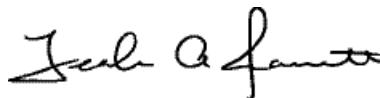


**Monitoring Report
E-00, Global Ends
December 11, 2025**

I hereby present my monitoring report on the **Ends Policy E-00: Global Ends** according to monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed 
Leah A. Barrett, President

Date 2025 December 7

Students have learning opportunities that enable them to contribute to the economic and social vitality of the service area at a cost that demonstrates prudent use of taxpayers' money.

INTERPRETATION

I interpret a contribution to the economic and social vitality of the service area to mean that students graduate with skills that are necessary to fill jobs in our region, which is measured by the annual percentage of Northeast graduates who are employed in our 20-county service area. The higher the percentage of graduates that become employed in our area, the greater the economic impact. The rationale for this interpretation is based on the [2022 Economic Impact Study](#) conducted by EMSI | Burning Glass, a leading provider of economic impact studies and labor market data to educational institutions, workforce planners, and regional developers in the U.S. and internationally. The next Economic Impact Study will be released spring 2026.

Compliance will be shown when at least 58-63% of Northeast graduates annually are employed in the 20-county service area. This level is reasonable because the average percentage of Northeast graduates who have become employed in our service area over the last five years has been 56.2%, which has had a net impact of \$181.7 million in added income to according to the EMSI impact study.

I further interpret prudent use of taxpayers' money as the institution maintaining appropriate protection of assets as described in EL-06 Asset Protection and annual actual expenses do not exceed budget expenses.

EVIDENCE

According to the [2024 Annual Report](#), 59% of Northeast graduates in 2024 are employed in the 20-county service area and 91% are employed in Nebraska.

No instances of non-compliance were identified in the EL-06 Monitoring Report presented on November 13, 2025, and the Vice President of Administrative Services verified on December 5, 2025, that actual expenses have not exceeded budgeted expenses for the past five years.

1. Students have pathways to achieve academic and/or career goals.

INTERPRETATION

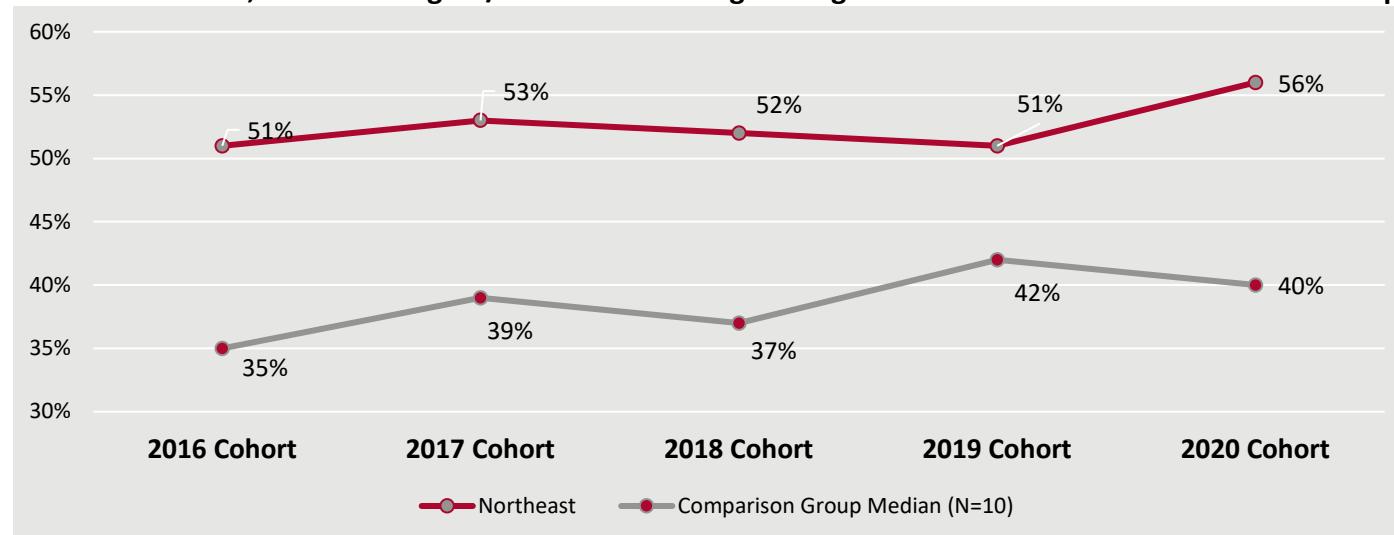
I interpret this statement to mean all new Northeast credit students have selected one of the seven [fields of study](#) and are on a transfer or career pathway to completion of a short-term training, certificate, diploma, or degree of value. According to [The Pathway to Completion: Nine Colleges Redesign for Student Success](#), colleges implementing fields of study have a 17-26% increase in completion rates, 30% higher completion rates than the national average, increase in first-year completion of math and English by 10% or more, and greater than 25% increase in special population success. It is reasonable for all students to be within a field of study because every student should be given the greatest opportunity for success. Compliance will be shown when all students are on a transfer or career pathway. Further compliance will be shown when Northeast graduation rates are higher than the average graduation rate for the Nebraska Coordinating Commission for Postsecondary Education (CCPE) peer group comparison (ten colleges).

