaces will include a gathering center appropriate for conversations to flourish.

- formal spaces for presentations and demonstrations will be inviting so students can wander into them, listen, and decide whether to enter the space or leave.
- formal spaces will be designed to foster exchange of ideas for those in the space.
- innovative spaces will be created, drawing from Northern's mission and expertise in E-Learning, to support success for online, degree-seeking students. Spaces will foster collaboration among staff and students physically on site with students accessing support virtually.

Northern State University has a unique student population (Table 1) of first-generation college students, students with disabilities, students who work full time, Native American students, students who commute from or live in rural areas, and student athletes who regularly travel for competitions.

Naming this facility the Glenna Fouberg Student Success Center is a very fitting tribute to an individual who made a lasting impact on education in the state. Glenna N. (Schauer) Fouberg (Sept. 1, 1942 to Jan. 5, 2021) demonstrated an unparalleled commitment to meeting students where they were and then mentoring and championing each student to academic and personal success. As an educator, counselor, and administrator, Glenna N. Fouberg assembled teams of committed educators and staff; webs of support with court services, social workers, school counselors, and non-profit agencies; created innovative education systems; recognized the innate human value of each student under her care; and, left a significant imprint on education in South Dakota.



The Northern State University Glenna N. Fouberg Student Success Center will be staffed by an unparalleled team who engages with students and empowers student success both on campus and virtually. Unique in its mission, Northern is home to the Center for Statewide E-Learning and offers a master’s degree in Instructional Design in E-Learning. The Northern State University Glenna N. Fouberg Student Success Center will become a statewide and regional standard for providing student

success support to online students as well as students on campus. Designed around Glenna Fouberg’s values of welcoming each member to a community, taking time to converse and connect, empowering every student to succeed, using your gifts and talents to the best of your abilities, and doing good for others, the Northern State University Glenna N. Fouberg Student Success Center will be a physical and virtual hub of campus and online student life.

Table 1

Demographics of Full-Time Degree Seeking Undergraduate Students at Northern State University	Percentages
Pell Grant Eligible	36%
First-Generation	38%
Students with Disabilities	16.1%
Student Athletes	32.3%
Students Taking Exclusively Online Classes	11.05%

Northern State University is in need of a storage building for our facilities department. The current NSU Physical Plant Building includes 14,509 square feet and was built in 1926. This building includes office space for the facilities staff as well as the campus parking office. The building also serves as the carpenter shop and is the sole campus storage space for all grounds equipment and other items used by the facilities department. Campus has grown and changed considerably over the years and the amount of equipment and supplies needed to care for campus and support departmental activities has completely out-grown the current storage space available. NSU requests \$400,000 for the construction of a heated storage building with a concrete floor that would provide indoor, secure space for equipment and materials used to maintain campus.



Lincoln Hall Addition and Renovation for the College of Professional Studies,
including the School of Business and Millicent Atkins School of Education

\$29.5 million

Northern State University requests one-time funding to construct an addition to Lincoln Hall to provide a modern-day learning environment for the College of Professional Studies which includes the School of Business and Millicent Atkins School of Education. In addition, space within Lincoln Hall would be renovated to accommodate NSU Admissions and provide additional space for the SDSU Accelerated Nursing Program.

NSU completed a campus master plan in 2017 which included the addition to Lincoln Hall as a means to enhance visibility, affirm the viability of our School of Business and improve the educational experience for students and faculty. This facility will also be used by the School of Education for instruction and conferencing and serve as a resource for regional business professional development activities.

The School of Business is presently housed in Isaac Lincoln Hall, built in 1917 as a dormitory. The facility predominantly consists of office spaces, with only one classroom in the building. With the anticipated growth in Business academic programs additional high-functioning classrooms are needed. This facility will serve both the Business and Education programs and communities in the region.

The new and updated facilities will serve several constituencies. Undergraduate and Graduate students from the College of Professional Studies, including students from the School of Business and Millicent Atkins School Education, will be served with this new facility. Growth in College of

Professional Studies' graduate enrollment of over 38% from AY19-20 to AY20-21, the addition of four new programs, and undergraduate program growth of 2.7% in the college further supports the request for facilities that provide spaces conducive to teaching and learning. Although primarily focused on high schools in the state, Governor Noem's Revitalizing Rural South Dakota strategic initiative would find support in this project. NSU's Center for Statewide E-learning already serves many rural high school students. After completing high school, many of these students wish to continue their education for the betterment of their families and communities. Northern, as part of its post-secondary educational mission, primarily serves students from rural and small community backgrounds, and a high percentage of first-generation college students. The addition and renovation of instructional space will provide Northern the capacity needed for the future to educate and develop community leaders, business people and educators for the benefit of rural South Dakota.

