



December 4, 2024

Dear Board Members:

The next regular meeting of the Central Wyoming College Board of Trustees will begin at 6:30 p.m. on Wednesday, December 11, 2024, in the Hirschfield Meeting Room (ITECC 116) of the Intertribal Center on the Central Wyoming College campus and by Zoom video teleconference.

The 6:30 p.m. meeting will be preceded by a 5:30 p.m. dinner/work session regarding reorganization in ITECC 121 of the Intertribal Center.

To join the ZOOM meeting use this link: <https://cwc-edu.zoom.us/j/3078552162>
For audio only using a telephone: 408.638.0968 meeting ID: 307 855 2162#

NOTE: Visitors are asked to please avoid talking during the meeting unless recognized by the Board Chair.

A G E N D A

- I. CALL TO ORDER – 6:30 p.m.
- II. EXECUTIVE SESSION (if needed)
- III. WELCOME AND INTRODUCTION OF GUESTS
- IV. APPROVAL OF AGENDA
- V. STUDENT, EMPLOYEE ASSOCIATION, WYOMING
PBS, AND CWC FOUNDATION REPORTS
 - A. Student Senate
 - B. Professional Personnel Association
 - C. Classified Staff Association
 - D. The Faculty

- E. Wyoming PBS
- F. CWC Foundation

VI. CONSENT AGENDA

- A. Approval of Minutes – November 20, 2024, Regular Meeting
- B. Acceptance of Bills – November 2024
- C. Board Travel Budget

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

- A. Reorganization of the Board
 - 1. Election of Officers
 - a. Chair
 - b. Vice Chair
 - c. Secretary
 - d. Treasurer
 - 2. Appointment of Board Representatives
 - a. CWC Foundation Board
 - b. State Trustees Association
 - c. CWC BOCHES Representative
 - d. Teton County BOCES Representatives
 - 3. Other Appointments/Designations
 - a. Designation of Official Depositories and Investment Agencies
 - b. Designation of Official Newspapers
 - c. Appointment of Legal Counsel
 - 1) Acceptance of Non-Continuance of Board Attorney
 - 2) Board Attorney Selection Process
 - d. Appointment of Audit Firm
 - e. Appointment of Assistant Treasurer
 - f. Appointment of Board Clerk
- B. January 15 Community Dialogue Dinner Target Group
- C. Acceptance of CWC Jackson Center Bid Award
- D. Personnel
 - 1. Other Personnel Actions (as needed)
 - 2. Human Resources Report

Board of Trustees Agenda

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IX. ACCEPTANCE OF MONITORING REPORT

Student Learning Monitoring Report – Dr. Kathy Wells, Vice
President for Academic Affairs

X. REPORTS

President's Report

XI. NEXT REGULAR MEETING/SUGGESTED AGENDA ITEMS/
ADDITIONAL TRUSTEE COMMENTS AND/OR REPORTS
ON ADVANCEMENT IN THE COMMUNITY

- A. CWC Foundation
- B. Association of Community College Trustees
- C. Wyoming Association of Community College Trustees
- D. Wyoming Community College Commission (WCCC)
- E. CWC BOCHES
- F. Teton County BOCES
- G. Attendance at College Events
- H. Other Engagement with Community to Advance College

XII. ADJOURNMENT: BOARD EVALUATION OF
MEETING

Sincerely,



Ernie Over
Chair, CWC Board of Trustees



December 4, 2024

Dear Board Members:

The next regular meeting of the CWC Board will be held on Wednesday, December 11, at 6:30 p.m. in the Hirschfield Wind River Room of the Intertribal Center and via Zoom video teleconference. The meeting will be preceded by a 5:30 p.m. board dinner work session on board reorganization in ITECC 121 of the Intertribal Center preceding the meeting.

The first item of new business is the board reorganization. Following the election of officers and appointments, the "other appointments/designations" can be approved with a single motion. If a new Board Chair is elected, they will assume the role at that point and lead the remainder of the meeting. Next on the agenda is information about the January 15 community dialogue dinner and its target group, followed by a bid award and personnel matters. Dr. Kathy Wells will then present the Student Learning Monitoring Report, and the meeting will conclude with the standard reports.

Upcoming events of interest to the board include:

Sat., Dec. 7	CWC Holiday Party Blue Sky Room at Wind River Casino Doors open at 5:30 p.m. Dinner served at 6:00 p.m.
Wed., Dec. 11	Board Reorganization – 5:30 p.m. Board Meeting – 6:30 p.m.
Mon., Dec 23 – Wed., Jan. 1	Holiday Break (College Closed)
Mon., Jan. 13	Spring In-Service
Mon., Jan. 20	Spring Classes Begin

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Wed., Jan 15	Community Dialogue Dinner – 5:30-7:00 p.m. Board Meeting – 7:30 p.m.
Wed., Jan. 22	Board Quarterly Work Session/Retreat
Sun.-Wed., Feb. 9-12	ACCT National Legislative Summit Washington, D.C.
Fri., Feb. 7	WCCC Meeting Laramie County Community College – Cheyenne
Mon., Feb. 17	President's Day (College Closed)
Wed., Feb. 19	CWC Board of Trustees Meeting 6:30 p.m. – ITECC 116

Sincerely,



Brad Tyndall, Ph.D.
President of the College

Enclosures

cc:	Association Presidents	Willie Noseep
	Mark Nordeen	Dr. Cory Daly
	Adam Phillips	Lynne McAuliffe
	Michaela Meyer	Dr. Kathy Wells
	John Wood	Beth Monteiro
	Joanna Kail	Jennifer Marshall Weydeveld
	Steve Barlow	Catherine Trouth
	Sheila Sanderson	Jenni Poor
	Jennifer Kellner	Dr. Mark Nordeen
	Brittany Yeates	

I. CALL TO ORDER

Board Chair: I now call the regular public meeting of the Central Wyoming College Board of Trustees to order. The meeting has been appropriately advertised as required by state statute. The board clerk shall call the roll.

(after roll is called) A quorum of the board is present to conduct business.

II. EXECUTIVE SESSION (if needed)

BACKGROUND: Board Chair: Is there a need for an executive session? If not, we will proceed with the meeting.

If circumstances arise that require an executive session, the board will need to recess into executive session by a motion from the trustees. If so, the purposes for the executive session will be noted by the chair. After the executive session (if one is held), the board chair will need to call for a motion to reconvene the regular public meeting.

III. WELCOME AND INTRODUCTION OF GUESTS

The Board Chair welcomes guests present and reminds everyone that blue Community Input forms are available at the door for any visitors to use if they wish to speak to an agenda item. An online form is also available for visitors on Zoom to use if needed.

IV. APPROVAL OF AGENDA

Are there any additions or changes to the agenda? If not, the chair calls for a motion to approve the agenda as published.

V. STUDENT, EMPLOYEE ASSOCIATION, WYOMING PBS, AND CWC FOUNDATION REPORTS

Written reports from the following student and employee associations, as well as Wyoming PBS and CWC Foundation, have been included in the board meeting packet. Board members are invited to ask questions.

- A. Student Senate –Student Senate President, Ben Nelson, has submitted a written report.
- B. Professional Personnel Association – Professional Staff President, Ms. Rebecca Chavez, has submitted a written report.
- C. Classified Staff Association – Ms. Kathy Oerter, Classified Staff President, has submitted a written report.
- D. The Faculty – Faculty President, Professor Amanda Nicholoff, has submitted a written report for The Faculty Association.
- E. Wyoming PBS - Wyoming PBS Chief Executive Officer, Ms. Joanna Kail, has submitted a written report.
- F. CWC Foundation – CWC Foundation Executive Director, Ms. Beth Monteiro, has submitted a written report with campaign dashboard information through November 2024.

Student Senate Board Report December 2024

The semester is winding down, and coupled with the Thanksgiving break, we have not held as many activities as we normally would in a month's time. That's not to say we haven't been doing anything though! The weekly Monday Movie Nights continue as planned, and we've had another Night at the Movies at the theater in town as well. We also took students to the Hot Springs in Thermopolis, and the trip was so popular that we had to book an additional shuttle! Everyone who attended seemed to enjoy it, with some students saying it was the most fun they've had at an event all year. We will definitely be looking at doing that again in the spring semester. In housing, they're having a Holiday Door Decorating contest, and Student Senate is once again sponsoring Finals Feed on the Monday night of Finals week. Looking forward to the holiday break to recharge and come back in the spring ready to start it off with a bang again!

On behalf of the Student Senate.
Student Senate President,
Ben Nelson

December 2024 Professional Staff Board Report

CWC Library

Current Numbers (as of 11/26/24)

Daily Engagement - 10,030 patrons have visited the CWC Library this semester

- The CWC Library's Toast to Mondays program has been met with great enthusiasm. The initiative provides complimentary breakfast to students, staff, and faculty members between 9:00 AM and 11:00 AM every Monday that CWC is open. **This semester the program has served over 360 individuals, demonstrating its popularity as a positive start to the academic week.**
- This month our CWC Librarian, Sam Keeney, has developed fun interactive activities for our patrons to explore gratitude. The library has embraced "**5 weeks of Gratitude**" to finish out the fall season with various activities to engage our CWC community. Highlights include an interactive gratitude journal bulletin board, whiteboard stations to practice reframing stress into gratitude, a thank-you card station for creating or using pre-made cards, and an online survey for sharing gratitude remotely.
- Rebecca Chavez attended a conference for Library Marketing and Communication in November and has implemented a few new initiatives that will help promote library services to our campus community. We are hopeful that faculty and students enjoy what is to come next semester.
- Sam Keeney also attended a conference on November 1st called Bricks and Clicks. Brick & Click is a one-day event focused on providing sessions relevant to today's academic libraries. The conference supports the information needs of both on-ground (brick) and online (click) students, library professionals, and paraprofessionals.



Material Checkout - 596 items circulated since July 1st (saving our patrons over \$50,192.26)

- This year, the CWC Library has collaborated extensively with the HiSet program on projects and grants that benefit the entire CWC student body. In May, we were awarded the Dollar General (DG) Adult Literacy Grant in the amount of \$8,000. Our eligibility for this grant stemmed from the construction of a DG store in Riverton. DG has a longstanding history of supporting literacy programs for all ages. Our grant proposal outlined the acquisition of resources such as Spanish language materials, ESL resources, financial literacy texts, Spanish healthcare publications, and entry-level reading materials to support our HiSet and ESL students. These resources will be accessible to all library patrons. A significant portion of the funds has been allocated to the purchase of eBooks, ensuring that students at our Jackson, Lander, and Wind River locations can conveniently access these materials through the CWC Library website.
- We have also seen an increase of use of our digital library platform, Libby. As part of CWC Library's participation with the Wyoming Library Database (WYLD) and the State Library system our patrons have access to over 77,000 digital and audio items through Libby - essentially a library in their pocket. Last year we only had 51 users - **this year, we have 53 users so far that have read or listened to 380 books since July 1st.**

(last month's report numbers 529 circulation = \$45,918.33 in savings)

CWC Jackson Outreach Center

Cooking with Community: Fall Harvest Fermentation



CWC Jackson had an opportunity to host Linda Williamson of Lander's Meadowlark Market and Kitchen. Joined by 10 students, Linda presented an evening event on November 4th focused on fermentation ideas with fall harvest goodies. Held at the Elks Lodge kitchen, this hands-on workshop provided students with both education and instruction for home fermentation skills. Participants brought their favorite knife and well-loved cutting board, ready to roll up their sleeves and start chopping. The fruits (or is it veggies) of their labor included take-home mason jars of sauerkraut, pickled carrots, and more.

The team is excited to introduce additional Cooking with Community workshops in 2025. Future topics may include wine & chocolate, high-elevation baking, and functional nutrition for active adults.



Teton Talks: Community Food Systems at Work



Justin Stone, Director of Hospitality and Culinary, facilitated a lively discussion at the Teton Library on Tuesday, November 19th, featuring the critical topic of Community Food Systems at Work. Inspired by engagements with Jenny Werlin, University of Idaho Extension Educator and founder of Teton Food Coalition, Justin gathered a number of experts in the field, including

Ethan Page, CWC instructor of local food and agriculture, Robb Sgroi with Teton Conservation District, and Mari Allen Hanna with Slow Food in the Tetons. Topics ranged from community food system basics to the importance of regional foodsheds. The audience engaged deeply and critically, sharing concerns about the sustainability of their own small farms to how to better integrate Wyoming commercial agricultural entities into more local food systems. Teton Talks will take a pause in December and will return on the last Tuesday of each month in 2025.



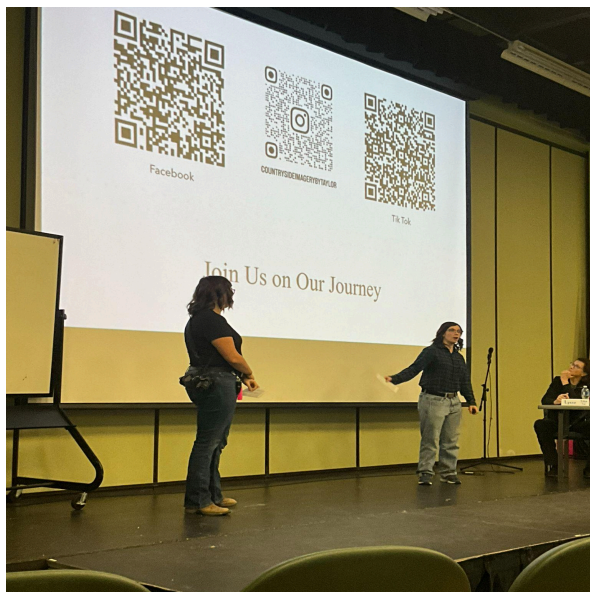
Jackson Campus Building Update

With the sealed bid deadline of November 20th, CWC received one contractor bid from Dick Anderson Construction. Willie Noseep is working with the architectural and engineering teams to review the bid with the goal of presenting it to the Board of Trustees at the December board meeting. The Owner's Rep RFP deadline is December 2, 2024.

CWC Foundation also received a large \$1M donation for naming a portion of the building which will, for now, be left anonymous. In time, names will be released alongside other donors. For now, we remain focused on fundraising the rest of the necessary funds!

The Bootstrap Collaborative

We recently conducted our first annual Baby Pitch Competition. The was an event just for CWC students where they were able to pitch their own business idea to a panel of judges for cash prizes. Idea Inc., who sponsored the event, provided one of the judges- Lynne McAuliffe. The other two judges were Paul Huberty, Executive Director of the Wind River Development Fund, and our own Dean of Business and Industry, Brittany Yeates. It was a great collaboration of faculty, community, and ecosystem partners for entrepreneurship. Congratulations to our student winners: Tanner Byrd (1st prize and audience choice award with his online sticker business), Taylor Green and Shay Chand (2nd place with a photography business), and Alora and Ben Nelson (3rd place with their shaved ice business)



TRIO SSS

Our APR is complete and submitted! Each year, we have to report to the Department of Education (DOE) on the success of our program. Part of this report is to verify that we served the number of students our program is funded for (375), while other parts are to report on the success of those students. These areas include good academic standing, retention rates, graduation rates, and transfer rates of TRIO SSS students. We met our goals in all areas! This means that we have the maximum number of Prior Experience points going into our application for the next grant cycle. Nichole, Alli, and Andrea did a great job last year getting students signed up for TRIO SSS, monitoring their progress, and encouraging them to keep working on their degree, completing their degree, and moving on to four-year degrees while keeping their grades up.

Right before Thanksgiving break, Gambles donated a freezer for the CWC Food Pantry. We thank them for their generosity in getting us started toward having meat to give to students with food insecurity. In working with Travis Bartlett and our Meat Processing department, we tentatively have a donation of beef that will be processed into hamburger so that we can provide students in need with more options. It is a work in progress, and we appreciate all the support that we have received in getting to this point in the project!

Career Services

We had a total of 13 students in internships this semester which brings the number to 56 internships for 2024 and 157 internships overall.

Angel Kerr held three workshops (Cover Letter & Resume workshop and Career Pathways workshop) for the HiSET students. There were two workshops for Career Pathways, with 24 students participating. One Cover Letter & Resume workshop was hosted, having 9 students participate. Angel also hosted three workshops for all students to attend (Cover Letter & Resume workshop, Interview Preparation workshop, and After Graduation workshop). Only one student attended. A new schedule for the workshops has been made for the Spring 2025 semester in order to get more student attendance. Any encouragement from faculty and staff for students to attend would be greatly appreciated.

Career Services Workshops

		
Cover Letter & Resume Workshop	Interview Preparation Workshop	After Graduation Workshop
January 30th 1:30pm-2pm MH 137 Zoom	February 6th 1:30pm-2pm MH 137 Zoom	April 10th 1:30pm-2pm MH 137 Zoom
RSVP with Angel		Angel Kerr angel@ewc.edu 307-855-2247
		

Admissions

Admissions has been busy! In September, Drake and Rachel traveled over 7,000 miles between Wyoming, Montana, Nebraska, Idaho, and South Dakota. We talked with over 2,000 students in total, most of which were juniors and seniors. We are in the process of getting all of them entered into our system so they will start receiving information from us. The most popular programs seemed to be psychology, ag, business, education, nursing, health science, criminal justice, welding, automotive, and computer technology/computer science/engineering.

We have also been very busy with campus tours. We have given over 40 campus tours which is about average for this time of year. Drake has been doing a great job with getting tours scheduled and making sure they are covered. We have wonderful Deputy Recruiters and Student Ambassadors this year (as usual), and Drake has done a wonderful job training them and making sure there is adequate coverage for our office and tours.

Kylan has been busy with advising appointments for the spring and summer of 2025. They are starting to slow down a bit now as winter break is approaching, but we are expecting them to pick back up once we return in January. He has also been a great help with “holding down the fort” when Drake and Rachel have been gone and helping with tours when needed as well.

Devin has been busy with issuing I-20s for some new international students for the spring 2025 semester as well as working to look into recruiting strategies for international students. Having his position has taken a big burden from Jason Harris and Rachel as we would not have been able to help as many students or I-20s issued without him and this new position.

The admissions team is also gearing up for Discover Day 2025, which will take place on Wednesday, February 19th, from 8:30 AM to 3:00 PM. This event is our biggest on-campus recruitment event of the year, we usually bring 175-250 students to campus for campus tours, an academic fair, free lunch, information sessions, and prizes. We are both very excited and stressed for this event, but we believe that each year we are improving it more and more!


Student Life

National Society of Leadership and Success (NSLS) - Twenty new members joined the CWC Chapter during the Fall membership drive, and ten of them have completed at least one step toward induction so far this semester. Members are planning community service and fund-raiser events for the spring semester. The CWC Chapter NSLS Induction Ceremony will be held in late Spring.

CWC - Wind River

Advising Days were held Nov. 5, and 6, at the Frank B. Wise Building. Current and potential students had the opportunity to apply to CWC, register for spring/summer classes, and complete the FAFSA and scholarship applications. Ten students participated in the activities.

CWC - College and Career Readiness

So far this year, ten students have earned their HiSET, alternative high school Diplomas. We have 83 students currently enrolled in our programs, HiSET, ESL and IET. Of our ESL students enrolled in the IET (Integrated Education Training) with St. John's, six have completed the class section of their CNA training and are currently earning practicum hours, before their final licensure exams. We expect a second CNA class in early 2025. Our programs do impact lives, IET Program Manager, Ellen Kappus, Ed.D. provided this moving video interview with one of her IET/CNA students:  Araceli.MOV

Dubois Outreach

November offerings in Dubois included Speedy Rams Running Club, Taekwondo, Pickleball, and Toddler Gym. The Speedy Rams Running Club is in a new session, which culminates in a Jingle Run right before the school's Winter Break. It is a popular class, often averaging 25-30 participants. Pickleball started at the end of October and is humming along nicely each Sunday. The fall session of Toddler Gym started one week late due to the availability of the venue, which was occupied by firefighters. Nineteen tickets were sold, for a total of \$535.00 in net sales. December is also anticipated to be a quiet month programming-wise, as the holidays are typically a busy time for community members. I am finalizing the details with Dubois High School to offer an Intro to Culinary Nutrition for the Spring Semester, including hiring the instructor and signing up students. Photos from the November offerings are included.

Respectfully submitted: Katrina Dingman, Dubois Outreach Coordinator



Speedy Rams Running Club

Toddler Gym

December 2024 Classified Staff Association Report to the Board of Trustees

Community Service Day

Andy Titus (Grounds Supervisor) supervised a portion of the Community Service Day events on campus on November 15th. A small group of Classified Staff members collected trash from all around campus. At one point, they even used the bobcat to fill in large holes and level out areas on the new property.



Staff Bingo Night

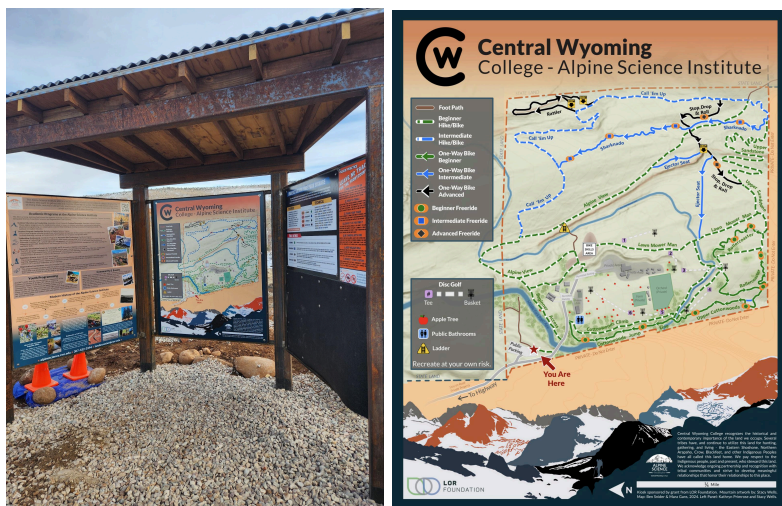
The Fun Committee hosted a staff bingo night on November 12th. The event's emcees were Scott McFarland and **Shanna Montgomery (Human Resources Technician)**. With \$600 worth of prizes on the line, a variety of staff turned out for an evening of fun. Pizza, drinks, and candy were provided along with some sweet Christmas tunes to jam out to.



CWC Faculty Association Board of Trustees Report December, 2024

Alpine Science Institute: Faculty, students, and staff have worked together with support from the LOR (Livability, Opportunity, and Responsibility) Foundation to create information for and install a new informative kiosk at the public parking lot at the Lander Alpine Science Institute (ASI). The natural history section of the left panel started as a student project, and the map on the center panel started as a student class project. The trails and farm featured on the map are all maintained by CWC students. This kiosk will be a great way to bring our programs together and communicate what we do at the Alpine Science Institute to the Lander public. A huge thank you to Stacy Wells for spearheading this project!

Dr. Bill Finney and Dr. Kate Patterson worked with students on the Nationwide Balloon Eclipse Project (NEBP). A NEBP highlight video was created for the SciAct Meeting's movie night event. The highlight video [Nationwide Eclipse Ballooning Project Highlights](#) received honorable mentions in all four major categories. The CWC launch at Richfield, Utah, is shown at minute 0:38, and footage from our balloon during flight is shown as part of a video tile mashup at minute 1:30.



DOE Funded STEM Trip/Professional Development to Anaheim California

Faculty: Claudia Troxel, Tara Womack-Shultz, Lucy Graham, Kirsten Kapp

Students: Henry Alberts, Lazara Jimerson, Julia Vilaboas, and Sunshine Mullenix

Claudia Troxel, faculty:

I had volunteered to present at a STEM Conference supported by a DOE grant and hosted by CWC, which ended up being canceled. I was then given the opportunity to attend a STEM Conference with a student instead. Normally professional developments that require travel are limited to only a few faculty due to cost constraints, so I was thrilled when I requested and was approved to take all of the life science faculty as well as four students with me for this experience. We attended the National Association of Biology Teachers (NABT) Conference (supported by the DOE grant) in Anaheim, CA, on November 13-17. This offered an advantage because all of us were exposed to similar ideas on how to improve our teaching. For example, Lucy, Kirsten, and I all teach general biology, and we came back excited with ideas on how to transform our course to make it even better. We will be incorporating more active learning strategies as well as incorporating more authentic lab experiences. We also networked with other 2-year, community college life science faculty. We were able to share struggles and strategies of what works with this diverse group of students, since there are many different challenges faced by students attending community college versus a 4-year university.