EVIDENCE

Verification by the Vice President of Student Services on November 24, 2025, confirmed that all students enrolled in credit programs were accepted into a field of study for the Fall 2025 term.

In the 2024 IPEDS Data Feedback Report shown on the following page, Northeast's graduation rates extend well beyond the CCPE-approved comparison group.

Table 1: Graduation rates of full-time, first-time degree/certificate-seeking undergraduates within 150% of normal time to program completion



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate seeking undergraduate students. N is the number of institutions in the comparison group. SOURCE: IPEDS Data Feedback Report 2024.

Northeast currently collects data on certificate and short-term program completion. An area for improvement is to collect and report placement and wage data. These improvements are part of the Rural Guided Pathways Project work related to creating systems and processes for non-credit and returning students.

1.1 Students can easily transfer credits to other educational institutions.

INTERPRETATION

Ease of transfer to other educational institutions is accomplished with accurate and up-to-date articulation agreements and when clear transfer pathways are shared with students. Articulation agreements with four-year colleges and universities ensure Northeast courses transfer seamlessly towards a bachelor's degree. Ease of transfer to multiple colleges and universities allows students to graduate sooner without taking unnecessary credits, thus getting into the workforce faster, and reducing excess credit debt.

Northeast demonstrates compliance by working individually with other colleges and universities to ensure transfer by course and/or program alignment by creating articulation agreements and ensuring those agreements are up to date.

In addition, a survey is a reasonable method to measure a student's perception of appropriate recognition of learning outside of college programs. The Community College Survey of Student Engagement (CCSSE), a product and service of the Center for Community College Student Engagement, provides information about effective educational practice in community colleges. Student engagement, or the amount of time and energy students invest in meaningful educational practices, is the underlying foundation for the Center's work. The CCSSE survey instrument is designed to capture student engagement as a measure of institutional quality. Compliance will be shown when CCSSE question "#12.2j. Transfer counseling" shows the percentage of Northeast respondents that are very satisfied with the service is greater than the percentage compared to the Medium-sized cohort.

EVIDENCE

The Vice President of Educational Services verified compliance on December 3, 2025, by noting 39 transfer articulation agreements are in place and up to date. Articulation agreements are updated every three years, and multiple transfer guides and MOUs with 4-year colleges and universities are also in place. The Nebraska community colleges sponsor an annual Nebraska Transfer Initiative (NTI) where course equivalencies are approved among community colleges. In the past two years, 4-year partners including University of Nebraska and state and private colleges have joined the NTI conversations, improving transfer conversations for general education courses. Northeast program review includes curriculum mapping by faculty to ensure program objectives match 4-year partners and assist with transfer. Transfer students can easily access information through the college's dedicated transfer webpage, which includes links to Transfer Nebraska—where students can see how courses transfer to Nebraska institutions—as well as direct links to transfer guides for both in-state and out-of-state partner schools.

Compliance is also demonstrated through the student response for CCSSE question "#12.2j. Transfer counseling". In the spring 2025 administration, 76.2% of respondents were very satisfied with the services which is greater than or equal to medium-sized colleges in the cohort at 55.5%.

