

BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES

ITEMS FOR CONSENT AGENDA

ACTION: **Approve Emeritus Status for Dr. Wendy Waugh (AP)**

Dr. Wendy Waugh, a faculty member from Chadron State College who retired in May 2023, 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 26 years of teaching at Chadron State College.
2. She earned the rank of full professor in 2008
3. Evidence of exemplary performance in areas of teaching, scholarship/creative activities, and service is represented as a role model who established high standards for her students in her business courses. Her service as a mentor to students demonstrates her commitment and dedication to her students. She served on many committees and councils at CSC, such as Co-Chair of the Student Engagement Committee, Chair of the Graduate Faculty Council, member of the Vice President of Academic Affairs Executive Council and a member of the Nebraska State College System Strategic Planning Committee. She also had several publications and presented at numerous conferences.
4. Demonstrated leadership and collaboration through service and contribution beyond normal expectations is reflected through her decades of distinguished leadership, consistent commitment to collegiality and here dedication to cooperation and collaboration.

Chancellor Turman supports the nomination and CSC President Patterson provided a letter of support for Dr. Waugh's nomination. Both recommend that emeritus faculty status be granted.

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

ATTACHMENTS:

- CSC Dr. Wendy Waugh Emeritus Nomination (PDF)



EMERITUS STATUS CSC NOMINATION FORM

*Send nominations to the office of the vice president for academic affairs
ppperlinski@csc.edu*

I wish to nominate the following individual for Emeritus status at Chadron State College. I have provided a letter of support that addresses the criteria for Emeritus status. This nomination will be shared with the person nominated.

Nominee Information

Name: Dr. Wendy Waugh
Rank and Department: Dean, Business/Mathematics/Science (formerly Professor of Business)
Address: 3340 N 92nd Street, Lincoln, NE 68507
Telephone: (308) 430-4829

Primary Faculty Nominator Information

Name: Dr. James Margetts
Title/Department: Dean, Liberal Arts (formerly Associate Professor of Music)
Address: 1000 Main Street, Chadron, NE 69337
Telephone: (308) 432-6246

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

James A. Margetts 6/23/2023
Signature of Primary Nominator Date
[Signature] 6-23-23
Signature of Academic Dean Date

Wendy L. Waugh, Ph.D.

3340 N 92ND ST – Lincoln, NE 68507

C: (308) 430-4829 W: (402) 465-2149

Personal Email: wendyleewaugh@gmail.com Work Email: wwaugh@nebrwesleyan.edu

SUMMARY OF QUALIFICATIONS

- Academic Dean with strong leadership, analytical, organizational, & decision-making skills
- Committed to building strong relationships across the college resulting in mutually productive outcomes
- Collaborative campus leader focused on quality, growth, retention, engagement & development
- Experienced in hiring, motivating, empowering, and developing skilled professionals
- Member of the AACSB Becoming a Provost Academy Leadership program, June 2022- June 2023
- Visionary leader for the graduate and adult programs
- Significant record of scholarly contributions to the field of critical thinking & teaching strategies

CURRENT POSITION

Dean, Graduate & Adult Programs; Nebraska Wesleyan University, Lincoln, NE 2022-Present

Dean Responsibilities: Lead the administration and expansion of graduate and adult programs at Nebraska Wesleyan University. Work with the Dean of Undergraduate Programs and Provost on administrative matters impacting graduate and adult programs, such as policy, scheduling, staffing, assessment, and quality. Manage budgets with fiscal prudence. Develop partnerships with external constituents to enhance learning opportunities for graduate and adult students. Work closely with the graduate and adult program directors to identify opportunities for efficiencies, growth, and development.

PREVIOUS POSITIONS

Dean, Graduate Studies & the School of Business, Mathematics, & Science; Chadron State College, Chadron, NE 2019-2022

Dean Responsibilities: Work closely with academic departments to coordinate curriculum, accreditation, policy, staffing, and scheduling; oversee graduate programs, including assessment, accreditation and quality; address the needs of faculty and students to ensure a positive working environment; hire, develop, motivate, and evaluate 30 faculty, 6 staff, and 20 graduate students; manage budgets within the school with financial prudence; collaborate with external constituents to develop opportunities for students.

Department Chair, Chadron State College Business Academy, 2017-2019

Department Chair Responsibilities: Schedule courses; manage adjunct instructors; develop assessment reports (ACBSP); advocate for faculty; guide change management; collaborate with other departments; oversee faculty development; lead departmental hiring committees; develop strategy & ensure policy compliance; mentor new faculty; provide leadership & vision in teaching, scholarship, & service.