The conference also provided our four students with the experience of what it is like to attend a professional conference. While only one of the four students is currently pursuing a degree in education, the conference offered hands-on workshops on various topics in biotechnology. In order to be able to teach something, you must first understand it. These workshops provided the students with the opportunity to learn new lab techniques. Two of the students currently work with younger students (one with Lights On and the other with the Boys and Girls Club), and they brought back ideas on how to incorporate some of what they learned in STEM, so it will directly affect other younger students in our community.



Tara Womack-Shultz, faculty, and Department Chair:

Collaborating with teachers from all over the country and learning some new strategies (and hearing of similar struggles) were the most beneficial aspects of the conference for me. I also enjoyed spending time with and getting to know my colleagues and students outside of the school setting.

Kirsten Kapp, faculty:

Attending the NABT conference was invaluable for my teaching career. Attending sessions on meeting challenges in undergraduate science classrooms, incorporating new learning activities, learning about new classroom technology and equipment, and writing learning outcomes that meet national standards ensure that CWC continues to offer high-quality educational experiences to our students. Furthermore, as a faculty located at an outreach center with no regular in-person contact with fellow colleagues, it was so important to touch base and spend time with my fellow AMAZING CWC science faculty.

Lucy Graham, faculty:

Attending the National Biology Teachers Association (NBTA) conference has significantly impacted both my professional development and teaching practices. This event provided me with the opportunity to engage with a community of passionate biology educators, fostering a collaborative environment for sharing best practices, innovative teaching strategies, and the latest advancements in biology education. Through hands-on workshops, seminars, and keynote presentations, I gained a deeper understanding of cutting-edge research, which has enhanced my ability to incorporate real-world examples and current scientific discoveries into the classroom. The conference also emphasized the importance of fostering critical thinking and inquiry-based learning, which I plan to integrate into my curriculum to better engage students and cultivate a deeper understanding of biological concepts. As a result of attending the NBTA conference, I feel more confident and inspired to continue growing as an educator. The knowledge and resources gained will not only benefit my personal growth but also contribute to improving the learning experiences of my students, helping them to develop a lifelong appreciation for biology.

Henry Alberts, student

The experience I gained at the NABT Conference in Anaheim was memorable, academically contagious, and inspirational, and I built more academic connections and outlets. I gained insight into the inner workings of Biology teachers, their desire to keep going, their resourcefulness, their adaptive attitudes, and their agility with functionality to keep things going. I will continue to use it to keep going in my academic endeavors. I made connections with the staff of the NABT writing staff that are looking for reviewers and want to establish a professional relationship, so I may continue my scientific knowledge in other avenues and keep the terminology alive and thriving in my career. I found a workshop intriguing that I'd like to implement around me, and that is the reusing of resources in my community and the viability of where I can implement this resource. All in all, seeing other people who are passionate about science and want to do better for those around them by building up their communities and those around them was well worth it. I also enjoyed seeing and being inspired by Professor Brown, who now resides at Purdue University, who implemented the Impossible Burger into being and has a passion for science that made it real for me to keep going in this avenue. There needs to be more scientists in this world with passion who seek to help others build a future, and I believe there is growth in this sector with many other like-minded people. Thank you for this opportunity and growth.

Lazara Jimerson, student

The NABT conference was a great experience for me, I enjoyed learning more about teaching science to others. I am excited to pass this along in how I communicate when helping others trying to understand something new.

Julia Vilasboas, student

Even though it was a conference for teachers, I gained a lot from it because of the many hands-on labs. They also provided a book full of labs that I can explore and practice on my own, which is fantastic. I discovered new learning strategies that I can apply to improve my understanding. Attending this conference truly broadened my perspective and enhanced the way I approach learning.

Test Center Update

Diana Goheen (Test Center Coordinator & Library Assistant)

reported that finals, certifications, and public tests will keep the test center busy this December. Our numbers continue to increase the closer we get to the semester's end. October numbers for the test center are up from the prior month. In addition to the normal flow at the main campus, the Lander Center proctored a test for a Braille instructor in November.

Classified Staff Representatives: FY25

President: Kathy Oerter

President Elect: Krissy Wallage

Secretary: Kelly Dempster

Treasurer: Debbie Graham

Respectfully Submitted: *Kathy Oerter*, Classified Staff President



PAST INSIGHTS, FUTURE OUTLOOKS!



A LETTER FROM OUR CEO

As of September 1st, I proudly mark my first year as CEO of Wyoming PBS, a period marked by significant achievements and exciting initiatives. We are in the final stages of crafting a strategic plan focused on understanding the needs of Wyoming audiences, ensuring we build a successful digital future, streamlining our content processes, and securing long-term financial viability. Over the past year, our efforts have been recognized with multiple Heartland Emmy® Awards and a prestigious National Public Media Award.

Looking ahead, we are committed to bringing new Wyoming stories to life, including compelling narratives that take viewers outdoors, exploring the history of a highly decorated Vietnam War veteran, and honoring the dedication of four generations of Wyoming trona miners. Together, we are shaping a vibrant future for our community and our organization.

Joanna Kail
CEO, WY PBS

5,600+
Donors in 2024

3.5 MILLION
Views on YouTube

16,500+
Monthly users of PBS Kids

Photo: Sunrise near the town of Hudson

WYOMING



877-263-0702

2660 Peck Ave
Riverton, WY 82501

Joanna Kail
CEO
Wyoming PBS
Phone: 307-855-2361
E-mail: joanna@wyomingpbs.org

Judd Rogers
Executive Director
Wyoming PBS Foundation
Phone: 307-855-2367
E-mail: judd@wyomingpbs.org



www.wyomingpbs.org



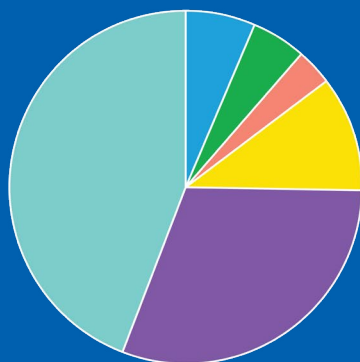
EDUCATION

Wyoming PBS has made significant progress on the PBS LearningMedia platform, offering 150 videos and 195 lessons, along with 20 videos and 70 lessons in the Native American Studies Collection.

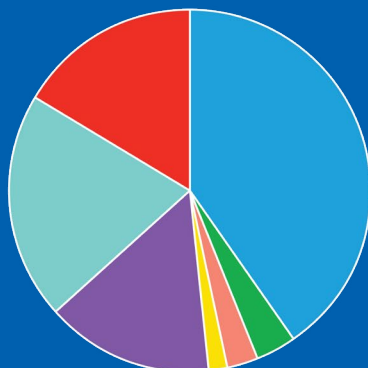
Highlights:

- Thanks to the generous support from *Fossil Country* film sponsors—including Dr. Betty Buckingham Baril, Wyoming Humanities, the Wyoming Cultural Trust Fund, and the MAS Revocable Trust—Wyoming PBS awarded grants to five schools and educational institutions for educational fossil digs at participating quarries in southwest Wyoming.
- Education Coordinator Carol Garber engaged nearly 1,000 educators at five statewide school conferences and a professional development day in Casper, sharing insights about the Wyoming PBS Education Collection. The co-production *Nature WY* was also featured in breakout sessions at two conferences.
- Last spring, the Early Literacy Tour showcased PBS Kids character Molly of Denali, visiting 14 classrooms and childcare centers across Newcastle, Ranchester, Buffalo, Big Horn, Sheridan, and Gillette, including three Head Start programs on the Wind River Indian Reservation. The tour culminated at the Books and Breakfast event in Riverton, reaching over 1,000 children and families.

INCOME



EXPENSES



FINANCIALS



Photo: Maj. Gen. Stacy Jo Huser

A LOOK BACK

WYOMING CHRONICLE

Wyoming Chronicle concluded its 15th season earlier this year, continuing to spotlight newsmakers, artists, and remarkable personalities in Wyoming. This season highlighted a diverse array of stories, including a 91-year-old master miniaturist, vertical farming, the first woman to command at F.E. Warren Air Force Base, and the carbon capture efforts at the Integrated Test Center in Gillette, to name a few. Season 16 has already begun, featuring episodes on the nuclear power plant project outside Kemmerer, a new storytelling program at the University of Wyoming, the Piedmont Kilns, and more.

WATCH NOW



OUR WYOMING

WATCH NOW



Our Wyoming is a captivating series that explores the people, places, and events that define the uniqueness of our state. This past year featured highlights such as daring U.S. airmail pilots who paved the way for aviation, the thrilling pursuit of antelope shed hunting, adrenaline-fueled off-road racing, and the intriguing landscape of Hell's Half Acre. Don't miss out—watch this digital-first series on our YouTube channel!

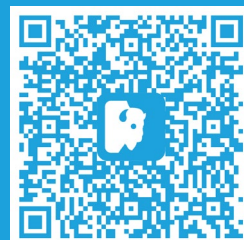


HEARTLAND EMMY®
AWARD WINNER

CAPITOL OUTLOOK

Capitol Outlook is a weekly show produced while the Wyoming Legislature is in session from Cheyenne. Tune in every Friday evening during session for interviews with legislators and key public officials.

WATCH NOW



HEARTLAND CHAPTER EMMY® AWARDS

Our Wyoming: Fire Spinner

Fossil Country

Our Wyoming: Sinks Canyon Underground Mysteries

Egypt Excursion

Nature WY: Macroinvertebrates

A State of Mind: The Lone Wolf

A State of Mind: The Pickup Man (content)

A State of Mind: The Pickup Man (videography) 26



PUBLIC MEDIA AWARD

A State of Mind: The Lone Wolf

A STATE OF MIND

Our award-winning mental health documentary series, *A State of Mind*, has launched into an enlightening second season. This impactful series shines a spotlight on critical issues facing Wyomingites. Episodes have explored the profound effects of poverty and depression on single mothers and their children, the challenges of caregiving, and the mental burdens faced by coal mine workers. Join us as we continue to delve into these vital topics and spark important conversations.



**HEARTLAND EMMY®
AWARD WINNER**



Photo: *A State of Mind*:
Generation Found

IN THE COMMUNITY

Being in communities remains a priority at Wyoming PBS. Last year we held several screenings across the state to gather and tell Wyoming's stories. We screened *Art of Home: A Wind River Story* in Worland last fall. The film tells the stories of two indigenous artists who create new works reflecting on their tribal homeland, the Wind River Indian Reservation.

In the spring, we celebrated Historic Preservation by screening *One Hundred Years on the Lincoln Highway* in Sinclair. Additionally, we advanced the dialogue on mental health in the Cowboy State through multiple screenings of episodes from our award-winning documentary series, *A State of Mind*, addressing this important topic.

THE AMERICAN BUFFALO

Last fall, Wyoming PBS celebrated the Ken Burns film, *The American Buffalo* — a dramatic story of the animal's near extinction and the people who saved it — with community screening events in Cody, Laramie, and Ethete. Attendees also had a chance to view clips of a companion piece, *Homecoming*, which chronicles the rebuilding of the enduring relationship of Native American communities to the buffalo. The documentary features Jason Baldes, who is an enrolled member of the Eastern Shoshone Tribe and the Executive Director of the Wind River Intertribal Buffalo Initiative on the Wind River Indian Reservation.

<https://video.wyomingpbs.org/show/the-american-buffalo/>



Photo: Pledge shot in partnership with
the Wind River Tribal Buffalo Initiative

2024 DONORS

Photo: Egypt Excursion

1

[illegible]

YOU TOO CAN SUPPORT WYOMING PBS AT WWW.WYOMINGPBS.ORG

[illegible]

A LOOK AHEAD



HOME FROM THE VIETNAM WAR

A Vietnam War hero, U.S. Army Lieutenant Lee Alley, wears an extraordinary badge of honor. He is one of the most decorated combat veterans in the state. This documentary features Lt. Alley's remarkable story - his upbringing in Wyoming and service in a controversial war, to the treatment he encountered after his return home from Vietnam and his struggles with PTSD. Now, Lt. Alley uses his experience to help other veterans in the country.

This documentary is a Wyoming PBS production directed by Alpheus Media.



MOUNTAIN ROOTS

Mountain Roots shares what can be accomplished with a spirit of young wonder and some curiosity. Bennett, an 8-year-old from Wyoming, has climbed in the most famous ranges of her home state. Now, she is ready to take on new summits in North Italy, where she discovers a heritage centuries old and rooted in the Alps that might explain her fascination with the outdoors. The documentary shares Bennett's journey to meet extended family in a village, including her Grandpa and local mountaineer, who joins her in climbing one of the region's mountain peaks.

This documentary is a Wyoming PBS production directed by Burning Torch Productions.

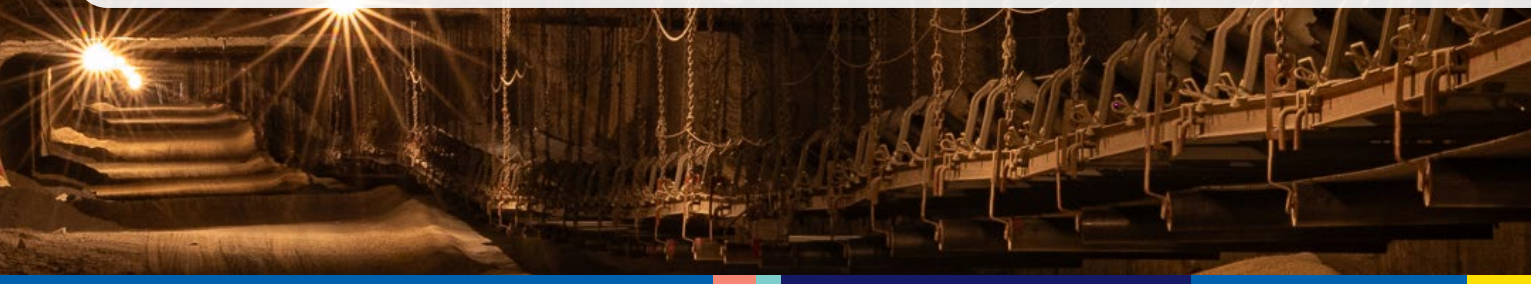




AFAR AND BELOW: THE STORY OF THE WYOMING TRONA MINERS

The trona industry is intricately woven into Wyoming's culture, yet the stories of the miners who power this vast sector often go untold. In our documentary, we take you underground for a day in the life of these miners, exploring the rich community, culture, and history of their subterranean world—and the significant impact they have on our lives above ground. This one-hour documentary is directed by Mark Pedri and Carrie McCarthy of Burning Torch Productions, both of whom have deep roots in Sweetwater County, the heart of the trona mining industry.

This documentary is a Wyoming PBS Production directed by Burning Torch Productions.



HEADWINDS: BIKEPACKING THE RED DESERT

Four bikepackers journey across Wyoming's Red Desert to learn more about its landscapes and histories. Through their travels, they learn about the challenges and triumphs of human powered adventure, and reflect on how to carry these lessons from the desert back to life in a modern world.

This documentary is a Wyoming PBS production directed by Wyoming PBS Producer, BJ Klophaus.



WATCH SHOWS





Dear Members and Supporters,

I extend my heartfelt thanks to our 5,569 members who generously contributed over \$1 million for local productions. Moreover, I'm thrilled to celebrate the record-breaking success of the 5th annual WyoGives statewide fundraiser, which raised more than \$46,000 in a single day, thanks to your extraordinary generosity.

In addition, I'm delighted to congratulate Joanna Kail, who has recently completed her first year as CEO of Wyoming PBS. Her vision to dramatically enhance the quantity and quality of our local programming is already impacting hearts and minds. We also welcome Judd Rogers as the Foundation's new Executive Director. Together with the help of our supporters, we are paving the way for a brighter future.

Our purpose is to support Wyoming PBS' efforts to connect and enrich the lives of Wyomingites through innovative media. We're here to ensure that the station has the funding it needs to serve the people of Wyoming in that mission. Thanks for your role in that and for all you do.

Warm regards,
Scott R. Estep
Chairman, WY PBS Foundation

Photo: View of Heart Mountain from Wyoming PBS site north of Cody

BOARD MEMBERS

SCOTT ESTEP Chairman Lander	CAROL BELL Member Cody	JOANNA KAIL Member Lander	GARY MILLER Honorary Member Sheridan
JORDAN DRESSER Vice Chair Fort Washakie	HOLLAND DUELL Member Sheridan	DR. JOHN KAMUTU Member Laramie	CATHY NORRIS Member Cheyenne
JENNIFER HAMILTON Treasurer/Secretary Lander	DIANA ENZI Member Gillette	DAN KIRKBRIDE Member Chugwater	D. LYNETTE ST. CLAIR Member Fort Washakie
	SARAH JO HEUCK SINCLAIR Member Sheridan		

FOUNDATION FINANCIALS

\$200,000 Hughes Charitable Foundation	\$50,000 John P. Ellbogen Foundation	\$100,000 Jack and Carole Nunn	GRANTS \$400,000
\$25,000 Blue Cross Blue Shield of Wyoming	\$25,000 The National Museum of Military Vehicles		

UNDERWRITING
\$32,863

MEMBERSHIP
\$801,712



**WYO
GIVES**

\$36,230
From Individual Donors

\$10,519
From Hughes Charitable Foundation Match

\$46,749



INVESTING IN WYOMING'S STORIES

Every life tells a story, including yours. As a valued member of Wyoming PBS, we are pleased to offer you complimentary access to a planned giving tool that can help craft the next chapter in your legacy. Giving Docs is a free, lifetime resource that not only assists you in building a free will, it also offers the option to include Wyoming PBS in your giving plans—ensuring your support continues to impact storytelling in Wyoming for generations to come. Wyoming PBS appreciates your support!

GIVING DOCS



wyomingpbs.org/plannedgiving

For more information, or to discuss planned giving opportunities, contact Foundation Executive Director Judd Rogers at 307-855-2367 or judd@wyomingpbs.org.



Together We Make Our Way Campaign Dashboard



(July 1, 2018 — November 25, 2024 unless otherwise noted)

Rustler Ag & Equine Complex Campaign

	Goal	Funds Raised
Building	\$18,353,584	\$16,069,775
Program & Building Enhancements	\$2,000,000	*\$2,448,064

CWC-Jackson Campaign

	Goal	Funds Raised
Building	\$25,107,218	\$24,900,936
Program & Building Enhancements	\$2,500,000	\$1,391,481

Other Campaigns

	Goal	Funds Raised
Alpine Science Institute (ASI)	\$3,000,000	\$2,072,466
Institute for Tribal Learning (ITL)	\$5,000,000	\$4,168,438
Bootstrap Collaborative	\$3,000,000	*\$3,146,395

Notes

* Indicates goal has been met

Glossary

Funds Raised may include grants, other governmental funding, and philanthropic contributions

Campaign: a targeted fundraising effort that takes places over a defined period to meet a specific goal

Annual Donors: Distinct number of donors each year-does not include government grants

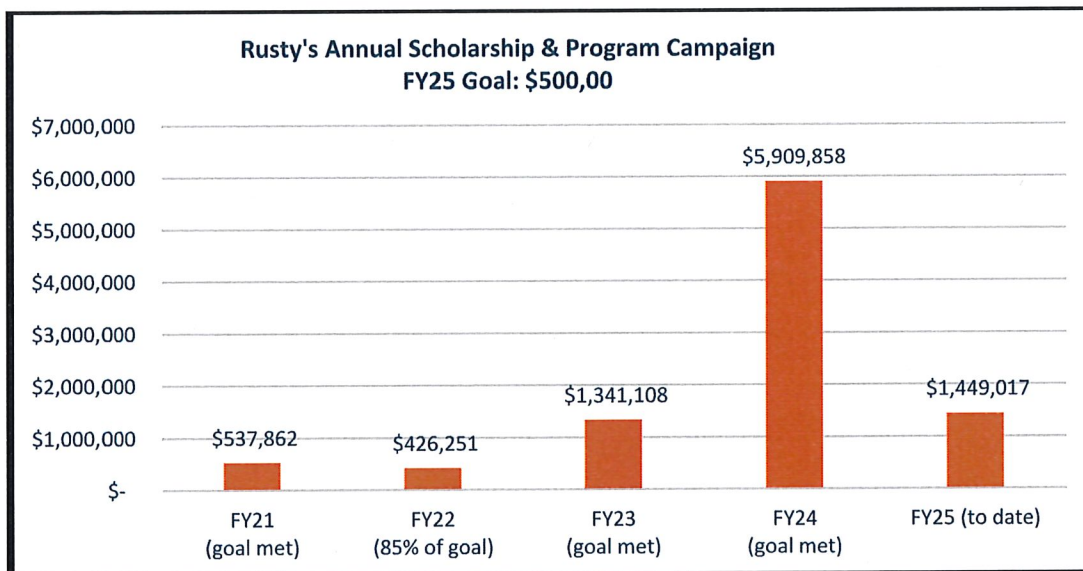
Grants

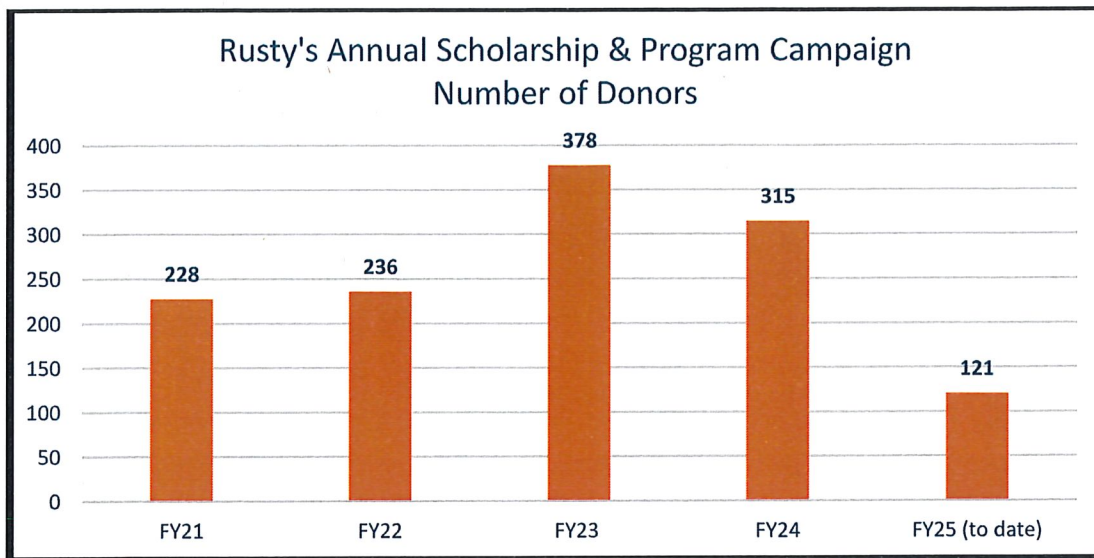
Fiscal Year	Name	Purpose	Requested	Received	Indirect Funds
FY25	EDA Recompete Grant - CWC is sub awardee	Wind River Adult Ed (ABE/Healthcare/Culinary, etc.)	\$5mil	\$5mil	Prime Applicant (WRD) will take indirect portion
FY25	USDA Western SARE	Meats Certificate scholarships	\$10,000.00	\$10,000.00	money goes directly to scholarships
FY25	USDA NIFA - Non-Land Grant Capacity	Fenced Lot and Herd of Cows for Hands-on (with RHS)	\$300,000	TBD	\$75,000
FY25	National Arts Endowment	Funding for award prize money for photo contest	\$10,000.00	TBD	money goes directly to program
FY25	Nat'l Science Foundation ATE Grant	Science and Engineering Technology Partnerships for students	\$650,000.00	TBD	Prime Applicant (UW) will take indirect portion
FY25	National Partnership For Student Success	Money to support bridge program for Jackson	\$10,000.00	TBD	money goes directly to program
FY25	Department of Education FIPSE	Help with wraparound services for student support	\$90,000.00	Denied	\$22,500
FY25	Wyoming Women's Foundation	Scholarships to send 4 women to the conference	\$8,000.00	Denied	money goes directly to program
FY25	NASDAQ	Central Wyoming Women's Financial Literacy and Empowerment	\$200,000.00	Denied	\$50,000
FY25	USDA – Local Food Promotion Project	Ethan Page's salary, Coordinator salary, subgrantee awards	\$500,000.00	Denied	\$125,000