Additionally, we believe transfer student success rates are an effective indicator of the ease of transfer. With such a small number of students who transfer, the data needs to be reviewed more closely. We are working with the Nebraska Statewide Workforce & Educational Reporting System (NSWERS) to dig deeper into this data. Around 225 students complete a credit-bearing credential and transfer each year. This is less than 2% of our total headcount of students served. The five largest transfer partners account for about half of the transfer students. These include Wayne State and the University of Nebraska system campuses of Lincoln, UNMC, Kearney and Omaha. This is data we will work on providing in the 2026 Monitoring Report.

1.2 High school students can obtain dual credits.

INTERPRETATION

Studies show that enrolling in dual credit courses in high school increases the chances of a student enrolling in college, which impacts the Nebraska college attainment rate [[NSWERS 2025 Dual Enrollment Special Report](#)]. Therefore, the greater the number of students enrolled in a dual credit coursework through Northeast, the greater the impact the college will have on the Nebraska college attainment rate. Compliance will be shown

when at least 50% of the students graduating high school in the Northeast service area have taken six or more Northeast dual credit hours before high school graduation. This suggests that dual credit offerings for high school students have been normalized into Northeast's systems, processes, and strategic priorities.

EVIDENCE

Northeast is not currently in compliance in this area. However, as noted in Table 2, Northeast has increased the percentage each year with 38% of high school seniors in the Northeast service area graduating in 2025 having taken at least six credit hours from Northeast while in high school. It is expected that with Early College Navigators now embedded in most high schools in our region, this percentage will continue to increase.

Table 2: Percent of Service Area High School Seniors Graduating with Six or More Early College Credits from Northeast

High School Graduation Academic Year	Greater than 6 Early College Credits	High School Seniors	Ratio
2022-23	708	2,262	31.3%
2023-24	767	2,260	33.9%
2024-25	847	2,230	38.0%

SOURCE: Northeast Data and Strategic Analytics

1.3 Students develop workforce skills necessary to meet demand of businesses in service area.

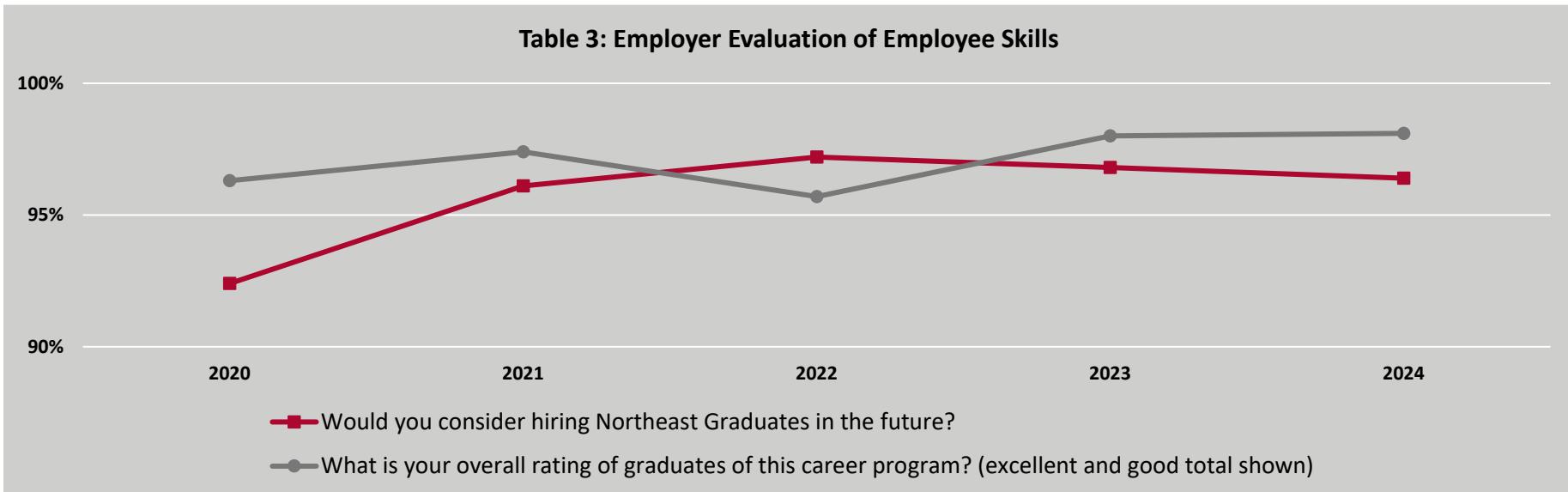
INTERPRETATION

Whether a student has the workforce skills necessary to meet demand of businesses in the service area can be measured by the level of employer satisfaction with Northeast graduates. This is reasonable because if employers are satisfied with Northeast graduates, they likely have the skills necessary to do the job. Compliance will be demonstrated when at least 95% of the employers responding to the survey conducted by the Data and Strategic Analytics Office indicate they would hire a Northeast graduate in the future and provide an overall rating of graduates in the career program as "excellent or good."