The following table provides examples of "best jobs" as indicated by U.S. News and World Report and the U.S. Bureau of Labor Statistics, and the South Dakota Department of Labor, including data on job growth and median salaries. NSU's School of Business graduates earn bachelor's degrees in the appropriate programs that prepare them to fill these positions.

Job	US Median Salary	SD Median Salary	US Job Growth Rate	SD Job Growth Rate
Accountant	\$71,550	\$64,941	4.3%	9.9%
Business Operations Manager	\$100,7870	\$99,982	5.8%	9.3%
Compliance Officer	\$69,050	\$55,706	4.6%	6.7%
Financial Advisor	\$87,850	\$77,002	4.4%	14.6%
Financial Analyst	\$81,590	\$80,780	5.5%	11.3%
Financial Manager	\$129,890	\$133,920	15.5%	20.9%
Loan Officer	\$63,270	\$67,278	3.2%	13.3%
Management Analyst	\$85,260	\$70,993	10.7%	12.8%
Market Research Analyst	\$63,790	\$56,993	17.7%	20.9%
Operations Research Analyst	\$84,810	\$68,278	24.8%	13.9%

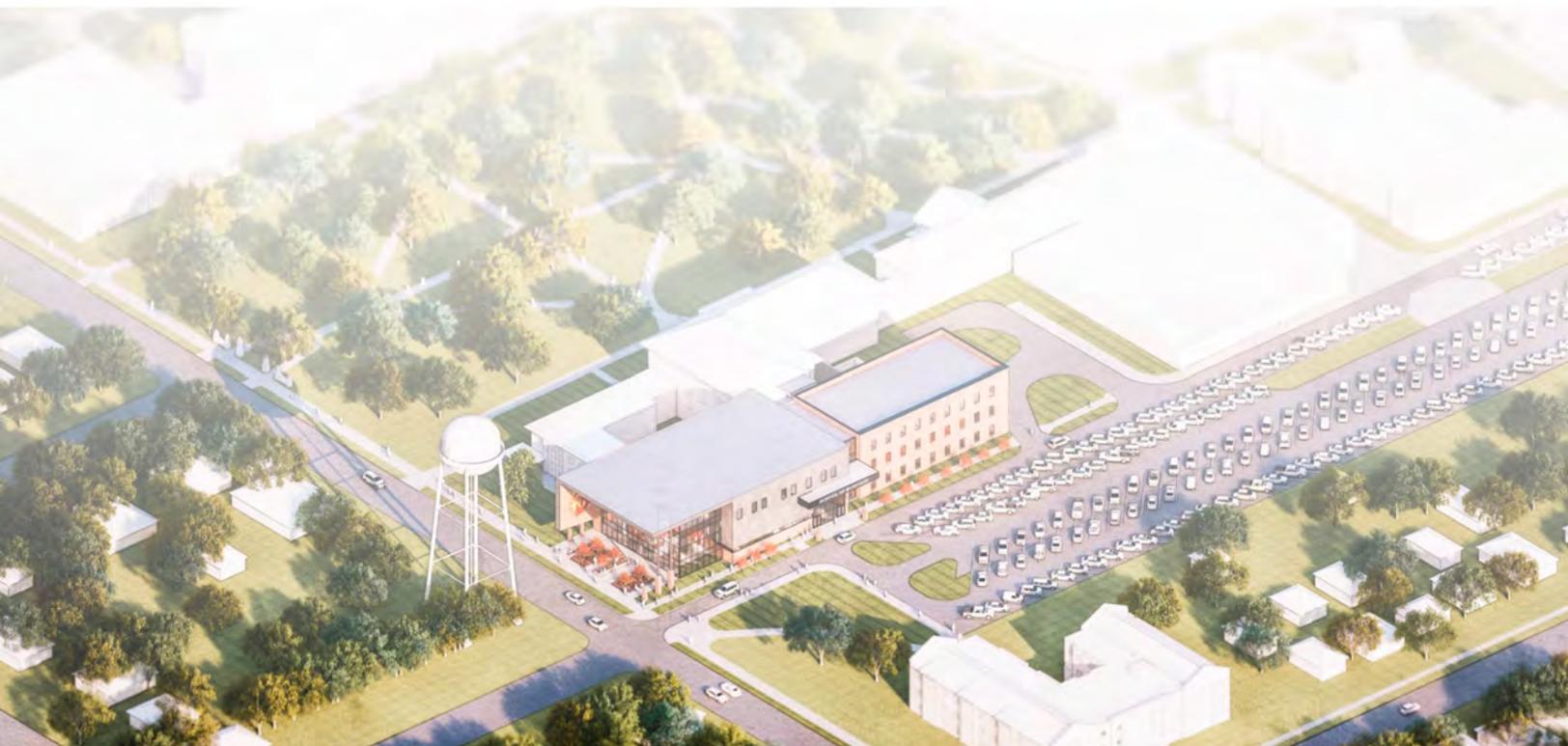
This building addition would also make it possible for Northern's Office of Admissions to relocate from the Avera Student Center to Lincoln Hall. This move would provide much needed space for student organizations in the Avera Student Center. Northern has over 40 recognized student organizations, but just a few are fortunate enough to have an assigned space. Students who are active in student organizations have the opportunity to develop leadership skills, share ideas with others, gain an understanding of other points of view and have a sense of belonging. Studies have shown that students who are more engaged tend to be more successful in college. Active student organizations play an important role in student engagement which supports student recruitment and retention.