FY25	Clif Bar Foundation	Maintenance, marketing and Education	\$5,000.00	Denied	money goes directly to program
FY25	Walmart Spark Good Microgrant	Funding for award prize money for photo contest	\$5,000.00	Denied	money goes directly to program
FY25	DOE OLM Grant continuation - year 2	STEM Equipment for Jackson Building	on hold	On hold due to funding issues	on hold
FY25	Department of Family Services	Funding to Support CWC Grow your own subs	\$310,720.00	Funds reallocated to a different division	\$77,680
FY25	Jackson Hole Community Foundation, LOI	ESL/ESS Audit Ed resources for Jackson Campus	\$10,000.00	Asked to apply for different funding in 2025	money goes directly to program
FY25	Jackson Hole Community Foundation, LOI	Workforce training track service industry jobs Teton County	\$20,000.00	Asked to apply for different funding in 2025	money goes directly to program

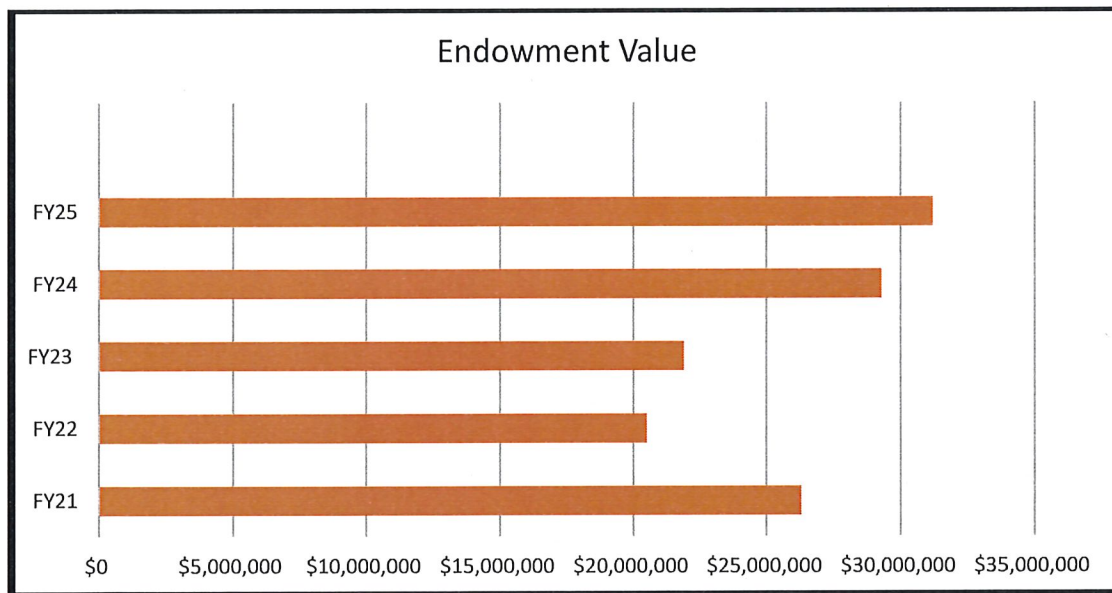
Indirect costs represent the expenses of doing business that are not readily identified with a particular grant, contract, project function or activity, but are necessary for the general operation of the organization and the conduct of activities it performs. In general, these are unrestricted dollars received by the grant awardee.

Rusty's Annual Campaign includes all funds raised outside of campaigns listed previously.





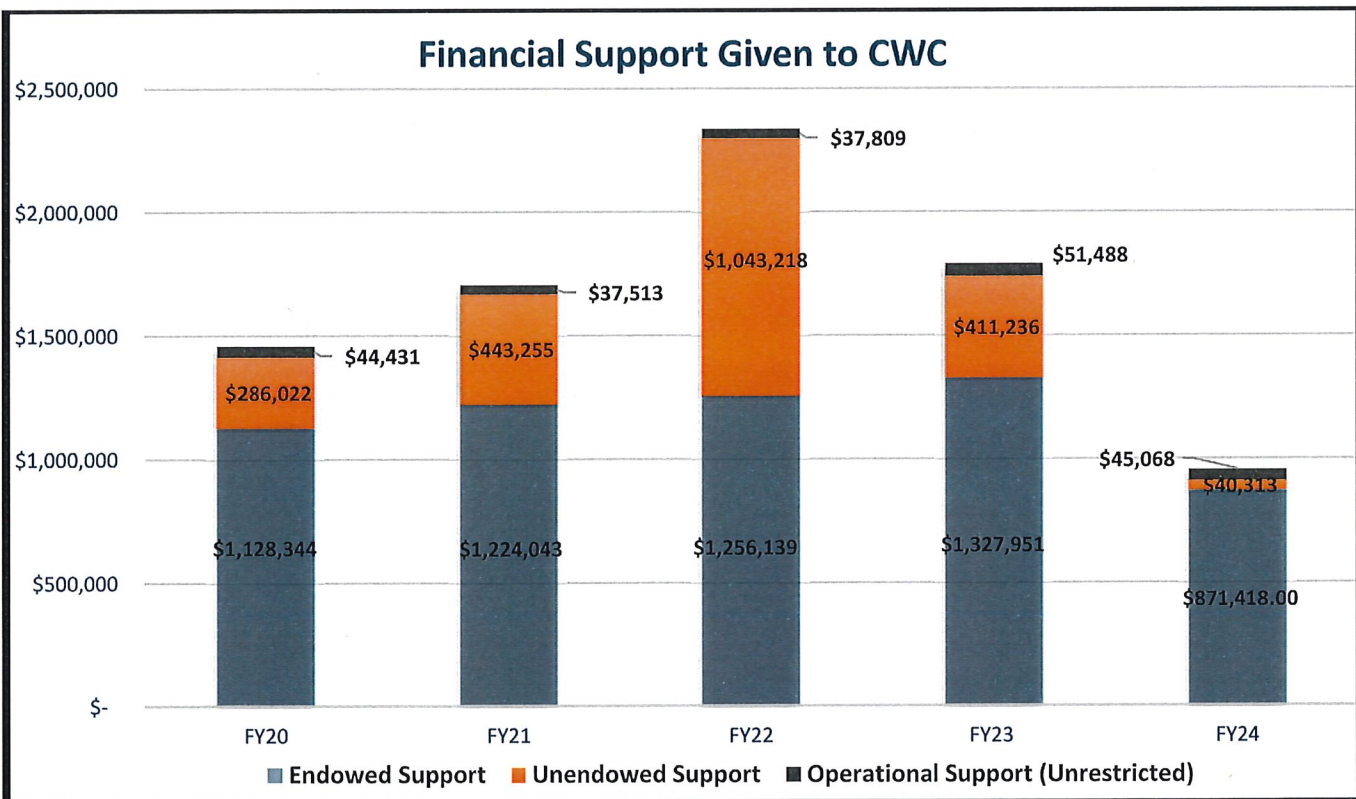
CWC Foundation Endowment



The CWC Foundation endowment is invested in a "Growth/Income" allocation.

Approximately 57% in stocks and 43% in bonds and cash. These stock and bond allocations are broadly diversified across different asset classes and managers. TIAA Kaspick serves as the investment manager for the endowment. The following compares their performance to our identified benchmarks as of August 31, 2024

	CWCF Endowment	Multi-Asset Benchmark	Traditional Benchmark
Month to Date (8/31/2024)	-2.6%	-2.8%	-1.8%
One Year	21.1%	20.8%	20.5%
Three Year	1.2%	2.2%	4.0%
Five Year	4.9%	5.6%	7.4%
Ten Year	5.2%	5.7%	6.9%



Alumni Spotlight

Logan Kay

Communication, Film Production, and Radio Production, 2018



Logan grew up in the heart of Thermopolis, Wyoming—a small town where everyone knows each other, nestled among stunning natural landscapes. With both parents working as teachers in the local school district, he and his younger brother were immersed in a community that valued education. Logan spent his free time hiking the scenic trails around his hometown, reading about all sorts of topics, and playing guitar to unwind. Yet if he had to pick his “special interest,” it would undoubtedly be rhetoric. He’s endlessly fascinated by the art of persuasion, communication, and analyzing how words shape the world.

Logan’s journey in higher education began close to home. Drawn to Central Wyoming College (CWC) because of its convenient 45-minute drive from Thermopolis, he appreciated the balance of independence with the option to visit family on weekends. He pursued not one but three degrees—Communication, Film Production, and Radio Production—and graduated in May 2018. Although initially inspired to pursue radio broadcasting, his interests soon expanded. With the encouragement of one of his instructors, Maygen Cassity, Logan continued his studies at Idaho State University, where he earned his undergraduate and master’s degrees in Rhetoric and Media Affairs.

Today, Logan applies his love of communication and media at the National Outdoor Leadership School (NOLS), where he serves as the CRM and Senior Sales Manager. His role allows him to blend his technical skills with a passion for the outdoors, as he leads a team focused on promoting the transformative NOLS experience to students across the globe. In addition to overseeing sales, Logan uses his knack for problem-solving to automate processes, saving the school both time and money.

Reflecting on his time at CWC, Logan says that the student culture was a unique and supportive experience. “Small, but mighty!” he describes, recalling his three years living on campus. From engaging activities and supportive RAs to sports events that rallied everyone together, CWC had an energy that kept students connected and inspired. He also admired the interdisciplinary approach of his education; studying radio required taking some communication and film classes, which opened up new academic interests and possible career paths.

For Logan, CWC wasn’t just a stepping stone—it was an essential part of his journey. “The quality of education is just as strong as any large college or university,” he says. The faculty, staff, coaches, and students create an environment that’s truly the lifeblood of higher education in central Wyoming. For anyone considering their next step, CWC is a great place to start, continue, or even finish the adventure.

VI. CONSENT AGENDA

- A. Approval of Minutes – November 20, 2024, Regular Meeting
- B. Acceptance of Bills – November 2024
- C. Board Travel Budget

BACKGROUND: As usual, if there are no objections or substantive changes and no Board member requests that an item or items be taken off the consent agenda for discussion or clarification, the Board chair may call for a motion to approve the consent agenda.

The regular meeting of the Central Wyoming College Board of Trustees was held on Wednesday, November 20, 2024, in Room ITECC 116 of the Intertribal Education and Community Center on the Central Wyoming College campus and via Zoom video teleconferencing.

ATTENDANCE: Present: Craig Tolman Gay Hughes
 Nicole Schoening Ernie Over
 Paula Hunker
 Dr. Carlton Underwood

 Absent: Shana Tarter

Administration: Dr. Brad Tyndall Willie Noseep
 Dr. Kathy Wells Dr. Cory Daly

Attorney: Adam Phillips

Board Clerk/Recorder: Paula Hartbank

Guests: Jim Over Beth Monteiro
 Joanna Kail Kathy Oerter
 Catherine Trough Alma Law
 John Wood Brittany Yeates
 Callie Cook Amanda Nicholoff
 Ben Nelson Jennifer Kellner
 Dr. Mark Nordeen Jason DeMayo
 Michaela Meyer Brittany Wilson
 Rebecca Chavez Krissy Wallage
 Sandy Chio
 Jennifer Marshall Weydeveld

CALL TO ORDER: Board Chair Ernie Over called the meeting to order at 6:32 p.m. A roll call was conducted by the board clerk. Ms. Shana Tarter was absent but had told Ms. Hartbank that she was attending a conference and would not be able to attend. A quorum of the board was declared present to conduct business.

EXECUTIVE It was determined that there was no need for an executive session.
SESSION:

WELCOME AND Chair Over welcomed the guests present and indicated that blue
INTRODUCTION Community Input Forms were available at the door for any visitors to
OF GUESTS: use if they wish to speak to an agenda item. An online form was also
 available for visitors on Zoom to use if needed.

APPROVAL OF
AGENDA:

There were no additions to the agenda.

ACTION:

Mr. Craig Tolman moved to approve the agenda as presented. Ms. Hughes seconded the motion. The motion carried.

STUDENT,
EMPLOYEE
ASSOCIATION,
WYOMING PBS
AND CWC
FOUNDATION
REPORTS:

Written reports from student and employee associations, Wyoming PBS, and the CWC Foundation were included in the board packet.

Student Senate

Mr. Ben Nelson, Student Senate President, reported that he had submitted a written update detailing recent events, including *Night at the Movies*, the Halloween door decorating contest, and a "cup pong" tournament. He highlighted the strong attendance at these events and noted that several Student Senators participated in the Student Senate Leadership Conference at Casper College.

Mr. Nelson introduced Ms. Callie Cook, the Student Senate Secretary. Ms. Cook shared that she came to CWC to compete in cross country and is currently the only female member of the team. Last week, she competed at nationals. Ms. Cook is pursuing a major in social work. In recognition of her contribution, Ms. Hughes remarked, "Without you, we wouldn't have had a women's cross-country team."

Professional
Personnel
Association

Ms. Rebecca Chavez, Vice President of the Professional Personnel Association indicated that she had nothing to add to the written report, which contained information about the student internships facilitated by Career Services within the community; Ms. Kerr's (formerly Jahnke) recent marriage; the events hosted by the Bootstrap Collaborative; the Library's statistics on daily engagement and material checkouts; TRIO's recent initiatives, such as the cookie decorating event, First Gen Day, and the preparation for the upcoming annual performance report; Financial Aid's recertification of CWC's Program Participation and their Halloween theme; Dubois' classes offered such as Taekwondo, Youth Baking workshop, Dubois Dancers; and Peek-a-boo Pumpkin; CWC Jackson's successful Old Bill's Fun Run fundraiser which raised \$58,625; the update

on the construction of the new CWC Jackson building; and the Bilingual Connections community enrichment class taught by David Ley.

Ms. Hunker noted her appreciation for the Old Bill's photo featuring the funds raised. Mr. Noseep reported that the bid opening for the CWC Jackson Center took place today, with only one bid submitted. He anticipates the bid will be presented at the December 11 board meeting. Dr. Underwood expressed gratitude for TRIO's celebration of First Generation Day, noting it was exciting to see the data and the variety of engaging events organized by TRIO.

Classified Staff
Association

Ms. Kathy Oerter, President of the Classified Staff Association, indicated that she had nothing to add to her written report, which contained details about the Halloween-themed Paint and Create activity hosted in October and November's activity focused on Christmas, both hosted by Ms. Andrea Rodriguez and Ms. Kathryn DeWitt; the increased numbers of tests proctored by Ms. Diana Goheen in the testing center; and Ms. Audrey King's roll out of a number of spooky drinks at the Grind for Halloween. Mr. Over commented on how much he enjoyed the photos, while Ms. Hunker expressed appreciation for the recent professional development day focused on mental health. Ms. Oerter also noted that Ms. DeWitt is well known for organizing popular craft days.

The Faculty

Ms. Amanda Nicholoff, President of The Faculty, indicated that she had submitted a written report, which contained information about Ms. Nita's Kehoe's 4th annual Fremont County Fine Arts Exhibition featuring several artists in the Quick Draw Competition; the podcast created by professors Danny Harmon, Eric Bennett, and Dr. Lael Noonan, covering a range of topics; and the 2025 International CHA Conference at Texas Tech, attended by instructors Jessie Whitlock and Aften Fegler; and the ag team's monthly jackpots hosted at the Ruster Ag and Equine Complex.

Professor Nicholoff stated that the podcast is great, and the three are having a lot of fun with it. Trustee Tolman said he was glad to see the activities at the Rustler Ag and Equine complex and asked how the events are marketed. President Tyndall stated that Facebook and the CWC webpage will show the events.

Wyoming PBS

Ms. Joanna Kail, WPBS Chief Executive Officer, submitted a written report that contained information about Ms. Kail's recent attendance at the Organization of State Broadcasting Executives (OSBE) meeting in Charleston, SC; the annual report providing a comprehensive review of the previous fiscal year's activities; the digitization opportunity with

American Archive of Public Broadcasting (AAPB); the collaboration on the new *Buffalo Nation 250* exhibit, celebrating America's 250th anniversary; the upcoming productions of the *Wyoming Chronicle* and *Our Wyoming*; the social media performance metrics; the coverage of the Wyoming congressional general election debates; the special preview of *Leonardo da Vinci* by Ken Burns; the educational initiatives and activities; and the Wyoming PBS Foundation's report which included the end-of-the-year outreach; the 2024 annual report; the book festivals in Lander and Jackson that Judd Rogers hosted; the planned giving efforts; and the upcoming events.

Ms. Kail expressed excitement about the station's ongoing projects. Ms. Hughes inquired about the storytelling event, to which Ms. Kail explained that it is still in development and will feature 10-15 minute interviews with Wyoming residents sharing why they choose to live in the state. Ms. Hughes praised Nick, sharing that she had participated in an interview where he made the experience enjoyable. Ms. Hunker commented on how much she appreciates being able to watch *Wyoming Chronicle* online. Ms. Kail noted that with the new report, the goal is for the board to engage more deeply with the content.

CWC Foundation

Ms. Beth Monteiro, Executive Director of the Foundation, submitted a written report, highlighting the Foundation's Campaign Dashboard through October 2024 and featuring an alumni spotlight on Dr. Kathy Wells, Vice President of Academic Affairs, who earned her AAS in Nursing from CWC in 1991.

Ms. Monteiro shared that she recently submitted a federal grant on behalf of the Ag program, a collaborative effort with Riverton High School. She expressed gratitude to everyone who contributed to the project. She is also working with the Institute of Tribal Learning on the *Stewart Collection – Valley of the Three Worlds* and noted that CWC received a significant contribution to support the development of this project. Additionally, she announced that the college has received a generous scholarship gift aimed at supporting student retention.

Mr. Over praised the Foundation's impressive fundraising, noting that it has raised nearly \$6 million, with the endowment now exceeding \$30 million. Ms. Hunker expressed her appreciation for the alumni spotlight on Dr. Wells, and Ms. Monteiro encouraged staff to submit names for future alumni spotlights.

CONSENT
AGENDA:

Chair Over asked if there were any objections to the consent agenda which included the approval of the minutes from the October 16, 2024, regular meeting; the acceptance of bills from October 2024; and the board travel budget.

ACTION:

Ms. Hunker moved to approve the consent agenda items, including the approval of the minutes from the October 16, 2024, regular meeting; the acceptance of bills from October 2024; and the board travel budget. Ms. Schoening seconded the motion. The motion carried.

Acceptance of Bills

The acceptance of bills includes payment of the following bills which include salaries and benefits in the amount of \$2,086,442.64 for the month of October 2024: Operations in the amount of \$372,585.71; Student Grants and Loans in the amount of \$207,945.99; and Bank Transfers in the amount of \$1,095,750.38 for a grand total of all payments in the amount of \$3,762,724.72.

UNFINISHED
BUSINESS:

There was no unfinished business

NEW
BUSINESS:

Acceptance of
Sustainability
Monitoring Report
Part II

Mr. Noseep, Vice President of Administrative Services, indicated that an annual independent audit of college accounts by an auditing firm approved by the board is required by board policy. The annual college audit has been completed by the auditing firm McGee, Hearn, & Paiz, (MHP) LLP, of Cheyenne, WY. After board approval, the final audit will be distributed to the board and other appropriate offices and persons. He stated that Ms. Brittany Wilson of MHP will provide the highlights of the FY24 CWC and Wyoming PBS financial audits.

Ms. Brittany Wilson indicated that she is a partner at McGee, Hearne & Paiz and went to the University of Wyoming. This is her eighth year working on the CWC audit. She has 14 years of experience in higher education and single audits. She indicated there are three parts of the CWC audit, which includes the Generally Accepted Auditing Standards, Government Auditing Standards, and Uniform Grant Guidance. Also included are financial statement highlights and significant accounting estimates.

She reported an unmodified or clean audit opinion for both CWC and Wyoming PBS. For CWC, pages 4-9 provide more information and show the financial unrestricted equity is a negative \$13,079,094. If the effect of the pension and retiree health program is backed out, the unrestricted equity is a positive \$7,511,525, which is an increase in net position of \$3.8 million. This is due to an increase in local appropriations and investment income and a decrease in state appropriations and private gifts; grants and contracts (Ag and Equine Complex).

Significant accounting estimates include net pension liability which is the allocation of CWC's portion of the funding deficit in the Wyoming Retirement System public employee pension plan. Total OPEB (Other Postemployment Benefits) liability includes allocation of CWC's portion of the liability for retiree participation in the state's EGI health plan. For the scholarship allowance, the calculation was done under NACUBO (National Association of College and University Business Officers) guidelines. Contra revenue was related to institutional financial aid and was provided to students. Unavailable property taxes included taxes assessed in January 2024, which will be levied in Fiscal Year 2025.

Pages 58-59 addresses internal control over financial reporting and addresses compliance with laws and regulations that impact financial information. No internal control deficiencies or noncompliance were found. CWC is a low-risk auditee, and at least 20 percent of federal funds are required to be audited. Major programs include the Student Financial Assistance Cluster and COVID 19: Coronavirus State and Local Fiscal Recovery Funds. All direct and material compliance requirements and related internal controls were tested. One audit finding and significant deficiency was found in the Student Financial Assistance Cluster (See Enrollment Reporting, page 64). A corrective action plan is also included.

A report to the Board of Trustees is a required communication to those charged with government under professional standards. There were no changes to significant accounting policies. There were no significant unusual transactions or disagreements with management or any other significant issues or difficulties. It was a clean, well-done, easy-to-perform audit.

In regard to the KCWC-TV audit report, it was an unmodified, clean opinion. There were no significant unusual transactions, disagreements with management, or significant issues or difficulties. Wyoming PBS does not expend federal funds. A report to the Board of Trustees is a

required communication to those charged with government under professional standards. There were no changes to significant accounting policies. The financial statements of KCWC-TV showed an increase of \$237,000.

Mr. Noseep complimented all staff on campus with a big thanks to Ms. Michaela Meyer.

ACTION:

On President Tyndall's recommendation, Mr. Tolman moved that the board accept the FY 24 CWC College audit as presented by Brittany Wilson of MHP. Ms. Hughes seconded the motion. The motion carried.

On President Tyndall's recommendation, Ms. Hughes moved to accept the FY 24 Wyoming Public Television audit. Ms. Hunker seconded the motion. The motion carried.

On behalf of President Tyndall's recommendation, Ms. Schoening moved to approve the Sustainability, Part II Monitoring Report as presented. Ms. Hunker seconded the motion. The motion carried.

Personnel
Human Resources
Board Report

Mr. DeMayo indicated he submitted his written report, and there were no changes to the report. The Human Resources Board Report for October included the following information:

The Rustler Spirit Award winner for September 2024 was Rocky Harting, and Ms. Ashley Strickland was the October 2024 winner.

Benefited searches pending included Event Planning Instructor (New, Grant-Funded Position); Hospitality/Tourism Management Position (New, Grant-Funded Position); Bridge Coordinator-Jackson (Replacement Position); Counselor/Disabilities Coordinator (Replacement Position); Facilities Attendant (Replacement Position); Head Coach-Men's Soccer (New Position); Head Coach-Women's Soccer (New Position); Meat Plant Technician (New Position); Tribal Education Assistant (New Position); and WY PBS Network Operations Engineer (New Position). Part-time, non-benefited searches pending included Adjunct Faculty (ongoing); Assistant Men's Basketball Coach (Replacement Position); Assistant Women's Basketball Coach (Replacement Position); GEAR UP WY Academic Coach (Replacement Position); and Rustler Operations Technician. Student employment is ongoing throughout the academic year.

Benefited searches completed include Grant Support Specialist - GEAR UP WY (New Position) and WY PBS Steaming/Master Control Technician (New Position).

