

ACTION: Approve Emeritus Status for Dr. Richard Koza (AP)

Dr. Richard Koza, a faculty member from Chadron State College who retired May 2021, has been nominated for emeritus faculty status upon the four required criteria for granting emeritus status, as outlined below:

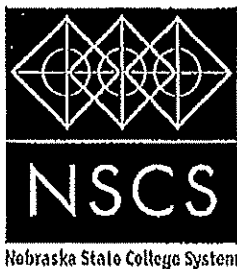
1. Minimum of 15 years of full time employment is met through 22 years of teaching.
2. Earned the rank of full professor in 2007.
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service is represented by his positive impact on the students he taught and mentored during his time at CSC, as well as his mentorship of new faculty to the College. In addition, his service on the faculty board of the RBLI and other leadership roles on various committees, and the numerous regional and national conference presentations he has provided on marketing and small business development are indicative of his contributions. He was selected as the CSC Teaching Excellence Award recipient in 2005.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations is reflected in his accomplishments during his role as Department Chair for the Business Department, which include leading the ACBSP accreditation initiative, as well as his external roles as reviewer for the Journal of Strategic Management, as board member for Northwest Nebraska Development Corp., and as member of the Nebraska Volunteer Services Commission. He received the Distinguished Service Award from Kiwanis.

Chancellor Turman and CSC President Rhine support Dr. Koza's nomination and recommend that emeritus faculty status be granted.

The System Office and Chadron State College recommend approval of the Emeritus Status for Dr. Richard Koza (AP).

ATTACHMENTS:

- R Koza Emeritus Nomination - CSC (PDF)



Emeritus Faculty Award

CHADRON STATE COLLEGE NOMINATION FORM

I wish to nominate the following individual for consideration for Emeritus Faculty status at Chadron State College. I have provided a letter of support that addresses the criteria for the award and attached a copy of the individual's CV. This nomination will be shared with the person nominated.

Nominee Information

Name Dr. Richard "Rick" Koza

Address 2100 South Maple Street, Chadron, NE 69337

Telephone 308-432-4497

Nominee Criteria

- Served Chadron State College for at least 15 years
- Held rank of full Professor
- Demonstrated exemplary performance in the areas of teaching, scholarship/creative activities, and service throughout his/her tenure at the College
- Demonstrated leadership and collaboration

Primary Nominator Information

Name Dr. James Koehn

Title Professor of Business & Chair of Business

Address 1000 Main Street, Chadron, NE 69337

Telephone 308-432-6258

I affirm that I am not a relative, spouse, or significant other of the nominee.

James Koehn 6/2/2021

Signature of Nominator

Date

Wendy L. Waugh

Jun 28, 2021

Signature of Academic Dean

Date

CHADRON STATE COLLEGE

June 3, 2021

Board of Trustees
Nebraska State College System
1327 H. Street, Suite 200
Lincoln, NE 68508

Dear Trustees:

I am writing to nominate Dr. Richard “Rick” Koza for emeritus status at Chadron State College. Through his career at Chadron State College he has demonstrated excellence in teaching, significant service & other contribution to our institution. The Business Academy at CSC can benefit from Dr. Koza’s experience in our specialized accreditation and his mentorship will allow our current faculty to become familiar with the ACBSP accreditation process.

Some highlights from Dr. Koza’s illustrious career at CSC:

- He has been employed at Chadron State College beginning with the rank of Assistant Professor since 1998.
- Dr. Koza was promoted to full professor in 2007.
- Dr. Koza was awarded the Teacher Excellence award for Chadron State College in 2005.
- Dr. Koza’s scholarship activities included regional and national presentations on marketing and small business development.
- He served as a reviewer for the Journal of Strategic Management from 2006-2012.
- He currently serves as a board member of Northwest Nebraska Development Corp.
- He was appointed to the Nebraska Volunteer Services Commission by former Governor Dave Heineman.
- He has sponsored the Blue Key club at CSC for years including assisting with the production of Ivy Day, an academic ceremony to honor student achievement.
- Dr. Koza has demonstrated leadership and collaboration through the activities previously outlined but also during his time as Department Chair for the Business Department. Coordinating fourteen (14) faculty members to teach both face to face and online courses requires vision and leadership from the department chair. His numerous service positions on local, regional and state committees shows he understands the region and the needs of business. Finally, his work with the ACBSP, the specialized accreditation for the CSC Business Academy, has helped keep assessment and current teaching trends as a focus for the department.