Teaching Responsibilities: Develop & deliver quality undergraduate & graduate courses both online & face-to-face. Graduate MBA Courses: Organizational Behavior, Human Capital Management, Marketing Management, & Information Systems for Managers. Undergraduate Courses: Information Systems, Human Resources Management, Database Management, Systems Analysis, Ecommerce, & Project Management. Other Courses: Business Communications, Business Programming, & Business Methods.

Campus Responsibilities: Faculty advisor; faculty mentor; graduate committee, chair/member; business information systems option committee, chair; faculty senate, member; educational technology committee, chair; rank, promotion, & tenure committee, member; Delta Mu Delta, business honorary, advisor.

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SUMMARY OF PROFESSIONAL EXPERIENCE

2022 – Present	Dean, Graduate & Adult Programs: Nebraska Wesleyan University, Lincoln, NE
2019 – 2022	Dean, Graduate Studies & the School of Business, Math, & Science: Chadron State College, Chadron, NE
2017 – 2019	Department Chair, Business Academy: Chadron State College, Chadron, NE
2008 – 2019	Professor, Business: Chadron State College, Chadron, NE
2003 – 2008	Associate Professor, Business: Chadron State College, Chadron, NE
2000 – 2003	Assistant Professor, Business: Chadron State College, Chadron, NE
1997 – 2000	Senior Programmer Analyst, FRS: Chadron State College, Chadron, NE
1993 – 1997	Instructor, Business: Chadron State College, Chadron, NE
1992 – 1993	Resident Hall Director: Chadron State College, Chadron, NE
1991 – 1992	Director, Student Activities; Instructor: University of Nebraska at Kearney, Kearney, NE
1988 – 1989	Director, Database Management: Mail Marketing Company, Omaha, NE
1987 – 1988	Office Manager: Kirk Russel Photography, Omaha, NE

ACADEMIC PREPARATION

Ph.D.	Capella University, Minneapolis, MN	2002
	Organization & Management; Information Technology Management Specialization	
MBA	Chadron State College, Chadron, NE	1995
	Business Management (Generalist MBA)	
MSE	University of Nebraska, Kearney, NE	1992
	Education: Business Specialization	
BA	Wayne State College, Wayne, NE	1990
	Secondary Business Education	
BS	Wayne State College, Wayne, NE	1987
	Management, Electronic Data Processing, <i>Minor: Computer Science</i>	

PROFESSIONAL CONFERENCES ATTENDED

- Higher Learning Commission (HLC) Annual Conference, 2021, 2022
- Academic Chairpersons Conference (ACC), 2020, 2021, 2022, 2023
- Leadership in Higher Education Conference (HLC) 2021, 2022
- Association for Talent Development Conference, Salt Lake City, UT, 2021
- Midwestern Associate of Graduate Schools (MAGS) Annual Conference, 2021
- National Symposium on Student Retention (NSSR), New Orleans, LA, 2019
- State Authorization Advanced Topics Workshop (SAN), St. Louis, MO, 2018
- Academy of Business Research (ABR), San Antonio, TX, 2016
- Conference on Higher Education Pedagogy, Blacksburg, VA, 2011, 2012
- Academic and Business Research Institute Conference (AABRI), Orlando, FL, 2009
- Association for General and Liberal Studies Conference, Asheville, NC, 2008
- CITE eCollege Users Conference, Denver, CO, 2008
- NSEA Higher Education Academy Conference, Lincoln, NE, 2007
- Association of Collegiate Business Schools & Programs (ACBSP) Conference, Orlando, FL, 2007
- American Society of Business & Behavioral Sciences Conference, Las Vegas, NV, 2005
- Association of Collegiate Business Schools & Programs (ACBSP) Conference, Phoenix, AZ, 2004
- International Society Exploring Teaching & Learning Conference, Colorado Springs, CO, 2003