Separations this month include Mr. Todd Byerly, Instructor-Criminal Justice, effective 12/28/2024, and Mr. Ken DeCook, Head Coach-Men's and Women's Soccer, effective 10/28/2024.

Mr. Tolman asked if there is a reason why we're having problems with coaching positions. Mr. DeMayo indicated that CWC is an entry-level door for coaches getting into sports, and there's a lot of turnover in that field—it's normal and kind of expected. Mr. DeMayo indicated that with the amount of soccer athletes, CWC decided to hire a men's coach and a women's coach.

Mr. DeMayo has received compliments on the Halloween contests and called attention to the Rustler Central area whose entire department put together a theme, with all doors decorated. Mr. DeMayo stated the Fun Committee hosted their first annual Bingo night for staff, and they are having some great success with events.

President's
Contract:

Mr. Over noted that the President is the board's only employee. The board met in executive session to review President Tyndall's evaluation and contract.

ACTION:

Ms. Schoening moved to extend President Tyndall's contract by one year, to expire on June 30, 2028. Ms. Hunker seconded the motion. The motion carried.

Ms. Schoening mentioned that the evaluation is important and noted over 100 responses were received, which is more responses than ever. The board addresses all facets of the evaluation with President Tyndall. Ms. Schoening expressed her appreciation that President Tyndall accepts feedback, and the board considers what the staff has to say. President Tyndall works fervently, and the board appreciates him very much. Ms. Schoening stated that he makes her a better person.

Mr. Tolman expressed his gratitude to Dr. Tyndall, recognizing his dedication, enthusiasm, and positive leadership. He emphasized that the success of CWC is a direct reflection of President Tyndall's efforts and commitment.

Mr. Over echoed the comments and said in the 8 years there, President Tyndall has addressed every aspect of the college.

President Tyndall's provisions of his contract will be decided before the March 2025 meeting.

REPORTS:

President's Report

President Tyndall's written report contained information on his activities for the months of October/November. He expressed his appreciation to the board for supporting him and helping him grow. He mentioned that he is working on major projects to increase enrollment and appreciates the work of Deans Yeates and Kellner for their work.

Mr. Over reported that he and President Tyndall traveled to Lander to meet with representatives from Wyoming Catholic College. Ms. Hunker shared her experience attending the ACCT conference, expressing pride in the presentation delivered by Dr. Tyndall, Dr. Daly, Dr. Underwood, and Chair Tolman. She highlighted that the President of Sheridan College personally complimented the team and expressed how impressed he was. Ms. Hunker emphasized the value of attending conferences to gain knowledge and share insights. She also congratulated Dr. Underwood on his continued service on the National Audit and Finance Committee, where he will remain a member through 2025.

Dr. Wells noted the Curriculum Committee has been quite busy with changes that were determined to be important through their program assessment. Academic Affairs is keeping those learning outcomes consistent.

President Tyndall thanked Ms. Catherine Trough for her work in Institutional Research and Effectiveness.

Mr. Tolman noted the number of meetings that President Tyndall does daily is quite impressive.

NEXT REGULAR
MEETING/
SUGGESTED

The next regular meeting will be held on Wednesday, December 11, 2024, at 6:30 p.m. in Room 116 of the Intertribal Center and via Zoom.

AGENDA ITEMS/
ADDITIONAL
TRUSTEE
COMMENTS AND/
OR REPORTS ON
ADVANCEMENT
IN THE
COMMUNITY:

Agenda items for the next regular meeting include:

1. Reorganization of the Board
2. Personnel
 - a. Other Personnel Actions (as needed)
 - b. Human Resources Report
3. Student Learning Monitoring Report

It was determined that an Executive Session is not needed for the next meeting. The board will hold a reorganization meeting at 5:30 p.m. on December 11.

CWC Foundation

The Foundation met on Thursday, November 7. Ms. Hunker said people are noticing CWC. A \$500,000 dollar grant towards a child development center/daycare has been received. She expressed her appreciation for the clean audit and mentioned the additional funds brought in by the Old Bill's Fun Run. Mr. Over stated that Teton County passed two special taxes for the new Jackson building which shows Jackson folks are supporting CWC. Mr. Noseep indicated that there will be a sign going up at the CWC Jackson site, but they are working with the regulations for the town of Jackson.

Association of
Community
College Trustees

The ACCT Leadership Congress was held in Seattle, WA on October 23-26. Dr. Underwood, Ms. Hunker, and Chair Over attended. President Tyndall, Dr. Daly, Dr. Underwood and Chair Over presented on CWC's Success Net Project. Dr. Underwood attended the finance committee meetings. Ms. Hartbank will work with ACCT to schedule the board retreat before June 20, 2025.

Mr. Over noted that on the trip to Seattle, he met his quota of steps, and Dr. Underwood experienced his very first boat ride in Seattle.

Wyoming
Association of
Community
College Trustees

WACCT met on Wednesday, October 2 at Western Wyoming Community College in Rock Spring. The next meeting will be in February 2025 in Cheyenne.

Wyoming
Community
College
Commission

The WCCC met on Oct. 2-3 at Western Wyoming Community College in Rock Springs. President Tyndall, along with Trustees Over and Tolman, attended the meeting. Mr. Over indicated they did not raise tuition for the upcoming year. The next meeting will be on Friday, February 7, 2025, in Cheyenne.

CWC BOCHES

The CWC BOCHES met on Wednesday, November 6, 2024. The next meeting has not been scheduled yet. Ms. Hughes said all schools have quite a few students enrolled in dual/concurrent enrollment classes.

Teton County
BOCES

The Teton County BOCES met on Thursday, June 20, 2024. The meeting was held in Riverton on the CWC campus. Ms. Hunker said she was glad that the meeting happened on campus so others could see what CWC had to offer. There are over 400 dual-enrollment students enrolled in Jackson.

Attendance
At College
Events

Mr Over attended the Veteran's concert and praised its excellence..

Ms. Schoening invited all staff and board members to an after-hours social at the Wind River Heritage Center tomorrow from 5 to 7 p.m.

Mr. Over introduced Mr. Alma Law, who will be joining the CWC board in December, replacing Ms. Schoening on the board. Mr. Law mentioned the upcoming free community Thanksgiving dinner. Meals will be distributed at Riverton High School on Saturday morning at 10 a.m., and Mr. Law said he will be cooking for the event.

ADJOURNMENT -
BOARD
EVALUATION
OF MEETING:

Ms. Hughes moved that the meeting be adjourned. Mr. Tolman seconded the motion. The motion passed. Chair Over adjourned the meeting at 8:04 p.m.

Secretary

APPROVAL:

Chair



Central Wyoming College - Business Office

2660 Peck Avenue Riverton, Wyoming 82501 307.855.2262 www.cwc.edu

BUSINESS OFFICE MONTHLY REPORT November 2024

Payments –

Operating Checks –

Operations \$ 2,539,003.14

Student Grants & Loans \$ 75,459.85

Electronic Payments –

Operations/Purchase Cards \$ 284,732.24

Total Operations Payments - \$ 2,899,195.23

Payroll:

Checks \$ 53,037.36

Electronic Payments \$ 1,005,022.12

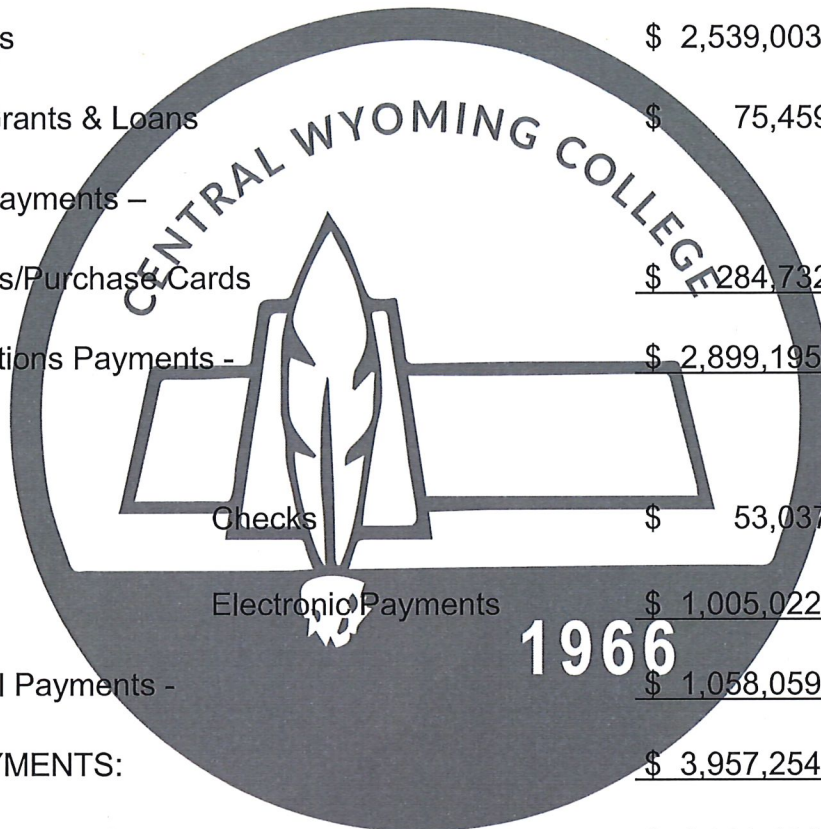
Total Payroll Payments - \$ 1,058,059.48

TOTAL PAYMENTS: \$ 3,957,254.71

Salaries \$ 1,398,121.55

Taxes & Benefits \$ 635,257.43

TOTAL SALARIES & BENEFITS \$ 2,033,378.98



OPERATION										SALARY & BENEFIT			
month/year	total \$ operating & student checks	electronic payments - Wells Fargo charges	# TRANSACTIONS	total operating payments		total payroll payments		total monthly payments	year-to-date payments		salaries	# of employee s paid	taxes & benefits paid
****NOTE: Beginning July 1, 2013 the transactions total is comprised of the total # of AP vouchers, AR vouchers and Credit Card transactions****													
Jul-21	1,939,054.92	112,895.24	853	2,051,950.16		818,705.81		2,870,655.97	2,870,655.97		1,145,292.86	312	571,305.02
Aug-21	1,514,651.68	101,120.98	1108	1,615,772.66		837,659.95		2,453,432.61	5,324,088.58		1,156,844.29	314	580,980.65
Sep-21	2,317,761.26	219,303.57	1712	2,537,064.83		793,527.00		3,330,591.83	8,654,680.41		1,091,552.73	361	558,234.42
Oct-21	1,762,716.04	144,189.73	1234	1,906,905.77		785,469.74		2,692,375.51	11,347,055.92		1,078,282.09	380	554,006.86
Nov-21	2,596,983.06	148,876.68	2090	2,745,859.74		800,696.93		3,546,556.67	14,893,612.59		1,099,974.79	374	556,634.17
Dec-21	1,484,669.83	128,285.21	879	1,612,955.04		823,962.84		2,436,917.88	17,330,530.47		1,132,490.19	385	542,006.95
Jan-22	1,363,007.94	97,213.35	640	1,460,221.29		771,296.96		2,231,518.25	19,562,048.72		1,069,881.50	320	538,086.89
Feb-22	3,098,038.09	102,151.95	1509	3,200,190.04		890,576.00		4,090,766.04	23,652,814.76		1,227,722.10	392	566,608.84
Mar-22	2,448,749.12	132,461.49	1418	2,581,210.61		874,745.64		3,455,956.25	27,108,771.01		1,187,414.24	407	553,784.97
Apr-22	2,780,587.97	189,962.95	1210	2,970,550.92		1,055,991.10		4,026,542.02	31,135,313.03		1,458,451.26	396	567,926.08
May-22	2,326,479.98	160,910.13	1159	2,487,390.11		855,017.57		3,342,407.68	34,477,720.71		1,182,631.57	384	553,070.46
Jun-22	3,957,507.48	152,106.17	1353	4,109,613.65		922,179.14		5,031,792.79	39,509,513.50		1,272,533.17	315	577,797.11
Jul-22	2,975,214.40	98,371.00	750	3,073,585.40		843,793.31		3,917,378.71	3,917,378.71		1,164,639.12	313	555,638.16
Aug-22	3,238,526.97	154,471.09	863	3,392,998.06		901,957.13		4,294,955.19	8,212,333.90		1,238,450.22	326	582,791.64
Sep-22	4,153,310.82	194,260.72	1782	4,347,571.54		899,825.77		5,247,397.31	13,459,731.21		1,220,904.46	399	270,329.75
Oct-22	3,099,802.43	131,245.10	1283	3,231,047.53		910,667.39		4,141,714.92	17,601,446.13		1,230,007.89	415	565,073.62
Nov-22	3,478,272.90	155,414.17	1234	3,633,687.07		896,473.66		4,530,160.73	22,131,606.86		1,208,009.74	424	562,356.31
Dec-22	1,484,644.12	117,783.53	970	1,602,427.65		917,973.00		2,520,400.65	24,652,007.51		1,242,633.74	409	571,217.94
Jan-23	1,778,664.76	92,469.42	739	1,871,134.18		888,544.65		2,759,678.83	27,411,686.34		1,202,032.59	344	612,409.22
Feb-23	6,531,759.68	141,179.60	1642	6,672,939.28		986,610.09		7,659,549.37	35,071,235.71		1,325,591.34	404	593,087.68
Mar-23	1,581,474.30	147,747.63	1130	1,729,221.93		965,542.24		2,694,764.17	37,765,999.88		1,284,949.58	422	580,255.61
Apr-23	1,609,031.79	154,631.79	1149	1,763,663.58		949,882.40		2,713,545.98	40,479,545.86		1,269,490.95	410	574,389.99
May-23	1,666,305.57	217,226.00	1370	1,883,531.57		1,012,267.98		2,895,799.55	43,375,345.41		1,347,260.88	423	580,060.89
Jun-23	2,027,482.27	162,638.99	1260	2,190,121.26		1,004,772.66		3,194,893.92	46,570,239.33		1,354,713.73	322	594,219.29
Jul-23	1,526,100.25	139,269.39	946	1,665,369.64		896,674.13		2,562,043.77	2,562,043.77		1,212,603.57	319	573,583.48
Aug-23	2,471,447.88	265,122.00	1260	2,736,569.88		967,095.43		3,703,665.31	6,265,709.08		1,302,551.16	326	590,382.14
Sep-23	4,467,556.31	282,182.05	1998	4,749,738.36		997,993.72		5,747,732.08	12,013,441.16		1,339,779.32	380	596,683.48
Oct-23	2,076,623.02	200,355.06	1579	2,276,978.08		994,048.40		3,271,026.48	15,284,467.64		1,330,910.98	416	592,269.26
Nov-23	1,820,918.67	210,065.10	1620	2,030,983.77		1,009,186.74		3,040,170.51	18,324,638.15		1,343,835.61	422	696,009.68
Dec-23	1,450,830.97	152,221.26	1178	1,603,052.23		1,012,078.75		2,615,130.98	20,939,769.13		1,351,067.42	421	604,297.18
Jan-24	1,727,727.05	87,863.15	837	1,815,590.20		972,775.97		2,788,366.17	23,728,135.30		1,308,643.23	321	608,482.77
Feb-24	4,256,998.28	212,389.49	1925	4,469,387.77		1,083,178.38		5,552,566.15	29,280,701.45		1,460,953.45	410	681,831.90
Mar-24	1,497,645.93	181,244.19	1239	1,678,890.12		1,077,197.46		2,756,087.58	32,036,789.03		1,424,885.82	430	626,510.94
Apr-24	1,598,589.26	185,316.92	1374	1,783,906.18		1,043,094.50		2,827,000.68	34,863,789.71		1,382,401.79	430	618,665.42
May-24	1,841,686.86	201,805.96	1405	2,043,492.82		1,160,700.53		3,204,193.35	38,067,983.06		1,542,718.04	426	726,092.93
Jun-24	2,508,047.93	169,755.06	1397	2,677,802.99		1,097,499.29		3,775,302.28	41,843,285.34		1,466,296.68	359	631,997.23
Jul-24	2,438,670.52	224,242.19	816	2,662,912.71		1,064,664.84		3,727,577.55	3,727,577.55		1,419,931.62	205	722,401.10
Aug-24	2,616,420.62	235,500.83	1063	2,851,921.45		1,066,892.47		3,918,813.92	7,646,391.47		1,426,934.66	333	642,629.02
Sep-24	3,304,961.94	278,494.53	1792	3,583,456.47		1,057,314.90		4,640,771.37	12,287,162.84		1,405,918.12	398	727,150.37
Oct-24	2,406,979.23	259,995.11	1732	2,666,974.34		1,095,750.38		3,762,724.72	16,049,887.56		1,447,005.25	429	639,437.39
Nov-24	2,614,462.99	284,732.24	1385	2,899,195.23		1,058,059.48		3,957,254.71	20,007,142.27		1,398,121.55	427	635,257.43
Dec-24				0.00				0.00	20,007,142.27				
Jan-25				0.00				0.00	20,007,142.27				
Feb-25				0.00				0.00	20,007,142.27				
Mar-25				0.00				0.00	20,007,142.27				
Apr-25				0.00				0.00	20,007,142.27				
May-25				0.00				0.00	20,007,142.27				

CWC Board of Trustees Travel Budget
As of December 4, 2024

Registrations

10-210-610101-9311

Date	Explanation	Debit	Credit	Balance
7/1/2024	Beginning Balance			5,000.00

Employee In-State Meals/Lodging/Transportation

10-210-610101-9321

Date	Explanation	Debit	Credit	Balance
7/1/2024	Beginning Balance			5,000.00
10/2/2024	WCCC Travel to Rock Springs	685.54		4,314.46
10/2/2024	Quarterly Mileage Reimbursement thru Sept. 30	483.10		3,831.36
10/15/2024	Tribal Vision Meeting - Laramie	465.70		3,365.66
11/6/2024	Mileage reimbursement for travel	46.90		3,318.76
11/15/2024	Hotel expenses for WCCC	220.00		3,098.76

Employee Out-State Meals/Lodging/Transportation

10-210-610101-9331

Date	Explanation	Debit	Credit	Balance
7/1/2024	Beginning Balance			13,000.00
8/15/2024	Plane tickets - Underwood, Hunker, and Over to Seattle	1,800.16		11,199.84
10/22/2024	Reimburse United travel credit	(244.58)		11,444.42
11/15/2024	ACCT Conference Expenses	6,391.86		5,052.56

Balance in Board Travel Fund

\$ 13,151.32

VII. UNFINISHED BUSINESS

There is no unfinished business.

VIII. NEW BUSINESS

A. Reorganization of the Board

BACKGROUND:

- Board Governance Policy IV.G.8. requires the following:

At its first December meeting of each year, the Board of Trustees shall elect its officers and make other appointments as are necessary to conduct regular business.

- Board Governance Policy IV.F: Board Organization and Officers also states as follows:

The board is committed to annual or biennial (every two years) rotation of the Chairperson to the extent feasible. The selection of the Chairperson will be based on the following factors:

Desire, ability, availability of time to complete the obligations of the job, experience relative to the goals/opportunities for the college in the ensuing year, and sub-district representation.

It is anticipated that the Vice Chairperson will succeed the Chairperson in the following year (or two years, if biennial rotation) if the criteria for the Chairperson can still be met.

The current officers and appointments are listed.

1. Election of Officers

- a. Chair
- b. Vice Chair
- c. Secretary
- d. Treasurer

Current officers are as follows:

Chair – Ernie Over

NOTE: If a new Board Chair is elected, the gavel is exchanged, and the new Board Chair conducts the remainder of the meeting from this point on.

Vice Chair – Paula Hunker
Secretary – Shana Tarter

Treasurer – Nicole Schoening

2. Appointment of Board Representatives

NOTE: All appointments can be made in one motion if the board so desires, or this can be done by the Board Chair.

- a. CWC Foundation Board
Current Representatives:
Nicole Schoening
Paula Hunker
- b. State Trustees Association (two voting members are required)
Current representatives:
Ernie Over
Craig Tolman
- c. CWC BOCHES Representatives:
Current representative:
Gay Hughes

NOTE: Wyoming Statute 21-20-104 (b) states as follows [emphasis added]:

*The boards of trustees agreeing to participate in the board of cooperative educational services shall appoint members of the participating boards of trustees to a board of cooperative educational services. The appointed board shall be composed of not less than five (5) nor more than nine (9) members unless there are more than nine (9) districts participating in which event each participating district shall have one (1) member. Each participating board of trustees shall have at least one (1) member appointed to the board of cooperative educational services. **The terms of office of each of the members of the board of cooperative educational services shall be coterminous with their respective terms of office upon their boards of trustees.** As the terms of office expire, or as vacancies occur, new members of the board of cooperative educational services shall be appointed by the board of trustees of the participating district.*

- d. Teton County BOCES Representatives
Current representatives:
Paula Hunker
Craig Tolman

SEE “NOTE” ABOVE.

3. Other Appointments/Designations

a. Designation of Official Depositories and Investment Agencies

It is recommended that all financial institutions as specified in the list of depositories be designated as official depositories and investment agencies for college funds according to the Depository Authorization Resolution and Depository Authorization Public Funds Collateral Pledge.

b. Designation of Official Newspapers

It is recommended that all newspapers in Fremont County be designated as official newspapers for the college.

c. Appointment of Legal Counsel

It is recommended that Adam Phillips be appointed as board attorney.

d. Appointment of Audit Firm

It is recommended that McGee, Hearne & Paiz, LLP be appointed as audit firm for the college.

e. Appointment of Assistant Treasurer

It is recommended that Mr. Willie Noseep, Vice President for Administrative Services, be appointed as assistant treasurer for the Board of Trustees and that the related resolution be entered into the minutes.

f. Appointment of Board Clerk

It is recommended that Paula Hartbank be appointed as board clerk for the Board of Trustees.

RESOLUTION

WHEREAS, on the 11th day of December 2024, the Board of Trustees of Central Wyoming College (CWC) held a regular public meeting, and;

WHEREAS, Willie Noseep, Vice President for Administrative Services, was duly appointed as the Board Assistant Treasurer, and authorized:

1. to accept and release pledges of security types deemed sufficient by the CWC Board for the purpose of collateralizing college bank deposits, and;
2. to invest and redeem investments of college funds when excess cash is identified, according to the guidelines established by the State of Wyoming, Department of Audit, and;
3. to initiate transfers of cash between college bank accounts, and;
4. to stop payment on college drafts, where necessary, and;
5. to sell, assign, and endorse for transfer, certificates representing stocks, bonds, or other securities now registered or acquired hereafter in the name of Fremont County Community College District, d.b.a., Central Wyoming College.

NOW, THEREFORE, BE IT RESOLVED that Michaela G. Meyer be designated to act on behalf of Willie Noseep in his absence or at other times necessary to efficiently discharge the duties of Board Assistant Treasurer.

Secretary

ATTEST :

Chair

Seal

DEPOSITORY AUTHORIZATION

I, _____, certify that I am the elected Secretary of Central Wyoming College (CWC), a public institution organized under the laws of the State of Wyoming, and that the following is a true and correct copy of the resolution adopted at the December 11th, 2024, meeting of the CWC Board of Trustees.

BE IT RESOLVED THAT, the attached list of financial institutions are designated as legal depositories for the funds of this institution and that transactions may be initiated by the individuals named therein, either singularly or collectively, as specified.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the seal of this institution on December 11, 2024.

Secretary

ATTEST:

Chair

SEAL

RESOLUTION
DEPOSITORY AUTHORIZATION
Public Funds Collateral Pledge

_____, I, certify that I am the elected Secretary of Central Wyoming College (CWO, a public institution organized under the laws of the State of Wyoming, and that the following is a true and correct copy of the resolution adopted at the December 11th, 2024, meeting of the CWC Board of Trustees.

WHEREAS, the Federal Deposit Insurance Act, as codified in 12 USC. §1823(e), requires that public funds collateral pledge agreements, in order to be enforceable against the Federal Deposit Insurance Corporation, must be approved by the board of directors of the depository institution at which the funds are deposited, or the Assistant Treasurer of such board of directors; and

WHEREAS, in order to satisfy this requirement, the CWC Board of Directors has delegated to its Assistant Treasurer the authority to approve the terms of such pledge agreements on behalf of the Board of Directors;

BE IT RESOLVED THAT, the attached list of financial institutions are designated as legal depositories for the funds of this institution and that transactions may be initiated by the individuals named therein, either singularly or collectively, as specified.