Dr. Rick Koza is an asset to Chadron State College & he is the kind of faculty member we want honor. His service to the college & his department are needed at CSC. It is my pleasure to recommend Dr. Rick Koza, without reservation, for emeritus status.

Sincerely,

James Koehn

James Koehn
Professor of Business
Chair of Business

CHADRON STATE COLLEGE

June 28, 2021

Attention: Selection Committee

Subject: Emeritus Status – Dr. Richard (Rick) Koza

It is with great enthusiasm that I write this letter of nomination for Emeritus Status for Dr. Richard Koza. Dr. Koza clearly meets the criteria set forth in Board Policy 5017 and has demonstrated significant contributions and service to Chadron State College during his many years of employment.

As a colleague, Dr. Koza served as a significant mentor. His commitment to student learning and leadership were things I have tried to emulate throughout my career. He was never too busy to meet with a student, never hesitated to adjust when things were not going as planned, always worked to bring committees and teams together on projects and never turned away when a student, colleague, or committee needed his input.

As Dean, I have witnessed Dr. Koza's contributions to the college and community continue to grow from year to year. It would be impossible to list all of his involvement and even more difficult to measure the impact that involvement has had. However, following is a sampling: At CSC, Dr. Koza served on the faculty board of the RBLI, as faculty athletic representative, and took on a major leadership role in the departmental ACBSP accreditation. In the community, he served on the Board for the Northwest Nebraska Development Corp; the Nebraska Volunteer Service Commission; and the Nebraska Business & Economics Association. He has been an active member in many organizations, on and off campus, and often served in leadership roles. Additionally, during his career, Dr. Koza received the 2005 CSC Teacher Excellence Award, HUD Real Estate Agent of the Month, a Distinguished Service Award from Kiwanis, and was even the Outstanding Young Educator in Ogallala in 1977.

The collegiality that Dr. Koza extends to co-workers is unmatched as he is always giving of his time and talents. He is the true definition of what it means to be a "team player". Dr. Koza has earned his retirement; however, his positive attitude, friendly manner, and extensive business knowledge will not be easily replaced. Dr. Koza has been a dedicated teacher, scholar, and friend. He spent his career sharing his expertise and knowledge with students, many of whom he continues to mentor. It has been my pleasure to work with and learn from Dr. Koza. I cannot think of anyone more deserving of Emeritus Status.

Sincerely,



Wendy L. Waugh, Ph.D.
Dean, School of Business, Mathematics, and Science
Chadron State College

CHADRON STATE COLLEGE

June 30, 2021

I am writing in support of Dr. Richard Koza receiving Emeritus Faculty status. In reviewing his vitae, it is clear that Dr. Koza meets and exceeds all the requirements for emeriti status. Prior to his retirement I had the opportunity to work on a number of committees with Dr. Koza for the last six years, both as a Dean and VPAA. Dr. Koza has consistently demonstrated a deep desire to help his students, the program, and the college succeed. In reviewing the comments made by Dean Waugh and Dr. Koehn, Chair of the business department, I find I am in agreement on their assessments of his contributions to the department, college, and Panhandle.

During his time at CSC Dr. Koza has held a number of leadership positions, chairing the Business Department, a number of academic and presidential committees, Blue Key Sponsor, and his work on ACBSP specialized accreditation. In addition, his service to the college has included serving on the faculty board for the Rural Business Leadership Initiative, faculty athletic representative. He has benefited the Panhandle through his service on a number of civic boards, and was appointed by Governor Heineman to the Nebraska Volunteer Services Commission.

Dr. Koza has also been an outstanding educator and was recognized by the college in 2005 when it awarded him the CSC Teacher Excellence Award. He has had a positive impact on a number of students over the years, and he maintains those student/teacher relationships well beyond the classroom. He is never too busy to provide a student, or former student, his counsel when they need it.