EVIDENCE

According to the employer survey in the spring of 2025 which is reflective of 2024 graduates, 96.4% of employers indicated they would hire a Northeast graduate in the future and 98.1% rated graduate skills as either "excellent or good."

Table 3: Employer Evaluation of Employee Skills



Source: Northeast Employer Survey

1.4 Students have the opportunity to upskill, retrain, and continue their education.

INTERPRETATION

This statement means that students are provided with flexible pathways to enhance their current skills, learn new competencies for career changes, and pursue further academic qualifications. Compliance will be demonstrated when 50% of our headcount are students who are enrolled in non-credit courses.

EVIDENCE

Compliance is demonstrated by over 50% of Northeast total headcount is made up of students enrolled in non-credit courses. This has been true for the last five years. See Table 4 below.

Table 4: Northeast Total Headcount by Academic Year Broken Down by Credit and Non-Credit

Academic Year	Distinct Headcount (No Adult Ed)	Credit Only	Non-credit Only	Both	Ratio w/Non-Credit Courses
2016-2017	12,061	6617	6202	758	58%
2017-2018	11,668	6396	6009	737	58%
2018-2019	11,941	6224	6455	738	60%
2019-2020	10,528	6349	4665	486	49%
2020-2021	11,387	6422	6476	1,511	70%
2021-2022	11,821	6437	6976	1,592	72%
2022-2023	12,128	6549	7303	1,724	74%
2023-2024	12,203	6783	6164	744	57%
2024-2025	12,492	6986	6380	874	58%

SOURCE: Northeast Data and Strategic Analytics

For the past six years, Northeast has supported adult learners through apprenticeship programs, assisting 73 apprentices across 11 occupations. Of these, 37% successfully completed their training. Northeast has partnered with 34 businesses, and apprentices see an average pay increase of \$4.00 from program start to completion. Engagement with communities and business partners is a significant driver in non-credit and training program development. Programming related to community needs includes CPR training (more than 5,000 enrollments in 3 CPR models) CNA programming (649 students in two courses in 2024-2025) medication aide training, CDL, and robotics. Specific examples include the addition of a bus driving endorsement to CDL programming in Spring 2023, a part-time CDL trainer in SSC in December 2024 to increase night and weekend offerings, an applied technology trainer to meet regional demand upskilling (more than 200 students received upskilling training since the program began in 2022), and a robotics/automation trainer (served 83 incumbent workers in 2024-25).

1.5 Students are aware of the academic standards required to achieve college success.

INTERPRETATION

Northeast will produce a [College Catalog](#) for each academic year. The College Catalog outlines the academic expectations to maintain enrollment and eligibility for financial aid, as well as the necessary requirements for graduation, including the courses needed to complete their program of study. The College Catalog outlines the satisfactory academic progress that students need to meet to be eligible or maintain eligibility for federal, state, and institutional aid. Also outlined in the Catalog are the consequences of not maintaining satisfactory academic progress, which includes financial aid probation and suspension. In addition, it outlines the Academic Standards of Northeast, which explain how students maintain good standing with the College as well as the consequences of academic warning, probation, and suspension. Compliance will be demonstrated when this Catalog is published on the College website in April prior to the start of the academic year.

An additional item to support compliance can be found in the Ruffalo Noel-Levitz Student Satisfaction Inventory (SSI) which includes a measure of student awareness of academic standards. The SSI is a standard survey used in higher education to measure student satisfaction and priorities. Compliance will be demonstrated when surveyed Northeast students' response to the statement "Program requirements are clear and reasonable" rate satisfaction with the service greater than or equal to the Midwest cohort.

EVIDENCE

The Vice President of Educational Services verified on December 3, 2025, that the 2025-26 Catalog was published on the College website in April 2025.