Additionally, the students and faculty of the SDSU accelerated nursing program will benefit from the availability of larger academic spaces in the renovated portion of Lincoln Hall. The more adaptable space will enhance program opportunity

to recruit and retain additional students to the program, which provides much-needed graduates in the health care field.

Over \$100 million of private funds has been invested in new and renovated facilities on Northern's campus in the last five years, affirming the importance and value of the education and services provided by the university to Aberdeen and the region.

This renovation and addition are beneficial in several ways. It would provide the College of Professional Studies with a modern-day learning environment, provide the NSU Admissions Office with the ability to return space in the Avera Student Center back to the students, provide a growth opportunity for SDSU accelerated nursing and eliminate one building with the demolition of Briscoe Hall thereby reducing maintenance and repair costs of the auxiliary system.





Lincoln Hall Addition and Renovation

One-Time Funding Request

Description	Salaries	Benefits	Travel	Contractual Services	Supplies	Capital Assets	Total	FTE
COVID-19 Safe Student Engagement						\$440,000	\$440,000	
Glenna Fouberg Student Success Center						\$3,500,000	\$3,500,000	
Total	\$-	\$-	\$-	\$-	\$-	\$3,940,000	\$3,940,000	0.00
Total One-Time Funding Request	\$-	\$-	\$-	\$-	\$-	\$3,940,000	\$3,940,000	0.0

Capital Funding Request

Description	Salaries	Benefits	Travel	Contractual Services	Supplies	Capital Assets	Total	FTE
Addition and Renovation to Lincoln Hall						\$29,500,000	\$29,500,000	
Total	\$-	\$-	\$-	\$-	\$-	\$29,500,000	\$29,500,000	0.0
Total Capital Project Funding Request	\$-	\$-	\$-	\$-	\$-	\$29,500,000	\$29,500,000	0.0

Since 2001, the NSU Center for Statewide E-Learning has fulfilled its legislative mandate with an open promise to help schools meet instructional challenges. NSU E-Learning served as a safety net for schools struggling to fill open teaching positions, offering continuity of instruction and opening a pathway for schools to connect students with high-quality instructors, while maintaining respect for the dignity of geographic location that is a hallmark of South Dakota culture.

In spite of increasing staff to the current level of 24 FTE teachers, NSU E-Learning was unable to keep that promise for the 2020-21 school year; the safety net was gone. Business courses, some Spanish courses, some science courses, English courses, some mathematics courses and social science courses closed in early August 2020. High school registrations were up 22.5%. NSU E-Learning exceeded capacity.

The 2021-22 school year is looking equally bleak. As of June 1, Spanish courses, business courses and most science courses are closed. English courses and social science courses are very near capacity. NSU E-Learning has never closed courses at this time of the year! Doing so is heartbreaking for an organization based on leadership and service.

As a short-term solution to add at least some capacity, NSU E-Learning used overload contracts for 2020-21 and will need to do that again for 2021-22. However, those overloads create a few more seats, they do not cover the need.

This proposal has the following goals:

1. Create 4.5 FTE high school teaching positions to
 - Re-establish NSU E-Learning's ability to fulfill that legislatively mandated promise to help schools meet instructional challenges, shoring up the safety net for schools that are having trouble hiring qualified teachers.