RESOLVED FURTHER, the Assistant Treasurer can review the pledge agreement and hereby authorizes, approves, and ratifies the terms and conditions of such pledge agreement, as well as the execution and delivery thereof;

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed the seal of this institution on December 11, 2024.

Secretary

ATTEST:

Chair

SEAL

Central Wyoming College Financial Depositories Within the CWC Service Area December 11, 2024

Bank of Jackson Hole

BMO Harris Bank

Central Bank and Trust

Edward Jones Investments

Federal Investor's Government Obligations Fund

First Interstate Bank

JP Morgan Chase

U.S. Bank

Wells Fargo Bank

Wells Fargo Securities, LLC

Wyoming Government Investment Fund

Wyoming Community Bank

VIII. NEW BUSINESS

B. Community Dialogue Dinner Target Group

BACKGROUND: Please see President's Tyndall's recommendation for meeting with for the Wednesday, January 15, 2025 board community dialogue dinner. Also included is a list of previous dinner groups.

Board direction only; no formal action required.



MEMO

To: CWC Board of Trustees
From: Brad Tyndall, CWC President
Date: December 4, 2024
Re: Recommendation for the Dialogue Dinner

Trustees,

Each January, the trustees have a dialogue dinner with constituents. Previous dinner groups are shown in the attachment. This year the dialogue dinner will be on Wednesday, January 15, 2025, at 5:30 p.m., followed by the board meeting at 7:30 p.m.

To support ongoing Career and Technical Education (CTE) initiatives, I recommend that the board prioritize CTE as a key component of our "Blue Building" vision. This vision focuses on training individuals in facilities maintenance, construction trades, and light industrial technology to meet current workforce demands while equipping them with the skills needed for future industries such as solar energy, wind power, carbon sequestration, and robotics. The vision has also expanded to include Amatrol-style training equipment, which can be utilized in mobile training trailers to enhance accessibility and outreach. I'd like to invite our industry partners to further develop ideas.

Community Dialogues		
Date	Group	Location
December 17, 2003	Area Legislators	PTC 115/121
January 21, 2004	Advisory Committee Members	PTC 115/121
May 19, 2004	CWC Outreach Community	Oxbow Restaurant
December 20, 2004	Area Legislators	PTC 115/121
February 17, 2005	Alumni	Food Court
May 18, 2005	Economic Development	Oxbow Restaurant
June 15, 2005	Collegiate Athletics	Food Court
November 21, 2005	Area Legislators	Student Lounge
January 19, 2006	Students	Food Court
June 21, 2006	Elected Officials	The Inn at Lander
November 20, 2006	Area Legislators	Student Lounge
May 16, 2007	Reservation/Tribal Leaders	Rocky Mountain Hall
November 29, 2007	Area Legislators	Fremont Room
January 17, 2008	Key Influencers	Fremont Room
May 21, 2008	Lander Key Influencers	The Inn at Lander
November 17, 2008	Area Legislators	Fremont Room
January 21, 2009	Community members re Proposition #2	Fremont Room
May 20, 2009	Lander Partners/Stakeholders	The Inn at Lander
January 20, 2010	Senior Citizens	Riverton Senior Center
March 30, 2010	Thermopolis community members	CWC Outreach – Thermopolis
May 19, 2010	Dubois community members	Headwaters Arts & Conference Center
November 15, 2010	Area Legislators	ITECC 116
May 18, 2011	Reservation Leaders	ITECC 115
January 16, 2012	School Officials	ITECC 115
June 20, 2012	Stakeholders – Master Plan	ITECC 125
December 5, 2012	Area Legislators	ITECC 116
February 20, 2013	Criminal Justice Officials	ITECC 115
November 8, 2013	Area Legislators	ITECC 116
January 15, 2014	Athletics	ITECC 115
May 21, 2014	Medical Community	ITECC 115
December 8, 2014	Area Legislators	ITECC 116
January 20, 2015	Students	ITECC 115
May 20, 2015	Ag Community	ITECC 115
November 23, 2015	Area Legislators	ITECC 116
January 20, 2016	Workforce Development	ITECC 116
May 18, 2016	School District Administrators	ITECC 115
September 21, 2016	Reservation Leaders	ITECC 115
November 21, 2016	Area Legislators	ITECC 116
January 21, 2017	Ag and Sustainable Farming Community	ITECC 115
May 17, 2017	Community members re the future vision for the college	ITECC 115
December 18, 2017	Area Legislators	ITECC 116
January 17, 2018	Students	ITECC 115

May 16, 2018	Medical Community	ITECC 115
December 17, 2018	Area Legislators	ITECC 116
January 16, 2019	Alpine Science Institute Partners	ITECC 115
May 15, 2019	Wyoming Business Council	ITECC 115
November 8, 2019	Area Legislators	ITECC 125
January 15, 2020	CWC Foundation Board	ITECC 125
November 29, 2021	Area Legislators	Zoom
May 18, 2022	Advisory Committees	ITECC 115
January 18, 2023	Local Economic Development Groups	PTC 115
May 17, 2023	Light Manufacturing	PTC 115
January 17, 2024	Tribal Organizations from both Tribes	PTC 115
May 15, 2024	Culinary and Daycare/Early Childhood Education	PTC 115

VIII. NEW BUSINESS

C. Acceptance of Jackson Center Bid Award

Mr. Willie Noseep, Vice President of Administrative Services, will provide more information at the board meeting on Wednesday, December 11.

VIII. NEW BUSINESS

- D. Personnel
 - 1. Other Personnel Actions (as needed)
 - 2. Human Resources Report

The monthly HR report will be reflected in the meeting minutes. Any personnel recommendations requiring board action will be presented at the meeting.

IX. ACCEPTANCE OF MONITORING REPORT

Student Learning Monitoring Report – Dr. Kathy Wells, Vice President for Academic Affairs

BACKGROUND: Monitoring reports, required by board policy, continue according to the 2024-25 *Calendar of CWC Board Meetings, Community Dialogues, and Work Sessions*. Student Learning Monitoring Report has been included in the board packet.

PRESIDENT’S RECOMMENDATION: I recommend that the board accept the Student Learning Monitoring Report as presented.

Board members are reminded to complete the monitoring report evaluation form which is included in the board’s folder for the meeting.



Central Wyoming
College

Student Learning Monitoring Report
Academic Year 2023 - 2024

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Overview of Strategic Plan Key Results and

Board End Statements

Key Result and Definition	Board End Statement
<p>Student Learning and Success:</p> <p><i>Successful Central Wyoming College students discover their academic potential, achieve their goals, and build their future while respecting human dignity in the service of diverse communities</i></p>	<ol style="list-style-type: none"> 1. Because of CWC, students will achieve their goals, including earning college credits in high school, transferring to 4-year schools, earning a degree or certificate, job placement, or enrichment and career advancement. 2. Because of CWC, students will meet rigorous learning standards and will be well-prepared for their futures through academic accomplishments and personal growth. 3. Because of CWC, students will acquire the knowledge and skills needed to succeed in and contribute to a diverse and global community and to exercise their rights and responsibilities as citizens.
<p>Educational Partnerships and Collaborations:</p> <p><i>CWC engages in mutually beneficial educational and organizational partnerships for the purpose of enhancing lives.</i></p>	<ol style="list-style-type: none"> 4. Because of CWC's mutually beneficial educational partnerships, CWC students will have expanded access to opportunities, and their educational experiences will be aligned from K-12 through CWC, transfer, internships, and job training.
<p>Sustainability:</p> <p><i>Central Wyoming College is sustainable when it is fiscally responsible, has growing enrollment/retention, has a strong and supportive Foundation, relies on funding from a mix of sources (appropriations, grants, fundraising, tuition, reserves) and uses resources efficiently.</i></p>	<ol style="list-style-type: none"> 5. Because of CWC's sound management of finances, enrollment, and environmental resources, and with the support of the CWC foundation, the institution will be sustainable for the foreseeable future.
<p>Positive Employee Engagement:</p> <p><i>CWC employees value and feel valued by the organization, uplift those around them, and embrace their role in the success of CWC.</i></p>	<ol style="list-style-type: none"> 6. Because of CWC's excellence as a workplace, employees will feel valued by the organization, uplift those around them, and embrace their role in the success of CWC.
<p>Community Resource and Workforce Development:</p> <p><i>CWC enhances the economic/business climate in our service area. CWC provides the community access to opportunities for workforce development, cultural enrichment, wellness, and lifelong learning.</i></p>	<ol style="list-style-type: none"> 7. Because of CWC, the economic/business climate in our service area will be significantly enhanced through credit and non-credit workforce development. 8. Because of CWC's cultural, wellness, and lifelong learning offerings, the lives of the citizens of our service area will be significantly enhanced.

Board Ends Statements addressed in this monitoring report are in Rustler Orange.

Executive Summary

Student learning at Central Wyoming College (CWC) is accomplished through a multi-dimensional web of building knowledge, seeking new experiences, and honing essential life skills that thread across all academic disciplines. In order to achieve our mission of transformative and excellent education, CWC must continuously adapt and respond to the needs of students, employers, and the communities we serve.

This report includes data from various methodologies used to assess student learning and how they are linked to the Board Ends Statements. Highlights of this report include:

- Assessment of learning data continues to increasingly inform decisions for course and program improvement
- CWC associate degree graduates scored above the national mean in all categories on the Territorium E-Proficiency Profile Exam, ranking in the top 20% for all institutions who administered the exam
- 95.31% of students who completed gen ed courses in all CWC locations via all delivery modes in 2023-2024 achieved mastery of the learning outcomes, up from 92.7% the year prior
- 95.22% of degree-seeking students achieved mastery of the outcomes for all courses assessed in the 2023-2024 academic year, up from 94.34% the year prior
- Student achievement of learning outcomes in online courses was statistically lower than in-person/hybrid courses
- CWC graduates performed well on industry certifications and licensing exams with the majority reporting a 100% pass rate
- Newly established projects with academic partners focus on student success

Introduction

The overall mission of the Academic Affairs function of CWC is to provide opportunities for students to discover, pursue, and succeed in excellent academic programs that meet their needs and aspirations. During the summer of 2024 Academic Affairs completed a reorganization, as noted on [this chart](#), and now includes these functional areas:

- Liberal Arts & Agriculture division
- Business & Industry division
- STEM, Health & Education division
- Jackson Campus
- Outreach & Community Education: Lander, ASI, Dubois, Wind River, Thermopolis
- Teaching & Learning Center
- Library
- College & Career Readiness Center
- High School Dual Credit
- Tribal Education Services/Institute of Tribal Learning.

CWC has implemented a multi-year strategic plan based on five key results, including: Student Learning and Success, Educational Partnerships and Collaborations, Sustainability, Positive Employee Engagement, and Community Resources and Workforce Development. This monitoring report will include various elements that assess institutional performance and evaluate the outcomes related to the Board Ends Statements associated with two of the five key results.

Student Learning and Success and Board End Statement #2

Because of CWC, students will meet rigorous learning standards, and be well-prepared for their futures through academic accomplishments

Rigorous Learning Standards

Academic rigor at CWC is assessed using a variety of direct and indirect data elements, including assessment of learning data at the course, program, and institutional levels; course and program completion, transfer success, and feedback from students and program graduates. Prior to the 2023-2024 academic year, CWC administered the ETS® Proficiency Profile Exam, which provided data on student achievement of institutional learning outcomes of the college's general education categories and benchmarks CWC graduate performance with students from other colleges. This company partnered with Territorium, now the sole provider of this exam, which is called the E- Proficiency Profile.

Consistent with previous reporting periods, the 2023-2024 data from the graduate academic performance speaks to the integrity of rigorous learning standards across all programs at CWC, and provides data that can be used to determine achievement of learning at the institutional level for associate degree graduates. The comparator field for this exam contracted significantly from the pre-merger version, with only 45 schools administering the exam. There were 239 academic institutions who administered the exam in 2022-2023, with 63 the year prior. Of the 8775 individuals who completed this exam, the overall mean score (on a scale of 400-500) was 436.1. The mean score for CWC's cohort

was 441.69, which placed CWC in the top 20%, scoring higher than 80% of all other institutions who administered this exam.

Similarly, scores for each academic skill and context categories, which map to CWC’s general education categories, demonstrate that CWC’s graduates performed above the mean score in all four skill areas (critical thinking, reading, writing, and mathematics) and in all three context-based categories (humanities, social sciences, natural sciences). The overall number of CWC students who took the exam was 90, up from 88 last year. This testing cohort represents approximately 42% of the total students who graduated with an associate degree from CWC in 2023-2024, which is down from about 50% the year prior. Details regarding the scores from the Territorium E-Proficiency Profile Exam can be viewed by clicking [HERE](#).

Analysis of Direct Assessment Data: General Education Outcomes

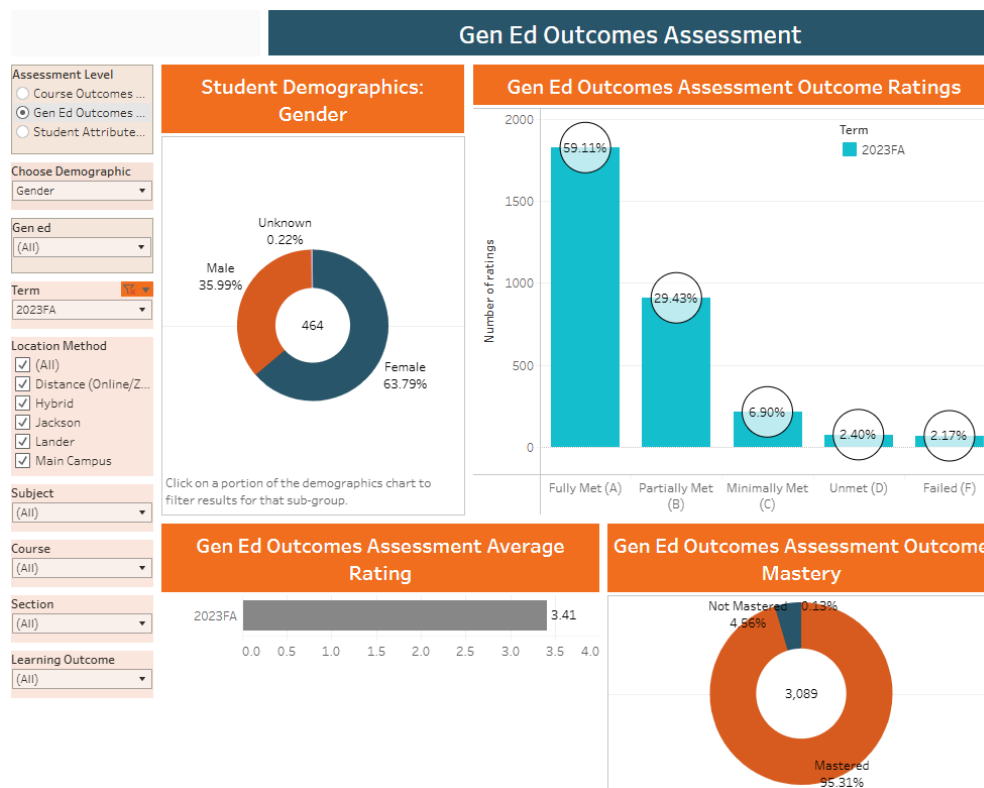


Diagram 1: Gen Ed Outcomes Assessment – All Courses/Delivery Modes

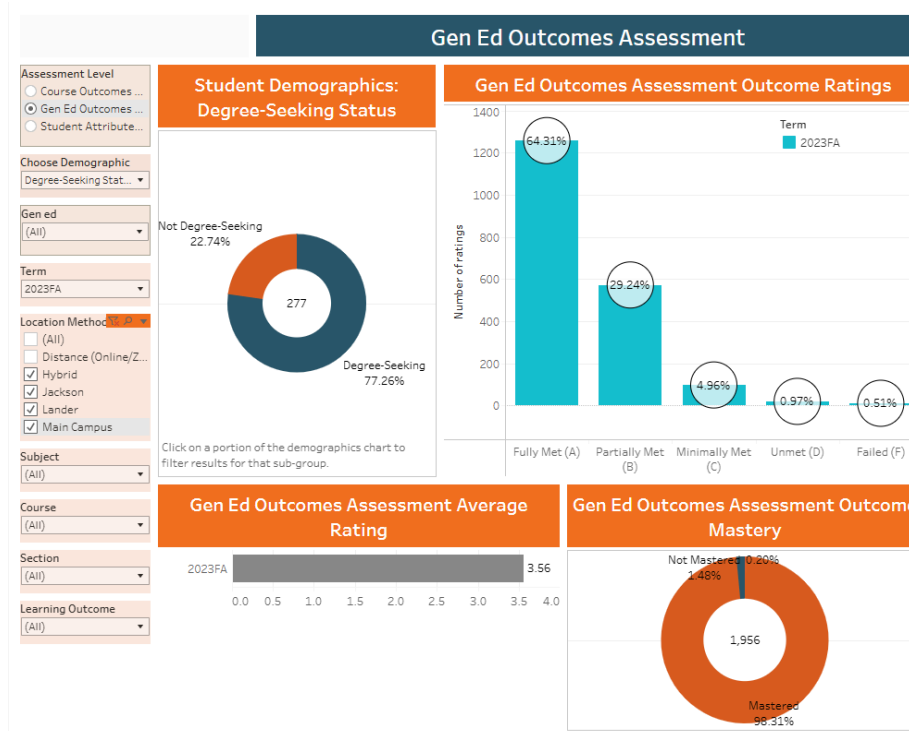


Diagram 2: Gen Ed Outcomes Assessment - In-Person Courses

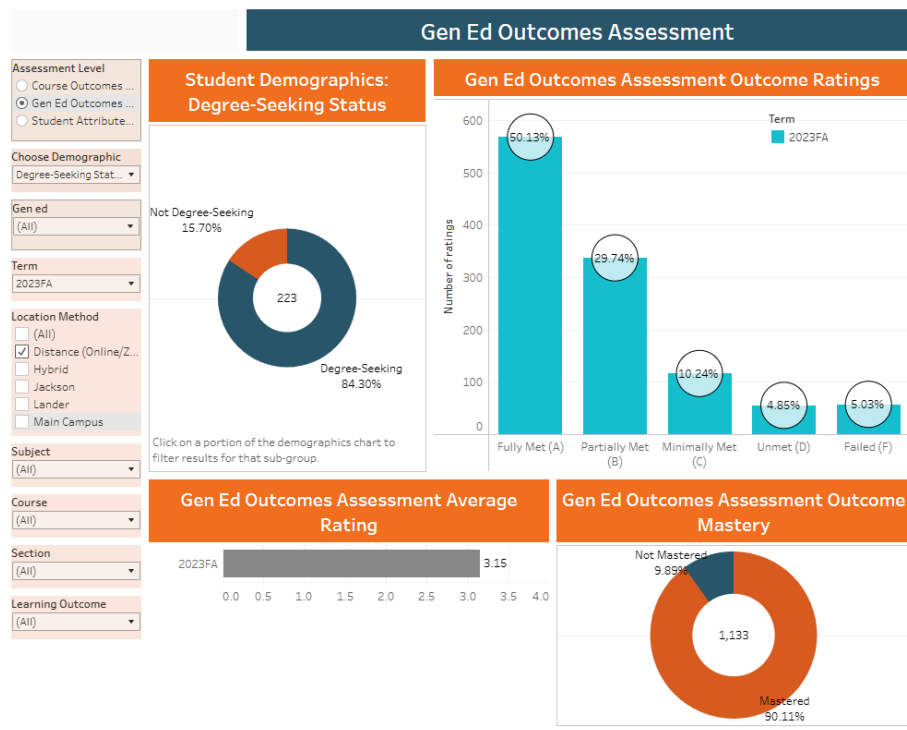


Diagram 3: Gen Ed Outcomes Assessment - Online Courses

Student achievement of learning in CWC's general education categories provides a critical foundation in which to build discipline-specific knowledge, skills, and abilities as they progress through their education program. As noted in Diagram 1, 95.31% of students who successfully completed a general education course, in all CWC locations via all delivery modes, assessed during this reporting period achieved mastery of the learning outcomes with an average rating of 3.41 (on a four point scale). This demonstrates a statistically significant increase in the level of student learning when compared to the same data in the previous year of 92.7% mastery and an overall rating of 3.18, respectively. Institutionally, faculty have set an expected level of achievement for all courses at a 3.0; this level was achieved for all gen ed courses during this reporting period.

However, when the data are disaggregated based on mode of course delivery, trends of student achievement of learning outcomes continue at a higher rate with in-person and hybrid sections compared to 100% online sections. A total of 98.31% students achieved mastery of general education student learning outcomes with in-person/hybrid course delivery, with an overall rating of 3.56 compared to online student achievements of 90.11% mastery with an average rating of 3.15. Although the faculty benchmark for a rating above 3 was achieved regardless of the mode of delivery, this trend will be considered by all faculty who teach general education courses online to determine where specific action plans to improve student learning outcomes may be needed.

Finally, when the results of the Territorium E-Proficiency Profile Exam are compared to the faculty assessment of learning in the same general education categories, the results are congruent with the internal assessment process and the external benchmarking with comparator peer institutions. These results confirm that the rigor of the general education core at CWC is high, and students are successful in achieving mastery.

Analysis of Indirect Assessment Data for General Education Outcomes: Student Survey Results

In addition to internal and external assessment metrics, assessing academic rigor from the student viewpoint is an important indirect measure to consider in a comprehensive assessment plan. CWC assesses the student perception with the Community College Survey of Student Engagement (CCSSE), a national survey administered to students across random courses and academic levels, and via the graduate survey, which demonstrates the perspective of the associate degree graduate in their final CWC semester. As the CCSSE is administered every other year on the odd year, there are no current results for this reporting period.

However, the feedback from students in the 2023-2024 graduate survey was very positive, and demonstrates consistency with the internal and external metrics previously discussed. Of the 63 student responses regarding their agreement with this statement: *"CWC values excellence. CWC commits to high standards in providing quality instruction and services to enhance learning"*, 93.65% indicated they agreed or strongly agreed, with an average rating of 3.40 (on a four point scale). Similarly, for the student responses to this statement, *"CWC values learning. CWC promotes a blend of learning approaches to foster a learning environment for students, staff and the community"*, 98.41% indicated they agreed or strongly agreed, with an average rating of 3.46.

Analysis of Direct Assessment Data: Course Learning Outcomes

In addition to the aforementioned measures, academic rigor is assessed at the course and program level. Faculty assess student learning as it relates to course outcomes, general education outcomes, and student attribute outcomes in Canvas using rubrics. Faculty rank the academic performance for each student on assessments (assignments) for each outcome.