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PUBLICATIONS

- Limbach, B. & Waugh, W. (2015). Cut to the Chase - Five Steps to Critical Thinking. *The Scholarly Teaching Blog: Applying Evidence-Based Strategies to Enhancing Student Learning*. Published www.scholarlyteacher.com
- Limbach, B. and Waugh, W. (2014). Process for the Development of Higher-Level Thinking Skills in a Learner-Centered Environment. Teaching and Learning Center CSCBlog, <http://academic.csc.edu/tlc/blog/?p=341>
- Limbach, B. & Waugh, W. (2014). Implementing a High Impact, Critical Thinking Process in a Learner-Centered Environment. *Journal of Higher Education Theory and Practice (JHETP)*. Published by the North American Business Press, Volume 14(1).
- Limbach, B. & Waugh, W. (2010). Developing Higher Level Thinking. *Journal of Instructional Pedagogies*. Published by the Academic and Business Research Institute, Vol. 3.
- Limbach, B. & Waugh, W. (2010). Critical Thinking in General and Liberal Studies: From Objective to Assessment. Association for General and Liberal Studies News, Vol. 27, No. 1
- Limbach, B., Duron, R., & Waugh, W. (2008). Become a Better Teacher: Five Steps Toward Critical Thinking. *Research in Higher Education Journal*. Published by the Academic and business Research Institute, Volume 1, Online.
- Duron, R., Limbach, B., & Waugh, W. (2006). Critical Thinking Framework for Any Discipline. *International Journal of Teaching and Learning in Higher Education*. Vol. 17, No 1.
- Limbach, B. & Waugh, W. (2005). Challenging the Lecture Format: Using Questioning Techniques to Teach Critical Thinking. *National Education Assn Higher Education Thought & Action Journal*. Vol. 21, p. 47-56.
- Waugh, W. (2004). Using Personal Attributes to Predict Technology Adoption: A Study of College Faculty. *National Association of Business Teacher Educators (NABTE) Review*. Vol. 31.
- Waugh, W. (2002). Personal Attributes and Technology Adoption in Higher Education Instruction. *UMI Dissertation Abstracts*.

NATIONAL PRESENTATIONS WITH PUBLISHED PROCEEDINGS

- Waugh, W., Koehn, J., & French-Collins, S. (2023). So much change. Academic Chairperson's Conference. New Orleans, LA.
- Waugh, W., Koehn, J., & French-Collins, S. (2022). Not your typical administrator; How to manage up from your position. Academic Chairperson's Conference. San Antonio, TX (moved to virtual).
- Limbach, B. & Waugh, W. (2016). Preparing Courses to Achieve & Maintain Quality by Implementing a Critical Thinking Process in a Learner-Centered Environment. Academy of Business Research. San Antonio, TX.
- Limbach, B. & Waugh, W. (2015). Engaging Students in a high-impact, Learner-Centered Environment. LILLY Conference on College and University Teaching. Newport Beach, CA.
- Limbach, B. & Waugh, W. (2013). Implementing a High-Impact, Critical Thinking Process in a Learner-Centered Environment. Hawaii International Conference on Business, Honolulu, Hawaii.
- Limbach, B., & Waugh, W. (2012). Practice before assessment: Active learning strategies. Conference on Higher Education Pedagogy. Blacksburg, VA: February 8-10, 2012.

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NATIONAL PRESENTATIONS WITH PUBLISHED PROCEEDINGS, Cont'd

- Limbach, B. & Waugh, W. (2011). Instructional Design to Develop Critical Thinking Skills. Conference on Higher Education Pedagogy, Blacksburg, VA.
- Limbach, B. & Waugh, W. (2009). Developing Higher Level Thinking. Academic and Business Research Institute Conference (AABRI), Orlando, FL.
- Limbach, B. & Waugh, W. (2008). Critical Thinking in General and Liberal Studies: From Objective to Assessment. Association for General and Liberal Studies Annual Conference, Asheville, NC.
- Limbach, B. & Waugh, W. (2007). Critical Thinking: From Objective to Assessment. Association of Collegiate Business Schools and Programs (ACBSP) 2007 Annual Conference, Orlando, FL.
- Limbach, B. & Waugh, W. (2006). Critical Thinking: Asking the Right Questions. Heartland Collegiate Reading and Learning Association Spring Conference (CRLA), Lincoln, Nebraska.
- Limbach, B. & Waugh, W. (2006). Are You Inspiring Critical Thinking? Paper presented by Dr. Limbach at the Hawaii International Conference on Business, Honolulu, Hawaii.
- Duron, R., Limbach, B., Waldo, J., & Waugh, W. (2005). Critical Thinking: A Five Step Plan for Any Classroom. Paper presented by Dr. Duron, Dr. Limbach, & Dr. Waldo at the International Society for Exploring Teaching & Learning Conference, Cocoa Beach, FL.
- Duron, R., Limbach, B., and Waugh, W. (2005). So you want to be a Better Teacher? Take 5 Steps in the Direction of Critical Thinking. Paper presented at the American Society of Business & Behavioral Sciences Association 2005 Annual Conference, Las Vegas, NV.
- Limbach, B. and Waugh, W. (2004). Increasing Critical Thinking by Limiting Lecture: Inspiring Students to Really Learn. Paper presented at the Association of Collegiate Business Schools & Programs (ACBSP) 2007 Annual Conference, Phoenix, AZ.
- Duron, R., Limbach, B., & Waugh, W. (2004). Developing Critical Thinkers in the New Millennium. Panel discussion presented Mountain Plains Management Association 2004 Conference, Grand Junction, CO.
- Waugh, W. and Wright, J. (2004). Business Ethics and Critical Thinking. Paper presented at the Midwest Business Administration Association (MBAA) 40th Annual Meeting, Chicago, IL.
- Waugh, W. (2003). Questioning Techniques to Inspire Critical Thinking in Any Classroom. Paper presented at the International Society for Exploring Teaching & Learning Conference, Colorado Springs, CO.
- Waugh, W. (2003). Personal Attributes & Technology Adoption in Higher Education Instruction. Presented at the National Association of Business Teacher Education (NABTE) Annual Conference, Dallas, TX.