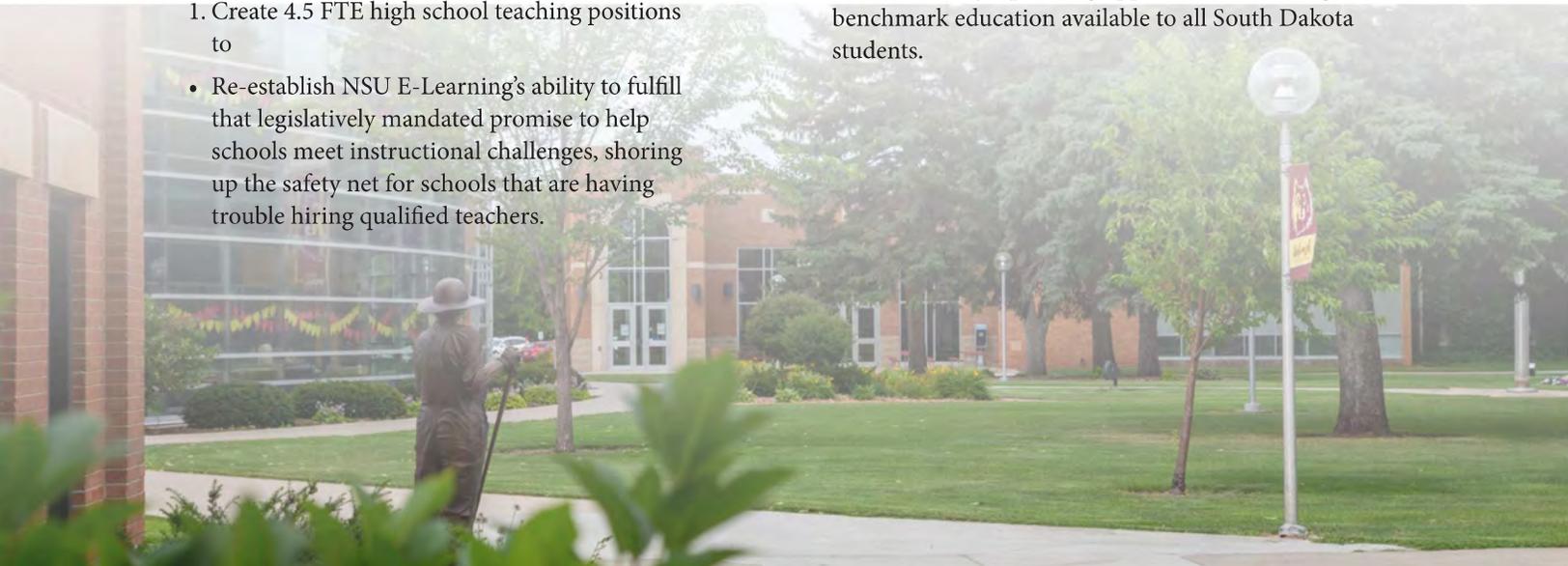
- Enable NSU E-Learning to increase course choices for schools and students.
2. Create .5 FTE high school administrative position to cover recent growth in registrations (high school registrations increased 10.3% in 2019-20 and 22.5% in 2020-21) as well as supervision of additional high school teachers.
 3. Create technology position to support new teachers.
 4. Replenish operating expenses which have been repurposed to support increased instructional needs.

The 4.5 FTE teaching positions will create capacity in science, Spanish, English, business and social science courses and allow NSU E-Learning to add courses that answer needs for today's students.

Some of the courses NSU E-Learning would like to develop and offer to South Dakota schools and students include:

- Forensic Laboratory Science
- Life science courses (possibly environmental science, botany, zoology)
- Native American Studies
- South Dakota History
- Introduction to Law and Public Safety
- Information Technology

NSU E-Learning is honored and humbled to be playing a significant part in creating choices for schools. NSU E-Learning Master Teachers create and manage courses to fill critical unmet local needs while simultaneously equalizing opportunities, making benchmark education available to all South Dakota students.



Base Funding Request

Description	Salaries	Benefits	Travel	Contractual Services	Supplies	Capital Assets	Total	FTE
E-Learning High School Expansion	\$313,200	\$110,800	\$48,000	\$19,000			\$491,000	5.0
Total	\$313,200	\$110,800	\$48,000	\$19,000	\$-	\$-	\$491,000	5.0
Total Base Funding Request	\$313,200	\$110,800	\$48,000	\$19,000	\$-	\$-	\$491,000	5.0

One-Time Funding Request

Description	Salaries	Benefits	Travel	Contractual Services	Supplies	Capital Assets	Total	FTE
Startup Costs for Course Development and Studios	\$12,000	\$1,675				\$86,250	\$99,925	
Total	\$12,000	\$1,675	\$-	\$-	\$-	\$86,250	\$99,925	0.00
Total One-Time Funding Request	\$12,000	\$1,675	\$-	\$-	\$-	\$86,250	\$99,925	0.0