Finally, it is important to note that during his time at CSC Dr. Koza has been an outstanding colleague across the college. As Dean Waugh pointed out, he has been a positive mentor for new faculty. Helping them, in turn, become effective educators. His leadership ability to help faculty and staff find consensus was critical over the years as changes to the program and college procedures were introduced and implemented. Dr. Koza has been a powerful force in the promotion of the Business Academy and through his teaching and service, which is why I take great pleasure in supporting this recommendation for emeritus status.

Sincerely,



Jim Powell
Vice President for Academic Affairs



CHADRON STATE COLLEGE

July 8, 2021

Dr. Paul Turman, Chancellor
Nebraska State College System
1327 H Street, Suite 200
Lincoln, NE 68508

Dear Chancellor Turman:

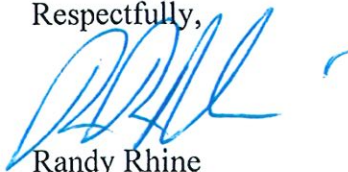
I am pleased to endorse the nomination of Dr. Richard Koza for emeritus status and forward his nomination to you for your support. Dr. Koza served Chadron State College for 23 years as a faculty member in the business department. Dr. Koza was promoted to the rank of full professor in 2007 and retired in May 2021.

You will find, based on his curriculum vitae and letters of support from the department chair, academic dean, and vice president for academic affairs, evidence of Dr. Koza's contributions to his teaching profession, and involvement with the students, campus community, and communities across the panhandle of Nebraska. He has been a mentor to junior faculty and students in addition to serving several years as the CSC faculty athletic representative.

Dr. Koza has been effective in the classroom and received the Chadron State College Teaching Excellence Award in 2005. He has served on numerous campus committees and sponsored student organizations throughout his years of service. In addition to his contributions on campus, he has been involved in numerous community organizations as well as national and international professional organizations.

I fully support this nomination and highly recommend Dr. Richard Koza be granted emeritus status by the Nebraska State College System Board of Trustees.

Respectfully,



Randy Rhine
President



**CURRICULUM VITAE
RICHARD A. KOZA**

2100 South Maple Street
Chadron, NE 69337

Phone: 308-432-4497
Email: rkoza@csc.edu

EDUCATION

University of Wyoming, Laramie, Wyoming Ph.D.
Chadron State College, Chadron, Nebraska M.B.A.
Chadron State College, Chadron, Nebraska M.S.
Chadron State College, Chadron, Nebraska B. S.

BUSINESS AND PROFESSIONAL EXPERIENCE

- Faculty Athletic Representative 2016-present
- Director of business specialized accreditation 2013-present
- ACBSP accreditation site team evaluator 2012-present
- Chair, Department of Business Chadron State College, 2013-2016
- Professor of Finance and Management. Chadron State College, 2007- present
- Associate Professor of Management, Chadron State College, 2002-2007
- Assistant Professor of Management, Chadron State College, 1998-2002
- Associated Brokers Real Estate, Co-Owner, Licensed Broker, 1978-present
- Certified General Real Estate Appraiser, 1978-present.
- Instructor, Community Education Classes, Western Nebraska Community College, 1998
- Assistant Professor of Marketing, Chadron State College, 1996-1997
One-year appointment
- Larson Insurance Agency, Owner/Agent, Licensed Insurance Agent, 1983-2004
- Midwest Management Company, Owner, Management of USDA properties
- Tecumseh Building and Loan, Branch Manager, 1983-present
- Valentino's Restaurant, Franchise Co-Owner, 1988-1992
- Chadron State College, Instructor of Off-Campus Real Estate Classes, 1980-85

HONORS AND AWARDS

- Teacher Excellence Award, Selected as the outstanding faculty member at Chadron State College for 2005
- Sam Walton Fellow Sponsor, Students in Free Enterprise, SIFE Regional Champions 2000-2006; National—Top 16 Finish 2002-06
- Teaching Excellence Recognition Award, School of Professional and Graduate Studies 2002-2003
- Who's Who Among Top Executives, 1998
- HUD Real Estate Agent of the Month: State of Nebraska, Real Estate Agents, November 1997
- Distinguished Service Award, Kiwanis Club, 1990 and 1987
- Recognition of Service to Youth Activities, B.P.O.E., 1988
- Admiral, "Great Navy of the State of Nebraska," Nominated by Secretary of State Alan J. Beerman and Appointed by Governor Robert "Bob" Kerrey, 1987
- Outstanding Young Educator, Ogallala, Nebraska, 1977