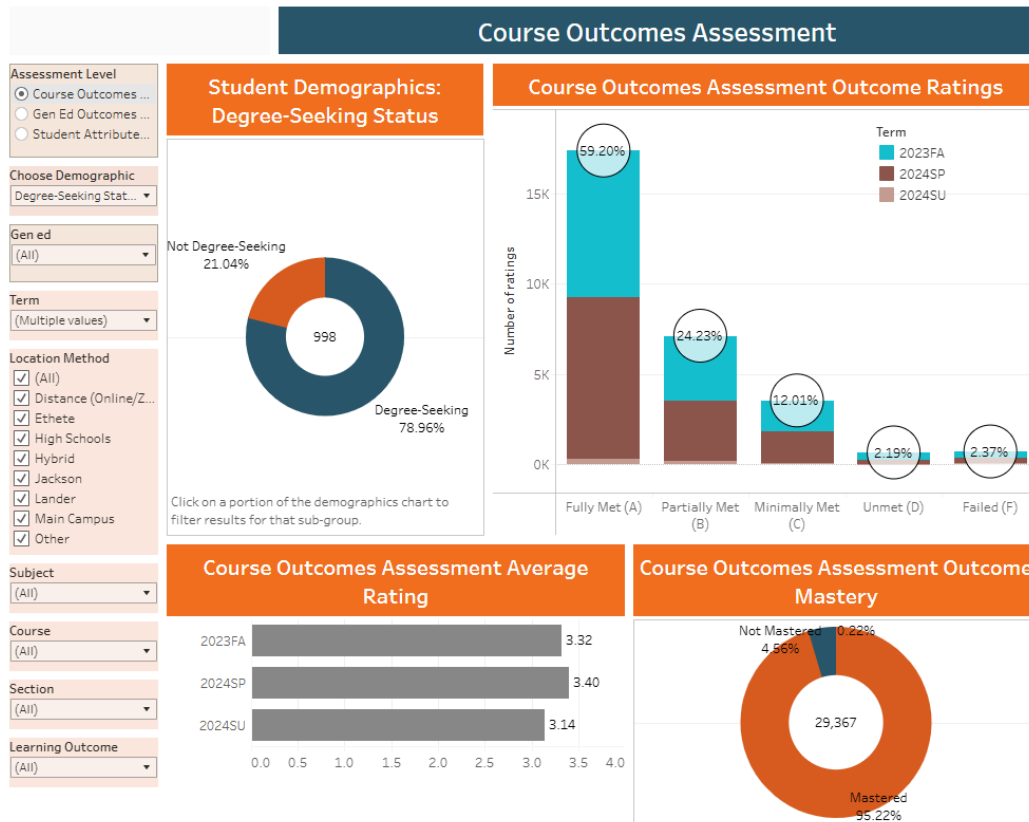


Diagram 4: Course Outcomes Assessment – All Courses/Delivery Modes

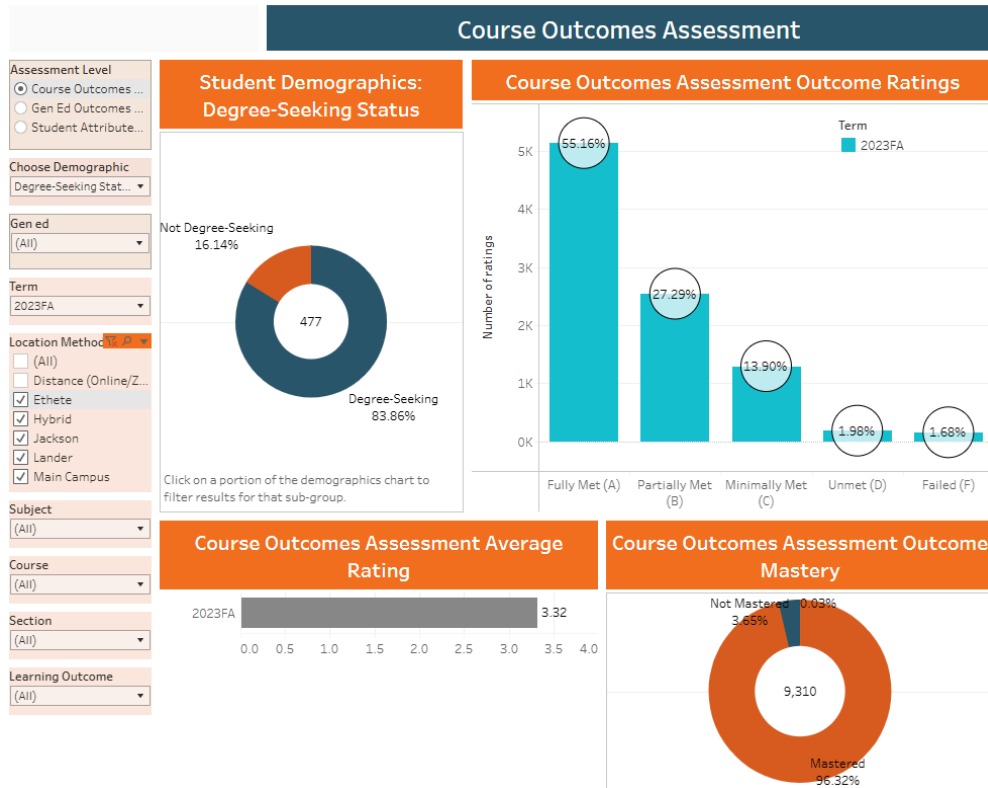


Diagram 5: Course Outcomes Assessment – In-person Courses

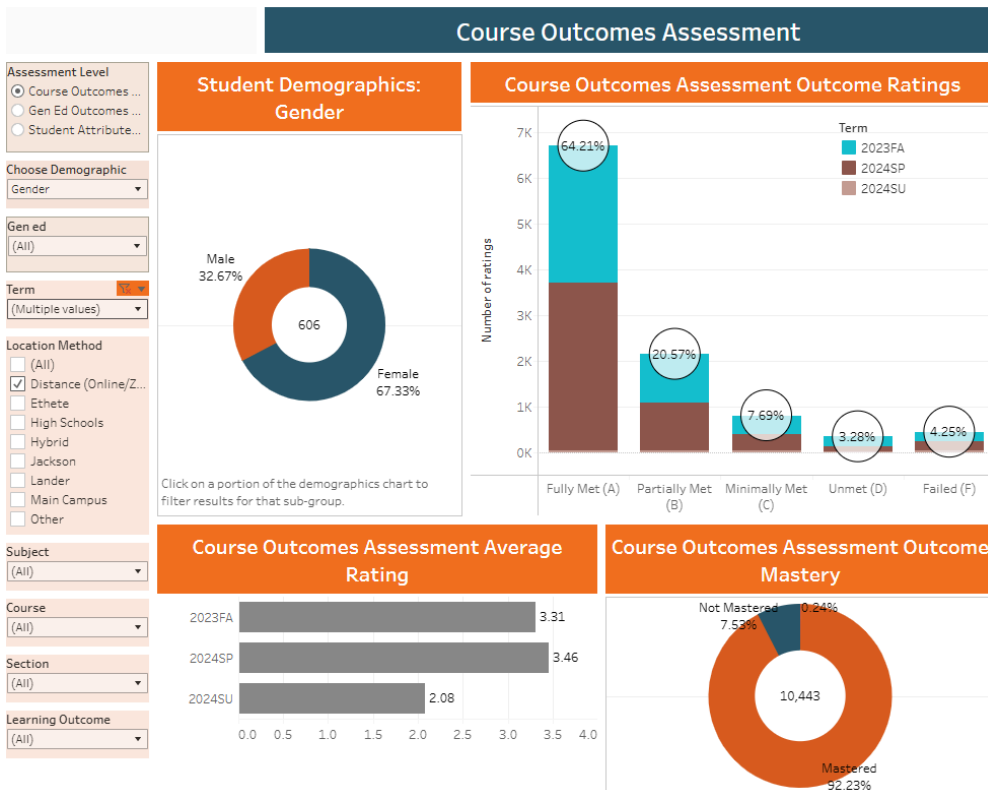


Diagram 6: Course Outcomes Assessment – Online Courses

Based on the course level data for this reporting period, the average faculty rating of student achievement of all course student learning outcomes for all delivery modalities is 3.29 (on a four-point scale), with 95.22% of all degree-seeking students demonstrating mastery. This demonstrates a slight, but statistically insignificant, decrease in the average rating of student learning from the previous reporting period, which had an average rating 3.31. However, an increase in overall achievement of mastery was noted from the previous data of 94.34%. Consistent with the analysis of general education data, achievement of learning outcomes in online courses is lower than with other delivery modalities with an average rating of 2.95 and mastery of outcomes at 92.23%. This data is not significantly different from the previous reporting period, where the average achievement rating was 2.85, with mastery at 90.65%.

Although the data regarding the student achievement of course learning outcomes is slightly improved over the previous year, the continued lagging trends in student learning for online courses warrants concern. Contributing factors to consider include:

- New (and new-ish) faculty needing additional professional development on strategies for successful online instruction
- Courses offered online that might not be a good “fit” for asynchronous instruction
- Courses offered online may need to be reviewed to determine adequate rigor and quality of student assignments and learning activities.

Action plans to address this analysis should include: gathering input from online faculty to identify topics for professional development that would be most beneficial, opinions on why students are struggling, a review of student course evaluations for 100% online sections to identify trends, and reviewing the application of the online course design and delivery expectations for all CWC faculty, which is located in the CWC Faculty Handbook. In addition, all faculty who teach online courses will be asked to do a deep dive on specific areas in which students are not meeting course learning outcomes at the same rate as in person sections, and address opportunities to improve student learning, including assessing these courses and completing faculty reflection surveys to document the progress. Finally, current best practices in online, asynchronous instruction should be researched to ensure academic affairs is up-to-date on the latest strategies to engage and support online learners and faculty. This work will be scheduled for the spring 2025 semester.

Analysis of Direct Assessment Data: Program Learning Outcomes

When course level data is used to assess program outcomes, faculty can identify areas of strengths and areas for improvement based on the academic performance of students enrolled in a specific degree. Program assessment occurs on a four-year rotation; these programs completed a comprehensive program assessment and review during the 2023-2024 academic year:

- Accounting, AS and AAS,
- Administrative Assistant, AAS,
- Business Meta Major, AA,
- Business Management, AAS,
- Business Administration, AS,
- Organizational Management and Leadership (B&E option, Tribal Leadership option), AB
- Medical Assisting, Certificate I.

In addition, two general education categories were assessed this cycle, including University Studies (UNST) and American & Wyoming Government (POLS). Through this process, areas of improvement were identified, action plans established, and follow-up assessments are underway.

For example, the faculty in the Business department noted, as a result of the program assessment process, that student achievement of program outcomes was lower in some courses key to meeting those outcomes. It was determined that these key courses were typically assigned to a position that had been experiencing routine turnover and novice faculty providing the instruction. This lack of continuity may be contributing to the lag in student achievement of program outcomes for the Accounting, Business Meta Major, as well as the Business Management and Administration programs. Efforts to retain faculty as well as to provide mentoring and professional development were implemented, and data will continue to be analyzed to determine if positive impacts are noted.

The Organizational Management & Leadership Applied Baccalaureate program was assessed using the college's program assessment and review process for the first time; only two options (Business & Entrepreneurship Leadership and Tribal Leadership) were included in this process as they had been active program options since their inception in the fall of 2020. The other options were added after this time and have not been active long enough to have the student learning data needed for an appropriate analysis and will be included in the next comprehensive review. The focus for this program assessment was on the framework the courses were designed, since many of the courses in the options had been offered a few times. Overall the analysis of the data indicates that students are achieving the program outcomes at rates consistent with data from other program assessment reports, and that the level of rigor for the bachelor courses is accurate. It was determined that one program outcome needed revision to ensure it was at the 3000/4000 level; this change was made via the college's curriculum process fall 2024. This process also confirmed that the Program Assessment and Review (PAR) template was appropriate when applied to an applied baccalaureate program vs an associate program, and that no revisions were needed.

Academic Preparation and Accomplishments

In order to achieve the mission of CWC, our students must be well prepared for their futures through academic accomplishments, most notably successful completion of courses required for certificates and degrees. Data provided from the National Community College Benchmark Project (NCCBP) regarding course completion compares CWC's rates with other community colleges across the nation.

External Benchmark Data: NCCBP Reports











YOUR INSTITUTION					NATIONAL PERCENTILES				
	REPORTED VALUE	% RANK	N	10 TH	25 TH	50 TH	75 TH	90 TH	
Enrollee Success Rates									
Comp I Enrollee Success Rate	81.20%	70%	129	63.52%	69.75%	76.59%	81.95%	85.03%	
Comp II Enrollee Success Rate	64.29%	17%	122	59.63%	66.56%	71.84%	77.95%	82.98%	
Algebra Enrollee Success Rate	85.83%	90%	125	51.27%	59.82%	68.20%	75.54%	85.26%	
Gateway Math Enrollee Success Rate	80.43%	92%	123	54.97%	59.75%	67.77%	72.73%	79.82%	
Speech Enrollee Success Rate	82.19%	71%	121	66.46%	73.86%	78.72%	83.96%	88.47%	
Completer Success Rates									
Comp I Completer Success Rate	87.69%	71%	129	72.92%	77.67%	83.59%	88.23%	91.48%	
Comp II Completer Success Rate	75.00%	14%	122	74.31%	77.92%	82.30%	86.42%	89.87%	
Algebra Completer Success Rate	91.96%	89%	125	65.53%	71.65%	78.26%	86.69%	92.48%	
Gateway Math Completer Success Rate	90.24%	97%	123	66.55%	70.41%	76.91%	84.15%	88.02%	
Speech Completer Success Rate	89.55%	65%	121	76.90%	82.46%	87.28%	91.24%	94.43%	

Table 1: 2024 Completion Data (for students admitted Fall 2022)











YOUR INSTITUTION					NATIONAL PERCENTILES				
	REPORTED VALUE	% RANK	N	10 TH	25 TH	50 TH	75 TH	90 TH	
Enrollee Success Rates									
Comp I Enrollee Success Rate	79.34%	70%	138	62.74%	68.57%	74.73%	80.32%	83.18%	
Comp II Enrollee Success Rate	81.08%	80%	128	59.98%	65.25%	71.78%	79.57%	86.38%	
Algebra Enrollee Success Rate	78.32%	76%	132	51.56%	62.25%	69.97%	78.23%	82.86%	
Gateway Math Enrollee Success Rate	82.86%	98%	129	48.53%	55.81%	63.85%	69.44%	75.38%	
Speech Enrollee Success Rate	88.75%	95%	130	68.76%	72.47%	76.95%	83.50%	87.16%	
Completer Success Rates									
Comp I Completer Success Rate	86.43%	71%	138	71.46%	75.65%	82.43%	86.92%	89.57%	
Comp II Completer Success Rate	88.24%	77%	128	72.86%	77.98%	82.68%	87.78%	90.82%	
Algebra Completer Success Rate	88.89%	85%	131	65.84%	73.47%	81.25%	86.65%	90.51%	
Gateway Math Completer Success Rate	93.55%	98%	129	59.09%	65.93%	74.38%	81.19%	86.49%	
Speech Completer Success Rate	94.67%	92%	130	76.31%	81.17%	85.36%	89.86%	93.87%	

Table 2: 2023 Completion Data (for students admitted Fall 2021)

Tables 1 and 2 represent the past two years of data on successful completion of Composition I, Composition II, Algebra, Speech, and entry-level Math courses. The reported value column identifies the % of students that receive a passing grade of those who completed the course. The N value is the number of institutions who have reported data in that comparative item. The NCCBP identifies reported values for the items that are ranked above the 75th percentile as strengths, and those below the 25th percentile as opportunities for improvement.

In contrast to last year's data, where four out of five measures were at or above the 75th percentile, the 2024 data indicate that only two measures, the Algebra and Gateway Math success rates, are at or above the 75th percentile. While the Composition I and Speech success rates are acceptable, the Composition II rates are concerning when compared to our national peers. An analysis of the internal assessment data for ENGL 1020, the most commonly enrolled Composition II course at CWC, demonstrated that the overall rankings of student achievement of learning outcomes has met the department expected level of achievement (ELA) of 2.0. Most notably, for those students who continue on to more complex English 2000 level courses, 100% of students demonstrate achievement of the identified ELA. It is important to note that the Composition II percentile rankings for the past two years are vastly different, when no significant changes in curriculum nor faculty occurred during the timeframe this data was compiled/reported. The English department employs four full time faculty, of which two are new to CWC as of the fall 2024 semester. The department will review this data to ensure the new faculty are aware of the trends in student learning, and will strategize interventions for improvement, or determine the external data isn't relevant.

While there are certainly opportunities for improvement in student academic preparation and accomplishment, the NCCBP Strengths and Opportunities report identifies a significant number of strengths in CWC student academic preparation when compared nationally to our peers. Details of those achievements, which are highlighted in yellow, can be reviewed by clicking [HERE](#). Overall, this NCCBP data demonstrates that CWC students are acquiring the knowledge, skills and abilities needed for entering the workforce or transferring to a university to continue their education at rates consistent with those of our comparator schools. Data that provides faculty with trends on how CWC students are performing compared to other community colleges is very useful in identifying academic strengths and areas for improvement, and augment the internal data analysis of student learning.

Finally, the student perception of CWC's contribution to their academic preparation and achievement is exceptionally positive. Students who respond to the graduate exit survey are asked to indicate their level of agreement with a number of statements, including two that directly address academic preparation for transfer or for entering the workforce. Of the students who responded to the questions, 95.31% indicated they agreed or strongly agreed that CWC did an excellent job preparing them for further study at a four-year institution. Similarly, 93.75% indicated they agreed or strongly agreed that CWC did an excellent job preparing them for full-time work in their chosen career or profession.

Transfer Success: University of Wyoming Transfer Data

While internal and external data on the rates of successful course completion is valuable in determining student academic success, trends in student success after transfer is a hallmark measure to determine if CWC academic program outcomes have been met. Data from the University of Wyoming

(UW), the institution with the highest transfer rate for CWC graduates over the past three years is provided in the following tables.

UW College	Central Wyoming College Transfers		Wyoming Transfers		Out-of-State Transfers		All Transfers		UW Undergrads	
	#	GPA	#	GPA	#	GPA	#	GPA	#	GPA
Agriculture, Life Sciences & Natural Resources	6	1.72	77	2.77	46	2.81	123	2.78	1,255	3.06
Arts & Sciences	11	2.97	122	3.25	61	3.14	183	3.21	1,691	3.21
Business	7	2.51	57	3.02	42	3.00	99	3.01	1,058	3.09
Education	1	**	50	3.36	23	3.61	73	3.44	582	3.45
Engineering & Physical Sciences	3	2.15	62	2.77	64	2.80	126	2.78	1,543	2.90
Health Sciences	10	3.72	151	3.39	29	2.99	180	3.32	1,225	3.29
UWC-BAS Program	0	--	19	3.05	5	3.77	24	3.23	96	3.28
Undeclared & Other*	5	3.38	27	3.36	23	3.19	50	3.28	597	2.95
Total	43	2.87	565	3.14	293	3.04	858	3.10	8,047	3.12

*Other includes School of Energy Resources and Haub School of Environment & Natural Resources.

**GPA is not displayed for populations less than three.

Table 3: UW First Semester GPA – Fall 2023

UW College	Central Wyoming College Transfers		Wyoming Transfers		Out-of-State Transfers		All Transfers		UW Undergrads	
	#	GPA	#	GPA	#	GPA	#	GPA	#	GPA
Agriculture, Life Sciences & Natural Resources	4	3.26	27	3.11	26	2.60	53	2.87	724	3.01
Arts & Sciences	6	2.22	151	3.13	95	3.09	246	3.11	2,559	3.14
Business	6	3.38	53	2.94	31	2.83	84	2.90	1,073	3.09
Education	3	3.72	58	3.45	21	3.22	79	3.38	611	3.45
Engineering & Physical Sciences	0	--	31	2.57	47	2.79	78	2.69	1,374	2.94
Health Sciences	10	3.04	125	3.38	53	2.80	178	3.20	1,259	3.25
UWC-BAS Program	2	**	18	2.92	11	3.28	29	3.05	104	3.18
Undeclared & Other*	1	**	22	3.08	21	3.12	43	3.10	659	2.93
Total	32	3.13	485	3.16	305	2.95	790	3.08	8,363	3.11

*Other includes School of Energy Resources and Haub School of Environment & Natural Resources.

**GPA is not displayed for populations less than three.

Table 4: UW First Semester GPA – Fall 2022

UW College	Central Wyoming Community College Transfers		Wyoming Transfers		Out-of-State Transfers		All Transfers		UW Undergrads	
	#	GPA	#	GPA	#	GPA	#	GPA	#	GPA
Agriculture & Natural Resources	3	2.41	32	2.74	37	2.67	69	2.71	727	3.03
Arts & Sciences	16	2.53	207	3.01	107	2.67	314	2.89	2,798	3.09
Business	2	**	57	3.15	38	2.67	95	2.96	1,058	3.10
Education	2	**	43	3.26	17	3.15	60	3.23	545	3.52
Engineering & Applied Science	0	--	42	2.53	48	2.72	90	2.62	1,406	2.92
Health Sciences	7	3.36	135	3.34	50	2.77	185	3.17	1,316	3.28
UWC-BAS Program	0	--	21	3.11	3	3.24	24	3.13	102	3.28
Undeclared & Other*	4	2.58	16	2.87	21	3.25	37	3.11	748	2.89
Total	34	2.78	553	3.06	321	2.76	874	2.94	8,700	3.09

*Other includes School of Energy Resources and Haub School of Environment & Natural Resources.

**GPA is not displayed for populations less than three.

Table 5: UW First Semester GPA – Fall 2021

As presented in Tables 3, 4, and 5, the 2023 CWC transfer students completed their first semester at UW with a slightly lower GPA than the previous two cohorts. Overall, CWC students who transfer to the University of Wyoming perform academically at rates consistent with their in-state and out-of-state peers, and with students who started their education at UW. From a statistical perspective, this data provides evidence that CWC graduates are well prepared based on their academic performance upon transfer.

Student Learning and Success and Board End Statement #3

Because of CWC, students will acquire the knowledge and skills needed to succeed in and contribute to a diverse and global community and to exercise their rights and responsibilities as citizens.

Knowledge and Skills for Success

Student learning related to the attributes of CWC reflect the extent to which students have acquired the knowledge, skills, and abilities needed for success. Faculty rank student achievement of the attribute learning outcomes, which is reported in the following diagrams, one for each of the five attributes.