Compliance has also been demonstrated through the SSI, question #66, "Program requirements are clear and reasonable." Responses are rated on a scale of 1-7 with 7 being highest. Northeast students in 2022 rated their satisfaction with program requirements being clear and reasonable at 6.32 compared to the Midwest cohort at 5.94. SSI is administered on a four-year cycle with the next iteration taking place in spring 2026.

2. Diverse populations of students experience learning and academic success responsive to their unique needs.

INTERPRETATION

I interpret this to mean that Northeast provides a wide array of programs in a variety of formats to meet the needs of diverse populations of students which includes, but is not limited to, first generation college students, part-time students, full-time students, nontraditional students, low-income students, students with disabilities, underserved students, and traditional age college students. Compliance will be demonstrated when the demographic makeup of the Northeast student population is within five percent of that of the service area. This is reasonable because student population demographics consistent with the demographics of the service area suggests the programs offered, and the format in which those programs are offered meet the needs of the students in our service area.

EVIDENCE

The tables below show fall 2024 enrollment (full- and part-time) and a demographic overview of the Northeast service area in 2024. Fall 2024 Northeast Community College enrollment was represented by 24% minority versus the service area at 23% minority. Northeast is in compliance with reflecting the race/ethnicity of our service area.

Table 5: Fall 2024 Enrollment by Race/Ethnicity

Race/Ethnicity	Total	Percentage
U.S. Nonresident	118	2%
Hispanic/Latino	686	12%
American Indian or Alaska Native	70	1%
Asian	31	1%
Black or African American	77	1%
Native Hawaiian or Other Pacific Islander	0	0%
White	4352	76%
Two or More Races	127	2%
Unknown	259	5%
Total	5720	

Source: IPEDS Fall Enrollment 2024-2025

Table 6: Demographic Overview: 2024 Northeast Service Region by Race/Ethnicity

Race/Ethnicity	Total	Percentage
American Indian or Alaska Native, Hispanic	1688	1%
American Indian or Alaska Native, Non-Hispanic	5715	4%
Asian, Hispanic	166	0%
Asian, Non-Hispanic	1724	1%
Black, Hispanic	562	0%
Black, Non-Hispanic	3017	2%
Native Hawaiian or Pacific Islander, Hispanic	83	0%
Native Hawaiian or Pacific Islander, Non-Hispanic	220	0%
Two or More Races, Hispanic	551	0%
Two or More Races, Non-Hispanic	2385	2%
White, Hispanic	18728	12%
White, Non-Hispanic	120429	77%
Total	155268	

Source: Lightcast Demographic Overview Report

Looking at IPEDS data for degree seeking students, in fall 2024 76% of the students enrolled were under age 24 and 24% were over the age of 25. When reviewing the age of individuals in the Northeast service area, 33.60% are under the age of 24 and 66.42% of the population is over age 25. An area of improvement for Northeast is to increase the enrollment of students over the age of 25 to better reflect the population of the service area. Plans are currently underway to increase our workforce training options and to reconnect with students who have stopped out. We expect the percentage of students over the age of 25 to increase at Northeast in the future.

Table 7: Northeast Service Area Population by Age Cohort

Age	2025 Population	2035 Population	Change	% Change	2035 % of Cohort
Under 5 years	10,373	11,117	744	7%	6.87%
5 to 9 years	10,792	10,612	(180)	(2%)	6.56%
10 to 14 years	11,175	10,953	(221)	(2%)	6.77%
15 to 19 years	11,623	11,583	(40)	(0%)	7.16%
20 to 24 years	9,530	10,095	566	6%	6.24%
25 to 29 years	8,532	9,178	646	8%	5.67%
30 to 34 years	8,816	9,043	227	3%	5.59%
35 to 39 years	8,909	9,543	633	7%	5.90%
40 to 44 years	9,039	9,728	690	8%	6.01%
45 to 49 years	8,338	9,413	1,075	13%	5.82%
50 to 54 years	7,611	9,269	1,658	22%	5.73%
55 to 59 years	8,143	8,449	306	4%	5.22%
65 to 69 years	10,431	7,921	(2,510)	(24%)	4.89%
70 to 74 years	8,335	8,686	351	4%	5.37%
75 to 79 years	6,158	7,971	1,813	29%	4.93%
80 to 84 years	4,055	5,696	1,641	40%	3.52%
85 years plus	4,261	4,794	533	13%	2.96%
Total	156,239	161,840	5,601	4%	100.00%

Source: Lightcast Demographic Overview Report

In looking at the educational attainment of the Northeast service area in Table 8, there are 54,888 people over the age of 25 who have a high school diploma, but have less than an associate's degree. This demonstrates a large amount of the population in the Northeast service area eligible for upskilling or enrolling to complete their associate's degree.