PROFESSIONAL DESIGNATIONS, ORGANIZATIONS and MEMBERSHIPS

- Committee member Rural Business Leadership Institute
- Member St. Patrick's Church finance committee
- Member, and Stockholder Ridgeview Country Club
- Chadron Athletic Boosters
- Member Chadron Area Chamber of Commerce
- Co-sponsor Blue Key National Honor Society
- Board member Northwest Nebraska Economic Development Corporation
- Past Board Member, NEBA Nebraska Economics and Business Administration
- Nebraska Volunteer Service Commission—Past Board Member
- Member, Phi Delta Kappa
- Licensed Real Estate Broker, State of Nebraska
- Certified General Real Estate Appraiser, State of Nebraska

GOVERNING BOARDS

- Board member Northwest Nebraska Development Corp 2009-present
- Past Board Member, Nebraska Volunteer Service Commission, appointed by Governor Dave Heineman,
- Board member, Nebraska Business and Economics Association, 2004-2010
- Member, St. Patrick's Church Finance Committee, 1995-present
- Member, Education 2000, Chadron Schools Curriculum Development Team, Chadron, NE, 1993-95
- Vice-President and Founding Member, Dawes County Economic Development Corporation, 1988-92.
- President, Chadron Kiwanis Club, 1985-86
- Member, Chadron State College Alumni Board of Directors, 1981-83
- Chairman, City of Chadron Planning Commission, 1983-85
- Member Chadron Area Chamber of Commerce Retail Committee, 1988
- Vice-Chairman, St. Patrick's Parish Council, 1983-85
- Dawes County Economic Development Summit, Appointed by Governor Kay Orr, 1988
- Nebraska Diplomats, Appointed by Governor Kay Orr, 1988

JOURNAL AND GRANT REVIEW

Journal Reviewer Academy of Strategic Management Journal 2006-2012

Grant Reviewer Nebraska Volunteer Service Commission 2005-2015

¹PAPERS PRESENTED, ²CONFERENCES ATTENDED, ³PUBLICATIONS,

Allied Academies 2007 International Conference October 3-5, 2007 Reno, NV. *501(c)3 Business Academy Management Development Center (BAMDC)- To provide faculty support for business research, training, and consulting.* Rick Koza and Tim Donahue, Chadron State College

American Society of Business and Behavioral Sciences, 14th Annual Conference, Las Vegas, NV- February 22-25, 2007, using the “Apprentice” To Teach Concepts of Business. Dr. Steven Dunphy Indiana University Northwest, Dr. Rick Koza, Chadron State College.

Nebraska Economics and Business Association Conference, October 2006. Lincoln, NE *The Business Academy @Chadron State College: An Entrepreneurial Model of Economic Development.* Dr. August Bruehlman, Dr. Tim Donahue, Dr. James Koehn, Dr. Rick Koza, Dr. James Wright

Allied Academies 2005 International Conference October 12-15, 2005 Las Vegas, NV. *Make a Good First Impression Your First Priority: An Empirical Look at Determining the Reliability of First Impressions*

International Council for Small Business, ICSB, June 2005, World Conference, Washington DC. *Consulting and Advising a New Business Start-up by Applying Lessons Learned from the Apprentice Reality Television Show.*

Association of Collegiate Business Schools and Programs ACBSP, June 2005, Annual Conference, Washington, D.C. *The Reality Classroom: Using the Apprentice Reality Show Format as a Guide to Teaching Entrepreneurial Skills.*

Pacific Southwest Academy of Legal Studies in Business, Palm Springs, CA. January 2005, *A Second Look At First Impressions: A Comparison of First Impressions to Self- Impressions*

Nebraska Economics and Business Association Conference, October 2004. Kearney, NE “*A Comparison of First Impressions to Self- Impressions*”