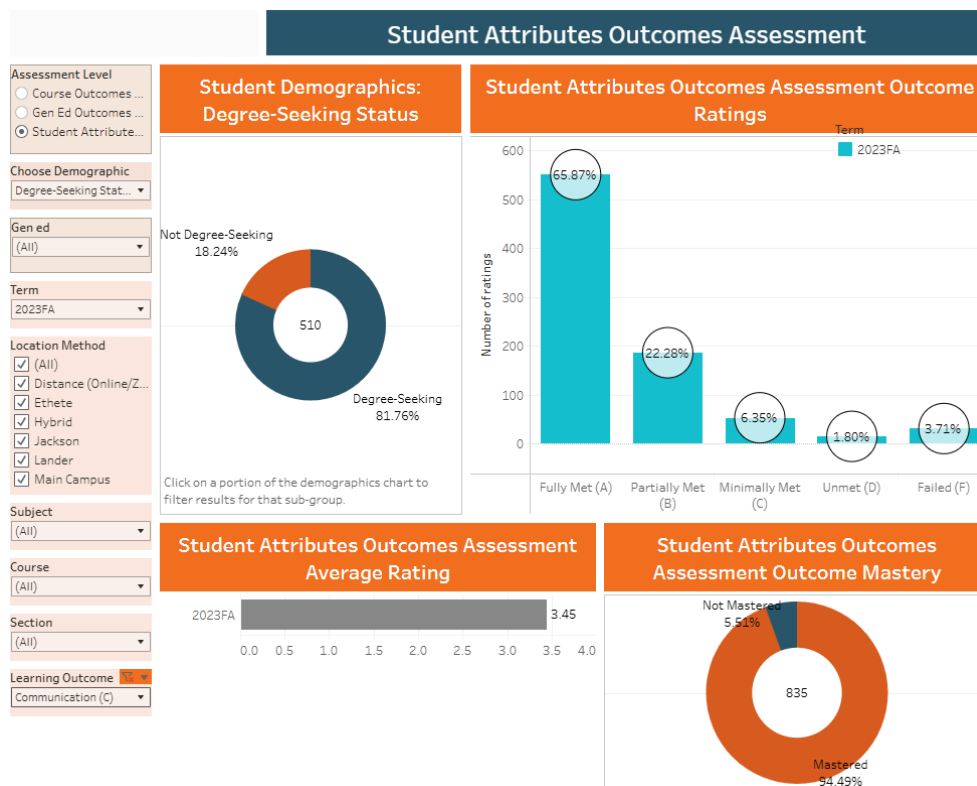


Diagram 7: 2023-2024 Student Attribute Assessment Data: Communication

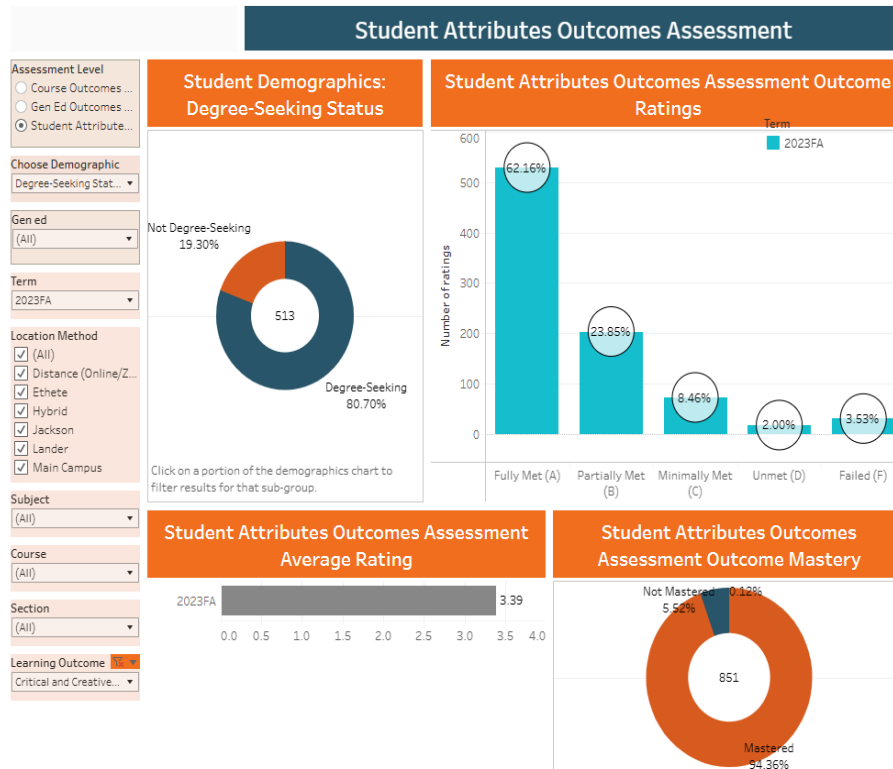


Diagram 8: 2023-2024 Student Attribute Assessment Data: Critical/Creative Thinking

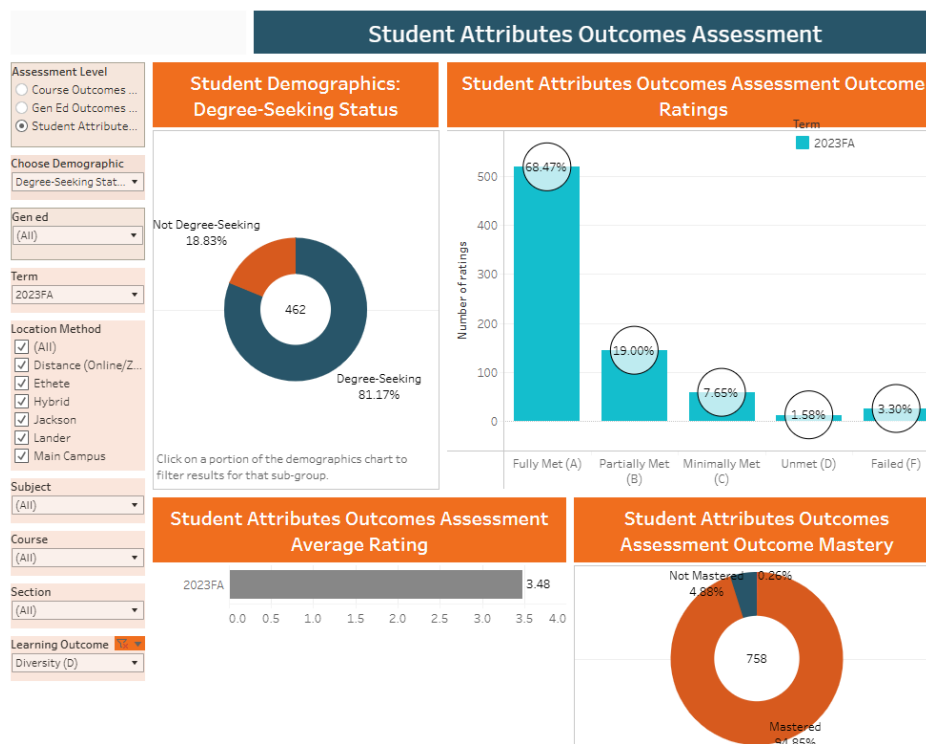


Diagram 9: 2023-2024 Student Attribute Assessment Data: Diversity

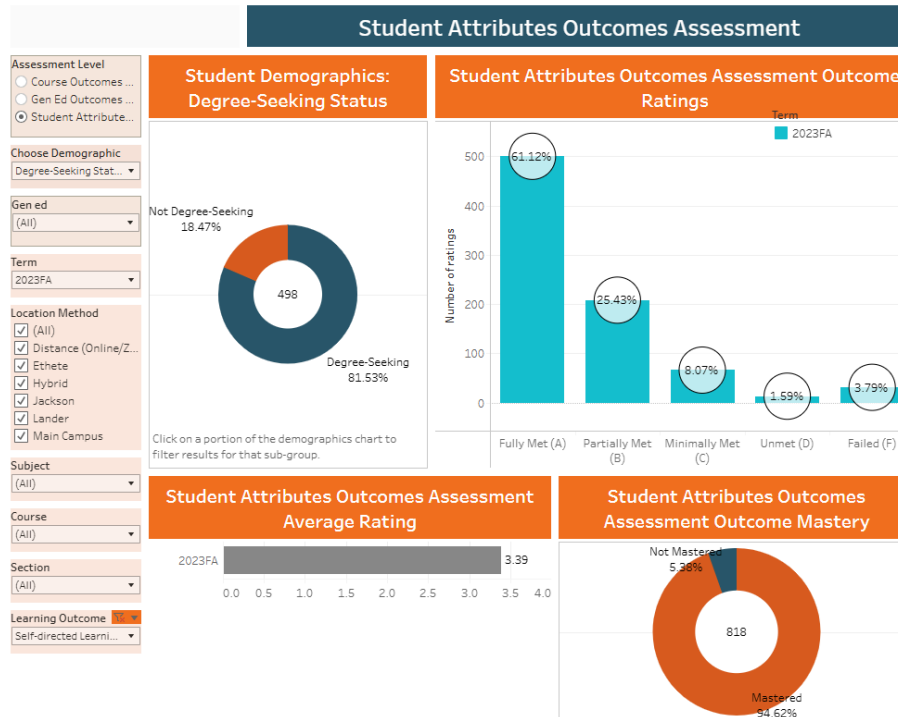


Diagram 10: 2023-2024 Student Attribute Assessment Data: Self-Directed Learning

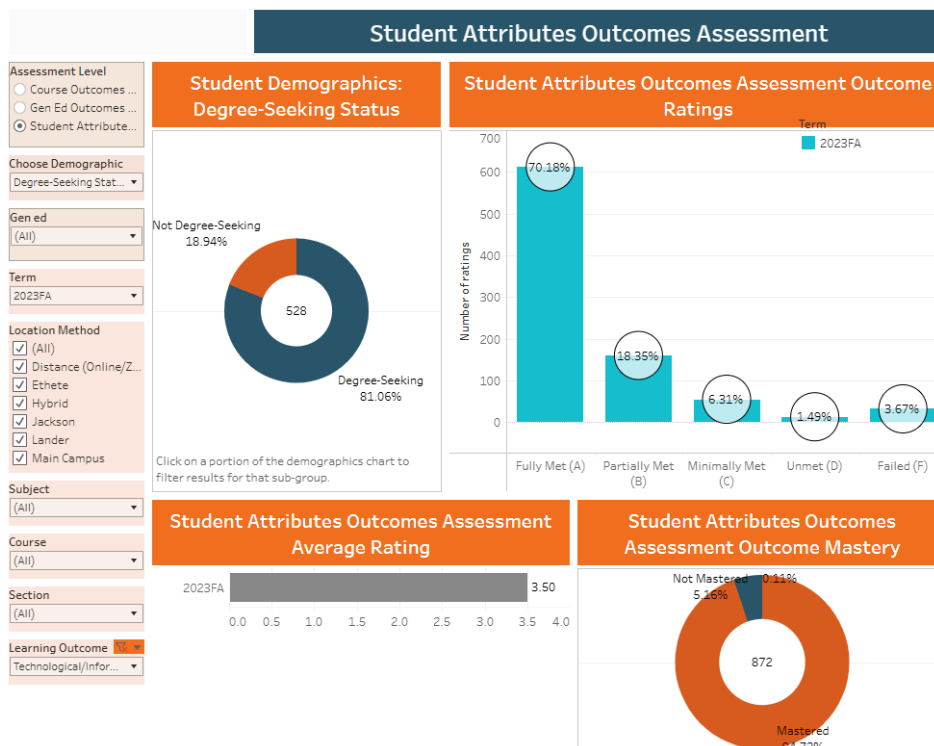


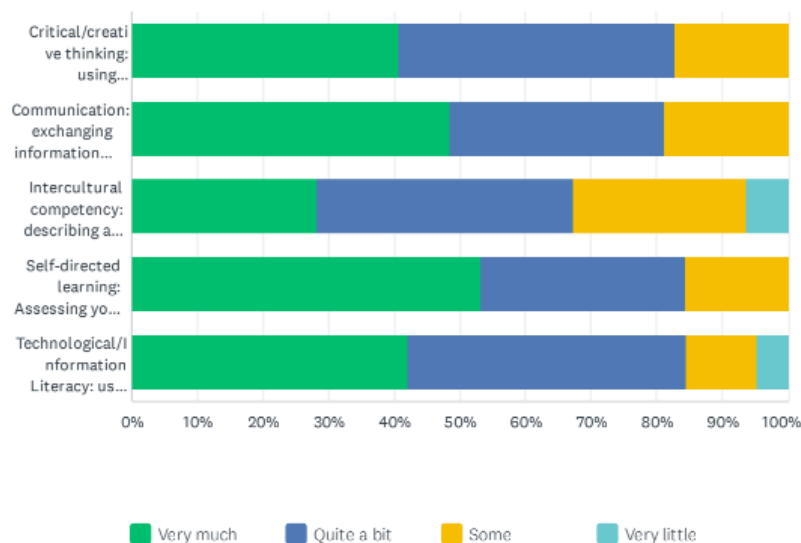
Diagram 11: 2023-2024 Student Attribute Assessment Data: Technological/Information Literacy

Based on this data, the average of all faculty rankings for the student attribute outcomes are consistently above the institutional ELA of 3.0 (on a four-point scale), with mastery above 90% for all enrolled degree-seeking students. As faculty begin using the new assessment software beginning spring 2025, the student attributes will transition to Institutional Learning Outcomes (ILOs), which will fine-tune the assessment process to ensure consistency in ranking. In addition, this work will support clarity in how the ILOs are integrated and represented in courses and programs which will provide actionable student learning data at the institutional level.

Analysis of Indirect Assessment Data: Student Survey Data

Q35 How much has your experience at CWC contributed to your knowledge, skills, and personal development in the following areas?

Answered: 64 Skipped: 4



	VERY MUCH	QUITE A BIT	SOME	VERY LITTLE	TOTAL	WEIGHTED AVERAGE
Critical/creative thinking: using appropriate processes to analyze and evaluate ideas, make judgments and draw conclusions.	40.63% 26	42.19% 27	17.19% 11	0.00% 0	64	3.23
Communication: exchanging information effectively in a variety of contexts and formats	48.44% 31	32.81% 21	18.75% 12	0.00% 0	64	3.30
Intercultural competency: describing and analyzing the impact of culture and identity among diverse groups	28.13% 18	39.06% 25	26.56% 17	6.25% 4	64	2.89
Self-directed learning: Assessing your need for learning, establishing a goal, developing a learning strategy and assessing the learning outcomes	53.13% 34	31.25% 20	15.63% 10	0.00% 0	64	3.38
Technological/Information Literacy: using appropriate technology to manage information, solve problems, or communicate effectively	42.19% 27	42.19% 27	10.94% 7	4.69% 3	64	3.22

Diagram 12: 2023-2024 Graduate Exit Survey Results

Consistent with the faculty assessment of student attribute outcomes, student survey data demonstrates their perception of achievement of these outcomes occurs at consistently high rates. Only

two of the five attributes, Diversity and Technological/Information Literacy, received student responses below the top two positive responses of “very much” and “quite a bit”. The questions related to the Student Attributes on the Graduate Exit Survey will need to be removed and those related to the ILOs will need to be added.

Knowledge and Skills for Success: Industry Certification and Licensure Pass Rates

In order for CWC students to succeed in and contribute to a diverse and global economy, graduates from disciplines that require certification and/or licensure for employment must have adequate preparation to obtain the requisite credentials. Programs such as nursing, medical assisting, and cosmetology track pass rates on state and national certification and licensing exams to determine the extent the curriculum is meeting program outcomes. Similar data provides feedback to individual courses that lead to a certification, such as Basic Life Support and Wilderness First Responder. Pass rate data is provided in the spreadsheet that can be viewed by clicking [HERE](#).

Pass rates on industry licensing exams provide helpful data for faculty to make direct and specific adjustments to their courses to improve student learning. For example, while the pass rates for the phlebotomy certification are much lower than desired, students are eligible to take this exam after the completion of the course with the phlebotomy content. Once the student continues on with the subsequent courses required in the certificate, they continue to improve their knowledge, skills and techniques in phlebotomy. Subsequently, students perform significantly better on the Certified Medical Assistant (CMA) exam, as this year’s data demonstrates. Faculty are currently revising the theory and skill components of the phlebotomy content to improve student learning and pass rates on the national exam.

Educational Partnerships and Collaborations and Board End Statement #4

Because of CWC’s mutually beneficial educational partnerships, CWC students will have expanded access to opportunities, and their education experience will be aligned from K-12 through CWC, transfer, internships, and job training.

Educational Partnerships and Collaborations

CWC has established partnerships in three main categories: educational, community participation, and regional development. The first two categories specifically address this Board Ends Statement, as they directly influence student educational experiences and opportunities. CWC has identified nearly 100 educational partners and over 2 community partners. The top ten major partners are noted in the Wyoming Community College Commission (WCCC) Partnership Report, which is typically included in the October WCCC meeting packet. An excerpt of that report is available by clicking [HERE](#).

CWC continues to support the partnership with the College and Career Readiness (CCR) Department, as students who are completing necessary academic work to be college-ready and those who are completing their high school equivalency requirements are a key component of the potential student pipeline. Data identifying how many students served by the CCR staff went on to take college credits at CWC demonstrate considerable variance by year and location. These numbers are much lower than the college would like, and strategies to engage students who complete their high school

equivalency with CWC, with a goal of registering for credit courses, are underway. Refer to the specific data by clicking [HERE](#).

Internships and Practicums for Job Training

Educational partners assist in expanding learning and potential career opportunities through various forms of internships, practicums, and job training. These learning experiences, which typically embed students in the daily activities of an industry or job role, vary considerably in structure and focus. Examples of degrees with required internships and practicums include:

- Elementary Education
- Secondary Education
- Early Childhood Education (Associate and AB degree options)
- Outdoor Education
- New Media (including Radio Broadcasting)
- Nursing
- Nursing Assistant
- Medical Assistant/Phlebotomy
- Human Services/Social Work
- Culinary & Hotel Restaurant Management
- Organizational Management and Leadership – all options

In addition, some programs have optional experiences for students, such as:

- Criminal Justice
- Computer Technology
- New Media
- Business
- Automotive
- Welding.

Regardless of design or discipline, these experiences enrich student learning and engage both faculty and students with the community. Additional information regarding partnerships that enhance community engagement will be included in the Community Impact Monitoring Report.

Partnerships with School Districts

While educational partnerships are essential for student success, they must be mutually beneficial to be sustainable in the long term. CWC partners with multiple school districts to provide dual and concurrent enrollment opportunities that result in a variety of benefits to the college, the school districts, and most importantly, the students. CWC makes every effort to offer a variety of courses for each district based on student needs, student demand, availability to meet schedule needs, and concurrent instructor availability.

2020	Concurrent	588	169.6666667
	Dual	173	48.75
2020		686	218.4166667
2021	Concurrent	612	179.4166667
	Dual	180	52.95833333
2021		709	232.375
2022	Concurrent	675	191.8333333
	Dual	243	66.20833333
2022		806	258.0416667
2023	Concurrent	886	245.7916667
	Dual	263	83.97916667
2023		1012	329.7708333

Dual and Concurrent Enrollment Trends

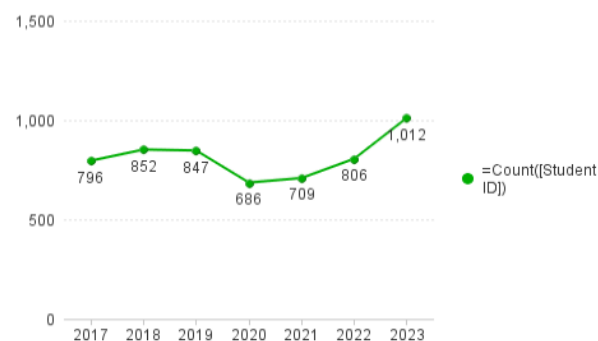


Diagram 13: Dual/Concurrent Enrollment Trends and Headcount

Finally, students who take dual and/or concurrent coursework through CWC are identified in the college's student information system, which provides helpful data on how many enroll at CWC or at any of the Wyoming Community Colleges as a degree-seeking student. From 2001 to 2023, 9725 students enrolled in at least one CWC dual or concurrent course, which is up 1207 students from 2022, with 44.71% enrolling in a Wyoming community college within 4 years of high school graduation; 25.97% of those enrolled at CWC as a degree-seeking student. As with the above opportunities to recruit recent CCR students, the Strategic Enrollment Management committee is working on identifying a plan to more efficiently recruit dual and concurrent high school graduates from our service area as degree-seeking students.

Central Wyoming College engaged in two major projects with the Wyoming Department of Education (WDE). The first, which partners CWC with the Wyoming Future of Learning initiative's Reimagining and Innovating the Delivery of Education (RIDE) second cohort of educators along with Fremont County School District 25. CWC's focus in this work is on student-centered assessment, which pairs wonderfully with the institutional assessment projects occurring in the 2024-2025 year. The second project pairs CWC's career and technical education programs with all nine of Fremont County School Districts. In an effort to improve student engagement and subsequently high school graduation rates in these districts, the WDE allocated funding for CWC and the districts to use to streamline and shorten the time to completion of CTE certificates and programs. This funding, which totaled 1.1 million dollars, was used to purchase a variety of equipment and learning materials for the CTE areas each district identified as their priority areas of focus for this initiative during the summer and fall of 2024. The impact of these partnerships will be included in future monitoring reports.

Conclusion

CWC's mission to transform lives and strengthen communities through learning, leadership, and connection is grounded in, and in large part, accomplished by, the academic success of our students. The 2023-2024 academic year has much to celebrate in regard to student learning. Efforts to improve student learning in gateway general education courses are beginning to show the desired results. CWC students are learning and persisting in their programs at rates comparable to their peers nationally. The academic

achievements of CWC graduates continue to prove that CWC's degree programs are rigorous and adequately prepare our students for successful transfer to universities and the workforce.

While there is much to celebrate, there are opportunities to engage in from the short-term perspective. General education faculty must continue to focus on student success in online modalities. Work must continue moving forward with the ILO project, as faculty assessment of student learning at the program level needs to occur. As CWC continues to experience turnover in the faculty, most significantly from retirements, the process of circling back to reinforce the assessment process for new and seasoned faculty needs to become more routine and intentional to ensure it is hardwired into faculty processes each semester. Finally, CWC has demonstrated its ongoing commitment to the quality and integrity of student learning assessment through the new partnership with Watermark and the purchase of assessment and planning software. Implementation of this software will commence in the fall 2024 semester.

X. REPORTS

President's Report

A written report from Dr. Tyndall is included in this section of the packet. Local newspaper articles about CWC are included in a separate file.

President's Updates

December 11, 2024

President's Outreach and Professional Development Activities (via Zoom and in person)

- Nov. 21 - Interview on Radio Show with Ernie Over, WyoToday
 - Attended AFIT Monthly CEO Networking Session
 - Attended Chamber After Hours Social
- Nov. 22 - Dec. 1 - Vacation
- Dec. 2 - Attended WIP Scaling Working Group Meeting
 - Attended WIP Presidents Steering Group Meeting
 - Met with Erin Taylor, WACCT
- Dec. 3 - Met with local area legislators
 - Attended Fremont County Legislative Session Preview Luncheon 2025
 - Attended Wyo Dept of Education RIDE Celebration of Learning
- Dec. 4 - Met with Creative Energies regarding solar energy
- Dec. 6 - Met with Grand Teton National Park representative
- Dec. 7 - Attended CWC Holiday Party
- Dec. 10 - Attended Joint Appropriation Committee (JAC) meeting in Cheyenne
 - Attended WCCC Party

President's Updates

With the Thanksgiving holiday and an early Board meeting in December, there is little new information to report. Given the work it takes for the Board Clerk, the associations, WPBS, and others to put together reports, perhaps the Board and CWC should discuss having an abridged report each December. We could continue to have the Student Learning Monitoring Report and conduct the Board reorganization, but forego much else.

I continue to meet with various committees to support the Wyoming Innovation Partnership (WIP) initiative. Both the President's Steering Group (PSG) and the Scaling Networking Group are working on strategies to financially sustain the WIP beyond the current and gubernatorial administration. We are considering keeping our current members (i.e., the colleges, UW, Workforce Service and the Wyoming Business Council) and creating a 501(c) organization that could apply for grants and perhaps raise other funds. This 501(c) structure would ensure that no one entity (e.g., UW) be the lead institution in this partnered effort. The PSG is considering using some WIP funds to hire some help in both putting the 501(c) structure (e.g., by-laws) together and helping us create a basic strategic plan.

Other economic sector groups (e.g., Software Development, Healthcare) will be meeting to discuss sustainability in terms of grant project opportunities. I am a member of the Ag Sector Group.

This past month I attended a Zoom meeting of just the presidents of AFIT colleges. AFIT is the Association for Innovation and Transformation. It was interesting to hear about the common challenges college presidents face. The general conversation revolved around the concern of the declining tenure of college presidents due to an increasingly difficult environment.

Academic Affairs (VP for Academic Affairs Kathy Wells)

Dr. Wells will present the Student Learning Monitoring Report at the December board meeting.

Student Affairs (VP for Student Affairs Cory Daly)

CWC expanded online mental health counseling from students to now include staff on November 20. The service is through Nivati, Inc., and includes wellness videos as well as one-on-one counseling.

We launched our BOT in April. It is on every webpage and allows users to interact. Most often it refers people to web pages and phone numbers, but we update the back end so it can be more useful based on what questions get asked. The exciting benefit to the BOT is that it allows people to find crucial information on nights and weekends. Since launching, there have been hundreds of interactions during off hours including 316 on weekends, 410 before 8 am, and 475 after 5 pm. We expect this tool to help recruiting in general, in particular, international recruiting (it does many languages and allows for help across time zones). The retention benefit, however, is through the texting nudge campaigns that allow us to refer students to resources and push out custom notices. For example, we can query who has not yet registered for next semester and send them reminders without bothering those who have already registered. We sent out the first one to students in early May, and Jackson staff reported that a student came in right away and registered for a full load. To our first nudge text, we had 44 responses about how summer classes were going: 25 said good or great, 5 said 'meh' and 2 said they weren't going well. Success coaches followed up with those who reported not good or 'meh'. It has also allowed us to encourage registration when advising opened and improve communication with students who do not check their email. Mainstay has a script library and retention nudge calendar to guide our practice and ensure we are helpful without being overbearing. At a recent follow-up meeting our vendor representative told us our opt-out rate is below average and our engagement rate is above average.

December Athletics Board Report

The last games of the fall sports seasons overlapped with the beginning of non-conference play of winter sports in the month of November. Post-season awards were handed out to multiple Rustler athletes, and plenty of home basketball games took place as well.