Table 8: Northeast Community College Service Area Educational Attainment by Level

Education Level	2025 Population	2035 Population	2025 % of Population	2025 State % Population	2025 National % Population
Less Than 9th Grade	4,319	4,286	4%	4%	5%
9th Grade to 12th Grade	4,571	4,532	4%	4%	6%
High School Diploma	33,700	34,053	33%	24%	26%
Some College	21,188	21,168	21%	21%	19%
Associate's Degree	15,000	16,436	15%	11%	9%
Bachelor's Degree	16,624	18,380	16%	23%	22%
Graduate Degree and Higher	7,346	8,627	7%	12%	14%
	102,748	107,480	100%	100%	100%

Source: Lightcast Educational Attainment Overview

Northeast demonstrates compliance in serving students or students from families with income levels that mirror that of the service area. According to the Nebraska Department of Education 40.7% of K-12 students in the service area are eligible for free or reduced lunch. Of the degree-seeking students at Northeast, 41.5% receive Pell Grants.

3. Students have access to affordable education and training.

INTERPRETATION

I interpret the focus of this statement to be on ensuring that Northeast is affordable to all learners. As noted in [EL-02 Access to Education](#), compliance will be shown when:

- Northeast tuition revenue does not exceed 20% of the general fund budget.
- Northeast tuition and fee rates do not exceed those of the Nebraska state colleges or the university system.
- Northeast tuition and fee rates remain within 20% of the tuition and fee rate of our peers assigned by the Nebraska Coordinating Commission.

EVIDENCE

The changes in community college funding places pressure on tuition as state aid hovers around 80% of Northeast's total budget. However, keeping tuition revenue at 20% or less of the general fund revenue is reasonable because it is consistent with the overall funding recommendation of the Nebraska Coordinating Commission's Statewide Plan to ensure appropriate levels of state and local support as well as costs to the student.