USASBE United States Association for Small Business and Entrepreneurship. January 2004, Annual Conference, Dallas, TX. *Helping Entrepreneurs Succeed; “An Educators Guide to Meeting the Recommendations of the S.C.A.N.S. Report”*

Nebraska Economics and Business Association Conference, October 24, 2003, Lincoln, NE. *Looking For a Good Employee? Let Your Local College Help.*

ACBSP National Convention Ft. Lauderdale FL. June 2003 *The Use of Student Organizations to Promote the Department and School.*

FDIC, Kansas City, MO November 1997. Survey results and analysis of comments and statistics from doctoral dissertation, “The Community Reinvestment Act and the Effect the Requirements have on Lending Institutions in Nebraska,”

To the First National Bank of Omaha, NE. August 1997. Summary of the results of the research conducted on the affect the CRA has on lending institutions in Nebraska,

First National Bank of North Platte, NE. August 1997. Summary of the results of the research conducted on the affect the CRA has on lending institutions in Nebraska.

² ADDITIONAL CONFERENCES ATTENDED

ACBSP Annual Conference 2020 Virtual
ACBSP Annual Conference 2019 Houston, Texas
ACBSP Annual Conference 2017 Anaheim, CA
ACBSP Annual Conference 2015 Philadelphia, PA
ACBSP Annual Conference 2014 Chicago, IL
ACBSP Annual Conference 2013 Salt Lake city, UT
ACBSP Annual Conference 2012 Baltimore, MD

****NOTE**** Accreditation Council for Business Schools and Programs, ACBSP is the specialized accreditation council for our business department.

Nebraska Economics and Business Association Fall 2006 Conference, Lincoln, NE

Nebraska Economics and Business Association Fall 2005 Conference, Omaha, NE. Served as session chair

Christian Business Faculty Association, Point Loma, CA. October 13-14, 2005 Served as session chair and discussant

InsGroup National Fall Convention, October 1997. Keynote Speaker, Topic: "Marketing Electronically." InsGroup is part of the EW Blanch Holdings Inc. and includes selected insurance professionals from the United States, England, Mexico and Panama.

Workshop Presenter, Department of Health and Human Services 1998

³ PUBLICATIONS

Learning Through Student Organizations, an addendum for a new textbook by Katz and Green, *Entrepreneurial Small Business* to be published in Spring 2006. This addendum focused on how to start a SIFE team and the benefits to the community.

"College Programs Can Help Agencies Meet Staffing Needs" American Agent and Broker January 2004

"How We Got Over Our Worries and Got Up on the Internet" American Agent and Broker January 2002

"Time to Get on the Net" American Agent and Broker, May 2000

"The Future Belongs to the Electronic Executive" Union Review Newsletter Union Insurance Company, Lincoln, NE, December 1997.

"CRA In Nebraska." Nebraska Bankers Association Newsletter Vol. 19, No. 33. August 22, 1997

“The Future Belongs to the Electronic Executive.” Agent and Broker, June 1997

“The Community Reinvestment Act and the Effect the Requirements have on Lending Institutions in Nebraska” Dissertation presented to the Graduate School at the University of Wyoming. Author, May 1996

“Achieving Growth Through Great Customer Service” Agent and Broker, March 1994

Reprinted with permission "Achieving Growth Through Great Customer Service" Alliance Insurance Companies Monthly Research Survey Newsletter, October 1994

CAMPUS AND DEPARTMENT COMMITTEES current and past

- Faculty Athletic Representative
- Academic Appeals Committee
- Promotion and Tenure Committee
- Chair Faculty Development Committee
- Academic Review Committee
- Faculty Senate
- Graduate Council
- Student Academic Appeals
- Research Institute Committee
- Department Coordinator for ACBSP Assessment
- Co-sponsor Ivy Day
- Co-sponsor Blue Key National Honor Society
- Co-sponsor Homecoming committee
- Co-sponsor Newman Club
- Co-sponsor SAAC, Student-Athlete Advisory Committee
- RBLI Rural Business Leader Imitative committee member
- Chair Finance Option committee
- Member MBA committee

NCAA/RMAC committee

- Diversity and Inclusion