Central Wyoming Women's soccer team had three athletes receive All-Region Honors: Jersey Clapier and Sienna Bodily were both Honorable Mentions, and Kristen Moss was voted to the Second Team. Pedro Belemont was the lone Rustler to receive All-Region honors from the Men's soccer team (Honorable Mention).

The CWC Volleyball team began their NJCAA Region IX tournament with a bang, upsetting the 16th nationally-ranked Western Nebraska Cougars in the first round, 3-1. The Rustler's match against WNCC took place on Wednesday, November 6 at Laramie County Community College. Central Wyoming and Western Nebraska had previously met earlier in the season in mid-September, where WNCC had stolen away a tight game in five sets. After Wednesday afternoon's thrilling upset, Central Wyoming was set to meet up against another familiar opponent in their quarterfinal match. Eastern Wyoming had been sitting atop the Region IX-North volleyball standings for the majority of the 2024 season, and dealt CWC losses both times the teams met during regular conference play. Another gleaming opportunity for a

massive upset had presented itself, but alas, the Rustlers failed to knock off the eventual Region IX Tournament champions, getting put away in three straight sets. All hope for a chance at making the national tournament was not lost yet, as the double-elimination tournament granted another chance for the Rustlers in the consolation bracket. But the luck of the draw was not in CWC's favor, pitting Central Wyoming against the number four ranked team in the nation; Northeastern Junior College. But the eventual consolation-bracket winners were too much for the Rustlers to handle, and NJC subsequently ended the Rustler's season by handing them a 3-1 loss.

Central Wyoming had five different athletes recognized with postseason awards. Laina Whitney earned herself "Freshman of the Year" honors, as well as first-team All-Region IX. Ryann Vail and Presley Ryan were both selected for the second-team All-Region IX, and Khloe Hobson and Hallie Reeder were named to the Region IX All-Tournament Team.

The Central Wyoming men's basketball team traveled to Montana, Idaho, and Utah to compete in a rigorous non-conference schedule in the month of November, with only three out of their 12 total matches that month being home games. The Rustlers went 2-1 in games played at the Rustler gymnasium, and their only loss at home came against number 7 nationally-ranked Salt Lake Community College during their Rustler Run & Gun Classic on November 8 & 9. The men's team finished the month with a 4-8 overall record, and are finishing up their non-conference play in December with four more games before diving into Region IX conference play on January 16 against Western Wyoming Community College at home.

The CWC Women's basketball team was kept just as busy in November, with 13 total games, but they played over half (seven) of those games at home and hosted teams from Texas, Oregon, Nebraska, Utah, Colorado, and Kansas in three different home basketball classics. The highlights of November were home wins against Treasure Valley Community College on November 9 and Wyoming All-Stars on November 30. The Rustlers scored over 80 points in both of those matchups and showed glimpses of their potential as a team. They finished November with an overall record of 3-10, and are looking forward to hosting their last home games before Christmas break on December 13 and 14 against McCook Community College and Otero College.

Administrative Services Report (VP for Administrative Services Willie Noseep)

FY 25 Budget

Board Budget Summary					
Budget vs. Actual for FY 25					
As of 11/30/2024 (5 months into the fiscal year)					
					% of budget
		<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>5/12=42%</u>
Fund 10					
	Revenues	\$ 24,043,378	\$ 12,207,465	\$ 11,835,913	51%
	Expenses	\$ 24,043,378	\$ 9,971,764	\$ 14,071,614	41%

Information Technologies (Chief Information Officer John Wood)

There is no Information Technologies report for this month.


Institutional Effectiveness (Exec. Director of Institutional Effectiveness and Research Catherine Trough)

Kim Applegate has been working to support the assessment of student learning outcomes at CWC. She has been ensuring that all the right data is loaded into the new software, Watermark. Her work means that faculty will be able to more easily assess student learning outcomes at the course and program level. It will also allow faculty to begin assessing student learning for the new Institutional Learning Outcomes (ILOs).

Ahead of the HLC reaffirmation of accreditation visit in October of 2025, the IE department is working to ensure everyone at CWC knows the Mission, Vision, and Values by heart. They will have mousepads for delivery to employees at the January Spring In-Service meeting. The design is below. We are reminding everyone that this is what drives us and sets our course.

MISSION

Transforming lives and strengthening communities through learning, leadership, and connection.

 **Central Wyoming College**

VISION

CWC cultivates vibrant, resilient communities as we:

- Inspire academic excellence
- Empower individuals
- Serve as a community leader & role model
- Collaborate with partners
- Serve as a cultural & civic hub
- Promote economic development

VALUES

Resilient

Understanding & Caring

Student-Centered

Tenacious

Learning & Improving

Equitable

Responsible to others

Servant Leaders

Marketing (Exec. Director of Marketing and Public Relations Jennifer Marshall)

Please see the Marketing report, which starts on the next page.

Marketing & Public Relations Report

DEC 2024



EXECUTIVE SUMMARY

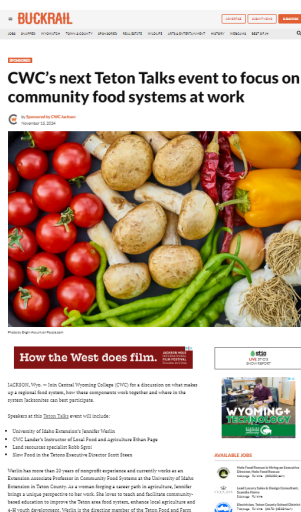
We had a successful November marketing Central Wyoming College and have enjoyed numerous media features for all of our campuses and programs including Lander/ASI (pg 4), spring enrollment, math, art, Rusty's Corner, Bootstrap Collaborative, Veterans Day Concert, Teton Talks, culinary, athletics and more. The coverage in *Riverton Ranger*, *Cheyenne Post*, *WyoToday*, *County 10*, *Buckrail*, *Adventures in the West*, *Wyoming Tribune Eagle* spans the state and supports our overall goal of building awareness and enrollment.

We have designed and distributed numerous newsletters in November including the Foundation's Annual Appeal and the President's Newsletter. Samples of our features, creative, social media, video and more are included and linked in this report.

The Medical Assistant Apprenticeship campaign is receiving a lot of attention. The video was beautifully produced by our very own Marketing Manager and CWC Film Alum Shawn Ennis. Way to go, Shawn!!

Sincerely,
Jennifer Marshall Weydeveld
Executive Director

MEDIA RELATIONS



- Spring Enrollment Buckrail Reach 102K
- Fremont Co. Art Exhibit Co. 10 Reach 64.9K
- Rusty's Corner Rocks Co. 10 Reach: 64.9K
- Teton Talks Community Food Systems Buckrail Reach 102K
- Veterans Day Concert AP Reach 525K
- Bootstrap Collaborative Co. 10 Reach 64.9K
- Cheyenne Students Excel at State Math Competition Wyoming Eagle Tribune Reach 107K

Here are some of the links from our Nov. 6 media work announcing Jenny Jones as CWC's Culinary and Hospitality instructor. Welcome, Jenny!

- <https://www.cwc.edu/2024/11/07/central-wyoming-college-welcomes-culinary-hospitality-instructor-jenny-joyes/>
- <https://buckrail.com/central-wyoming-college-welcomes-culinary-hospitality-instructor-jenny-joyes/>
- https://rivertonranger.com/news/fremont_county_news/cwc-welcomes-new-culinary-hospitality-instructor/article_924e29ae-9e21-11ef-a20c-dbc7b1b691f8.html
- https://www.thecheyennepost.com/news/central-wyoming-college-welcomes-culinary-and-hospitality-instructor-jenny-joyes/article_37b37f3c-9d48-11ef-9b75-eb63268dfd56.html
- https://www.etxview.com/central-wyoming-college-welcomes-culinary-and-hospitality-instructor-jenny-joyes/article_f78a5cfa-0af3-59cc-97cc-127a1a0b37cb.html



Marketing & Public Relations Report

DEC 2024



RADIO

Radio campaigns are running on *Rustler Radio*, *WyoToday*, *KMTN*, *KHOL*, *Wyoming Public Media*, and more. Below is a list of Rustler Radio's advertising/promotion.

Online Degree (740)
The Grind (1196)

Grind delivery (412.5)
Veterans Day Concert (810)

CWC Scholarship/Advising Days (2130)
Theatre Wonderful Life: The Musical (2250)

PBS Story Telling PSA (1050)
Library Toast to Monday (728)

Bootstrap Baby Pitch (705)
Fremont Co Art Exhibit (375)



Total (10396.5)
Market value - \$4,483

CREATIVE

Below is a look at some of our work from November

BOOTSTRAP ECOSYSTEM NETWORKING EVENT

BIG opportunity to meet with other entrepreneurs, professional services providers, ecosystem partners, and other members of the local business community. **SAVE the DATE** on this one!

When: Tuesday, November 12, 6-7 p.m.
Where: Brunton Building
2255 Brunton Ct, Ste A, Riverton, WY

Bring business cards and a firm handshake!

The BOOTSTRAP COLLABORATIVE

www.bootstrapcollab.com

Join Central Wyoming College for

TETON TALKS

Jennifer Werlin
Extension Educator
University of Idaho Extension,
Teton County

Ethan Page
CWC Instructor of
Local Food and Agriculture,
Lander WY

Scott Steen
Executive Director
Slow Food in the Teton

Robb Sigol
Land Resources Specialist, Teton
Conservation District

Community Food Systems at Work

Tuesday, November 19, 6-7:30 p.m.
Teton County Library, Ordway Auditorium, 125 Virginian Lane, Jackson, WY

Ceramic Student CHILI BOWL SALE

Wednesday, November 20 | 11:30 a.m.-1 p.m.
Robert A. Peck Arts Center

Central Wyoming College

Hospitality and Culinary Information and Recruitment Day

Tuesday, December 3, 2024; 11 a.m. - 1 p.m.
Central Wyoming College, Riverton, WY
Main lobby of Health & Sciences Building

Justin Stone
Director of Hospitality and Culinary
307.733.4211 | jstone@cwcc.edu

Jenny Joyes
Instructor of Culinary/Hospitality
307.856.2213 | jjoyes@cwcc.edu

www.cwcc.edu/hotelrestaurant
www.cwcc.edu/culinary

Central Wyoming College

WOMEN'S BASKETBALL

2024-2025 SCHEDULE

NOVEMBER

11.1.24 VS SALT LAKE @ RIVERTON, WY: 7:30 P.M.
11.2.24 VS WESTERN NEBRASKA @ RIVERTON, WY: 4 P.M.
11.8.24 VS CLARKSON @ RIVERTON, WY: 5:30 P.M.
11.9.24 VS TROBROOK VALLEY @ RIVERTON, WY: 2 P.M.
11.11.24 VS DAWSON @ GLENVIEW, MT: 10 A.M.
11.13.24 VS SNOW COLLEGE @ RIVERTON, WY: 5:30 P.M.
11.15.24 VS SNOW COLLEGE @ PRICE, UT: 5 P.M.
11.16.24 VS UTAH ST. EASTERN @ PRICE, UT: 1 P.M.
11.22.24 VS DAWSON @ POWELL, WY: 1:30 P.M.
11.23.24 VS BISMARCK ST. @ NORTHWEST CLASSIC-AWAY: TBA
11.26.24 VS WESTERN NEBRASKA @ SOUTHSLOPE-NE: 5:30 P.M.
11.29.24 VS LARAMIE @ RIVERTON, WY: 12:30 P.M.
11.30.24 VS WY. ALL STARS @ RIVERTON, WY: 4 P.M.

DECEMBER/JANUARY

12.6.24 VS SALT LAKE @ SALT LAKE CITY, UT: TBA
12.9.24 VS COLORADO MN @ SALT LAKE CITY, UT: 1 P.M.
12.7.24 VS SNOW @ EPHRAIM, UT: TBA
12.13.24 VS MCCORM @ RIVERTON, WY: 7:30 P.M.
12.14.24 VS UTAH @ RIVERTON, WY: 4 P.M.
1.16.25 VS WESTERN WY @ RIVERTON, WY: 5:30 P.M.
1.18.25 VS CASPER @ RIVERTON, WY: 2:00 P.M.
1.24.25 VS EASTERN WY @ TOWNHART, WY: 5:30 P.M.
1.25.25 VS LARAMIE @ CHEYENNE, WY: 12 P.M.
1.26.25 VS NORTHWEST @ RIVERTON, WY: 6:30 P.M.
1.30.25 VS GILLETTE @ GILLETTE, WY: 5:30 P.M.

FEBRUARY/MARCH

2.7.25 VS LARAMIE @ RIVERTON, WY: 5:30 P.M.
2.8.25 VS EASTERN WY @ RIVERTON, WY: 4 P.M.
2.13.25 VS NORTHWEST @ POWELL, WY: 5:30 P.M.
2.20.25 VS WESTERN WY @ ROCK SPRINGS, WY: TBA
2.22.25 VS CASPER @ CASPER, WY: 2 P.M.
2.1.25 VS GILLETTE @ RIVERTON, WY: 2 P.M.

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Central Wyoming College

Completed numerous campaigns throughout Nov including (Press releases, print/online/radio ads, print, video, business cards, social media and website updates) throughout the month

60

items in November

101

items in October

69

items in September

Marketing & Public Relations Report

DEC 2024



SOCIAL MEDIA & DIGITAL

CWC.EDU 2024 November Dashboard Highlights (Note: Adjust date range when clicking on the dashboard)

We launched our **Medical Assistant Apprenticeship** campaign in November which is a top performing post with more than 2,600 in impressions and reach. Marketing Manager Shawn Ennis did a beautiful job on this video. Please enjoy!



Central Wyoming College's brand new Medical Assistant Apprenticeship program is designed to meet the growing demand for certified healthcare professionals. Many hospitals and clinics across the state now require certification for employment. CWC's program not only offers classes in an online format, online certification, and in-person clinical training like this at Wind River Family and Community Health Care. Thank you Kristy Jones, Tylyn Gerber and Kerry George for your leadership.

Video: <https://hubs.la/Q02ZB5zD0>

For more information about the program, visit: <https://hubs.la/Q02ZBcd-0>

News: <https://hubs.la/Q02ZB6bb0>

#CentralWyomingCollege #HealthCare #ChangeYourFuture



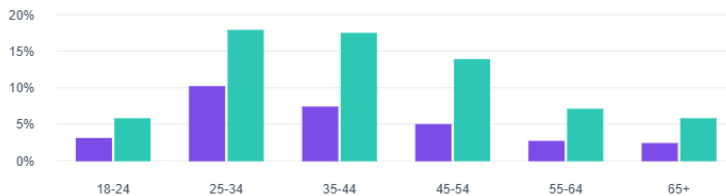
Featured images not displaying correctly? Find out how to troubleshoot the issue. [Learn more](#)

Audience

6,277 Facebook followers

Age and gender

Men 31.50%
Women 68.50%



Top post

Last 28 days

[See all](#)

Boost this post to reach up to 6766 more people with every \$98 you spend.



Central Wyoming College's brand new Medical Assistant Apprenticeship program is designed to meet the growing demand for certified healthca...

Published by HubSpot

November 26 at 11:16 AM

Post Impressions
2,724

Post reach
2,656

Post Engagement
617

[See insights](#)

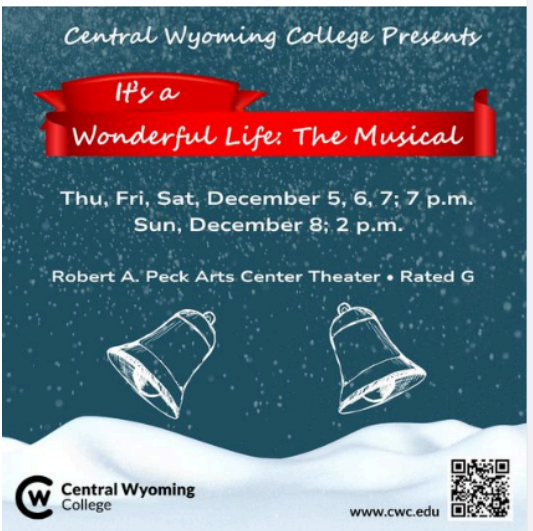
[Boost post](#)



Central Wyoming College presents "It's a Wonderful Life: The Musical" at the Robert A. Peck Arts Center Theatre opens on Thursday, December 5, 2024, 7 p.m. and runs through Sunday, December 8. Buy your tickets here: https://hubs.la/Q02ZzZ_k0

Want the opportunity to act, write, direct, and work behind the scenes in all-length productions? Now's your chance! Apply today for our Theatre program, learn more here: <https://hubs.la/Q02ZzZq0>

#CentralWyomingCollege #cwctheatre #applytoday



[See insights and ads](#)

[Boost post](#)

WyoToday, The Wherehouse, LLC and 7 others

40 shares

20.31% CTR (Central To | Regional)

17K¹⁰² Total users on www.cwc.edu

6,277⁺¹⁵ Facebook followers

ADVENTURES IN THE WEST MAGAZINE

MORE THAN JUST MAPS

CWC'S GIST PROGRAM
IS DESIGNED TO BE A
GAME-CHANGER FOR
STUDENTS



Just outside of Snake Canyon State Park in the foothills of the Wind River Mountains is Central Wyoming College's Alpine Science Institute (ASI). This Institute is a one-of-a-kind, educational and recreational center that also serves as a model for environmental stewardship featuring solar-paneled buildings, a recycling program, and a composting facility.

Located five miles south of Lander, the campus is nestled along the Middle Fork of the Popo Agie River. The grounds are open to the community and feature hiking and mountain biking trails in addition to classroom facilities and student housing. Students who choose to live at the Alpine Science Institute have the option of living in rustic style cabins or in the 24-bed bunkhouse—not your typical student housing experience!

The Alpine Science Institute is a living, learning field school for Outdoor Education, Outdoor Recreation, Expedition Science, Regenerative Small Scale Farming, and Geospatial Information Science and Technology (GIST).

The GIST program is a rapidly growing field that involves the use of computer software to collect, analyze, and interpret spatial data. But it's more than just maps—it's about solving complex, real-world problems using satellite imagery, 3D mapping, and data analysis.

From tracking wildlife populations and developing natural disaster response strategies to managing urban growth and tech development, Geospatial Science equips students with the tools and knowledge needed to thrive in some of today's most exciting fields.

"Whether it's mapping wildlife corridors, mountain bike trails, or local restaurants, our graduates are ready to hit the ground running," said Mara Gans, instructor of GIS and Expedition Science at Central Wyoming College.

Mara grew up in Lander, Wyoming and loves finding ways to connect students to their local environments and communities. In addition to teaching GIS, environmental science, and geography, Mara also helps facilitate and teach summer backcountry research expeditions.

This summer, Mara and co-instructor Darrian Wells, Professor of Outdoor Education and Leadership, spent 20 days with 13 students in the Shoshone National Forest. During this time students learned how to build and design GIS applications to collect data on compliance with Wilderness Regulations. They then spent 11 days in the Wind River Mountains completing internships for the U.S. Forest Service and two courses (OEAC-2030 and GEOG 2800).

"Our students don't just learn from textbooks—they go out into the field and apply their knowledge," said Mara.

One of the most exciting aspects of the GIST program at Central Wyoming College is its collaboration with local, state, and federal organizations. The program's partnership with the U.S. Forest Service, among others, enables students to apply classroom skills in real-world settings.

Students in the GIST program gain hands-on experience in cartography, fieldwork, and Uncrewed Aerial Vehicles (UAVs)



SOME OF THE KEY COURSES OFFERED INCLUDE:

- ✓ Cartography
- ✓ Remote Sensing
- ✓ Intro to GIS
- ✓ GPS for GIS
- ✓ Research Expeditions

THROUGH THESE PROGRAMS, GRADUATES OF CWC'S GIST PROGRAMS WILL BE PREPARED FOR IN-DEMAND CAREERS ACROSS A VARIETY OF INDUSTRIES, INCLUDING:

- ✓ Natural Resource Management
- ✓ Public Safety
- ✓ Urban Planning
- ✓ Oil & Gas Exploration
- ✓ Data Science
- ✓ Environmental Engineering
- ✓ Health Services
- ✓ Archaeology
- ✓ Government
- ✓ Tech & Software Development

or drones. They also participate in projects like mapping public lands or water quality monitoring, giving them a competitive edge in the job market.

Geospatial mapping is one of the fastest-growing fields in today's job market. According to the Bureau of Labor Statistics, professionals in this field, such as cartographers and GIS technicians, are in high demand. GIST skills are also in high demand for environmental and recreation field work.

With an Associate of Applied Science degree or a GIS certificate from CWC, graduates are prepared to enter the workforce immediately or transfer to a four-year university.

The National Science Foundation's (NSF) Wyoming EPSCoR Wy-ACT Program, the NSF Advanced Technological Education Program, the NSF Rocky Mountain Alliance for Minority Participation, and the NASA Space Grant Consortium make the spectacular opportunities provided at CWC affordable and accessible.

"Our GIST program offers a great opportunity for people to learn new skills and move into something that's not only well-paying but also has a solid future," said Mara. "Employers are looking for people with these skills, and this program can open doors to these new opportunities."

.....LEARN MORE AT.....
www.cwc.edu/programs/outdoorandenvironment/gist/

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XI. NEXT REGULAR MEETING/SUGGESTED AGENDA ITEMS/
ADDITIONAL TRUSTEE COMMENTS AND/OR REPORTS ON
ADVANCEMENT IN THE COMMUNITY

The **next regular meeting** of the CWC Board of Trustees will be on **Wednesday, January 15, 2025, at 7:30 p.m.** in Room 116 of the Intertribal Center and by Zoom video teleconferencing. The meeting will be preceded by a community dialogue dinner at 5:30 p.m. Agenda items for the regular meeting in January include:

1. 2025-26 Board Calendar
2. 2025-26 Academic/Non-Academic Fees
3. Personnel
 - a. Other Personnel Actions (as needed)
 - b. Human Resources Report

Are there suggestions for additional agenda items?

A community dialogue dinner is planned prior to the January 15 board meeting with the dialogue dinner from 5:30-7:15 p.m. in ITEC 115.

A quarterly work session will be held on Wednesday, January 22, 2025, from 6:00-8:00 p.m. in ITEC 116.

Additional Trustee Comments and/or Reports on Advancement in the Community:

A. CWC Foundation

The CWC Foundation met on Thursday, November 7. The next meeting will be on Thursday, March 6, 2025.

B. Association of Community College Trustees (ACCT)

The National Legislative Summit will be held February 9-12 in Washington, D.C. The board has won a complimentary board retreat and will need to schedule a time with ACCT for the retreat before June 2025. Please let Paula know of any topics you are interested in learning more about and of your upcoming availability.

C. Wyoming Association of Community College Trustees (WACCT)

WACCT met on Thursday, October 2 at Western Wyoming Community College. The next meeting will be in February 2025.

D. Wyoming Community College Commission (WCCC)

A WCCC meeting was held on Wednesday, October 2, and Thursday, October 3 in Rock Springs. The next WCCC meeting will be on Friday, February 7, 2025, in Cheyenne.

E. CWC BOCHES

The CWC BOCHES met on Monday, November 4, 2024. The next meeting has not been scheduled.

F. Teton County BOCES

The Teton County BOCES met on Thursday, October 24, 2024. The next meeting will be on Thursday, December 19, 2024.

G. Attendance at College Events

It's a Wonderful Life play production, Thursday, December 5 - Saturday, December 7 - 7 p.m. and Sunday, December 8 at 2 p.m. All board members receive two free play tickets just like CWC staff and students. Let Paula Hartbank know or email tickets@cwcc.edu to reserve your tickets.

The CWC Holiday Party will be on Saturday, December 7, in the Blue Sky Room at the Wind River Casino at 5:30 p.m with dinner served at 6:00 p.m.

The Festival of Carols will be held in the CWC Robert A Peck Arts Center on Tuesday, December 10 at 7 p.m.

H. Other Engagement with Community to Advance College

XII. ADJOURNMENT: BOARD EVALUATION OF MEETING

Board members are reminded to complete the “Board Evaluation of Meeting” before leaving and to give it to the Board Clerk, Paula Hartbank, or leave it in your board folder. The evaluation form is in your board folder.