Table 9: Percent of Total General Fund Revenue

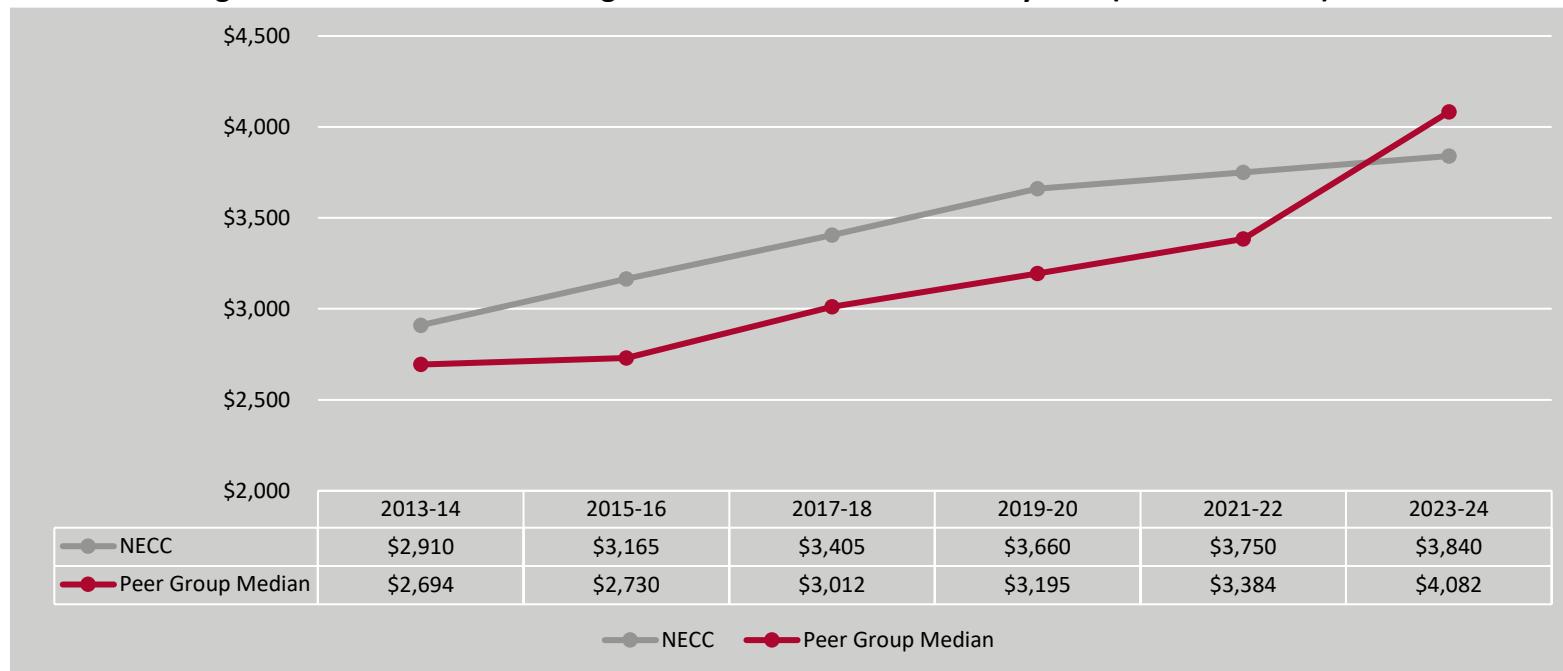
	FY22	FY23	FY24	FY25	FY26 Projected
Tuition/Fees	16.91%	17.62%	14.14%	13.56%	12.75%
State Aid¹	30.42%	29.81%	28.26%	28.45%	27.00%
Property Taxes²	51.93%	49.06%	48.66%	0.66%	0.71%
Future Fund²	0.00%	0.00%	0.00%	52.74%	50.41%
Other	0.74%	3.51%	2.79%	3.36%	2.92%
Reserves	0.00%	0.00%	6.15%	1.24%	6.21%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

1 incl. Dual Enrollment and Motor Vehicle Prorate

2 incl. In Lieu of Tax and NamePlate Capacity Tax

SOURCE: Northeast Administrative Services Division

The Vice President of Student Services verified on October 1, 2025, that Northeast tuition and fee rates for 2025-26 were not higher than the Nebraska state colleges or university system. In addition, Northeast's tuition and fees are 5.9% less than our peers as assigned by the CCPE. See Table 10 below.

Table 10: Average Full-time In-District Undergraduate Tuition and Mandatory Fees (Current Dollars)**Institution 10-Year % Change**

NECC	32.0%
Peer Group Median	51.5%

Source: 2024 Tuition, Fees, and College Affordability Report, Nebraska Coordinating Commission for Postsecondary Education

4. Students have access to a college experience that includes campus living and student activities.**INTERPRETATION**

Northeast offers residence life facilities on the Norfolk campus that allow students to live on campus while taking classes. Student activities are available to all registered students to further enhance their college experience.

Compliance will be achieved when on-campus living options are available to students, and students can engage in multiple student activities while attending Northeast with a minimum of one activity each week while classes are in session on the Norfolk campus. With sixteen weeks in a semester, that would be a total of a minimum of 32 student activities in an academic year on the Norfolk campus. In addition, each extended campus will have at least two student activities a semester.

EVIDENCE

Compliance was demonstrated when the Vice President of Student Services verified on December 3, 2025, that there are 550 residential living beds available during the 2025-26 academic year on the Norfolk campus.

Compliance was demonstrated when the Vice President of Student Services verified on December 5, 2025, that there are 47 activities sponsored by the Student Activities Council during the 2024-25 academic year on the Norfolk campus. There were multiple other activities offered through academic programs, athletics, student clubs and organizations, and the Northeast performing arts on the Norfolk campus. In addition, the Vice President of Student Services verified on December 5, 2025, that each extended campus had a minimum of two student activities for students to participate in during the fall 2024 and spring 2025 semesters. The South Sioux City Extended Campus had five student activities each semester during 2024-25 academic year. The O'Neill Extended Campus had three student activities each semester, and the West Point Extended Campus had three in the fall of 2024 and two in the spring of 2025.