INSTITUTIONAL SERVICE

- NWU Academic Planning Committee, 2022-Present
- NWU Program Development Committee, 2022- Present
- NWU Graduate Curriculum & Standards Committee, 2022-Present
- Nebraska State College System Strategic Planning Committee, 2019-2022
- Chadron State Vice President of Academic Affairs' Executive Council, 2018 – 2022
- Chadron State Graduate Faculty Council, Chair 2019-2022
- Chadron State Student Engagement Committee, Co-Chair 2019-2022
- Delta Mu Delta, Kappa Kappa, Business Administration Honorary, Co-Advisor, 2004 - 2019
- Chadron State College New Faculty Mentor, 2003-2019

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REGIONAL PRESENTATIONS

- Critical Thinking and Student Engagement. *New Faculty Orientation Program, 2016 – 2022*
- Power of a Learner Centered Environment: Objective to Assessment. *Graves Lecture Series, CSC, 2013*
- Choice, Change, Challenge: Strategies for Positive Change. *Nebraska State Education Association, Higher Education Academy Conference; Lincoln, NE, 2007*
- Supervisor Training: Role of the Supervisor. *Panhandle Partnership for Health & Human Services; 2007*
- Professionalism under Pressure. *Panhandle Partnership for Health & Human Services; 2006*
- Motivation for Work & Life. *Western Nebraska Community Health Services Staff Training; 2003*
- Technology. *High School LifeSmart's Organization; 2001*
- Success & Leadership. *Business & Professional Women (BPW)*
- Strategies for Success. *Job Corps' Women in Transition Conference; 2001*
- Distance Learning P.E.O. International, Chapter BL; October 2000
- Surfing the Internet; Success -Dual sessions. *Expanding Your Horizons Conference; 1999*

LOCAL PRESENTATIONS AND SERVICE

- Resume and Cover Letter Writing, CSC Teaching Block Class, 2005-2021
- Reclaiming your Teaching Mojo! *CSC Teaching & Learning Center; open to CSC Faculty, 2016*
- Finding the Perfect Job! *Chadron State College Workshop; open to entire CSC Community, 2014*
- Customer Service. *Admissions Ambassador Training, 2013*
- Questioning Techniques. *Chadron State College Tutor Training. 2006, 2007, 2008, 2011*
- Finding the Perfect Job: 10 Steps. *Chadron State College Workshop; open to CSC Community, 2006*
- A Bad First Impression is hard to Overcome. *Chadron State College Admissions Staff; 2005*
- Stress Management: Ten Step Plan for Coping. *Chadron State College Resident Hall Assistants; 2004*
- Professionalism: Customer Service. *Chadron State College Professional & Support Staff; 2003*
- Customer Service Professionalism: Resident Assistant. *Chadron State College Resident Assistants; 2003*
- Professionalism: Customer Service. *Chadron Community Hospital Nursing Staff; 2003*
- Served on the Chadron Public Schools, Early Release Committee & Superintendent Search Committee
- Served on the Child Development Center Advisory Board
- Served on the Keep Chadron Beautiful Board

RECOGNITION AND HONORS

- Selected for the AASCU **Becoming a Provost Academy** Leadership program, June 2022- June 2023
- Thirty Years of Service to Chadron State College, Recognition, Spring 2022
- Commencement Speaker, Chadron State College Graduate Ceremony, Spring Commencement, 2016
- Delta Mu Delta Business Administration Honorary, Ten-Year Service Award Recipient, 2014
- Accreditation Council Business Schools & Programs (ACBSP) Teaching Excellence Award Nominee, 2013
- Co-Author one of the **Top 10 Article Downloads**, International Journal of Teaching and Learning in Higher Education, "*Critical Thinking Framework for Any Discipline*"
- Chadron State College Teaching Excellence Award Winner, 2009
- Delta Mu Delta Business Administration Honorary, Inducted as Honorary Member, 2005
- Recognition of Scholarly Excellence, School-Professional & Graduate Studies, 2004
- Outstanding Phi Beta Lambda Advisor in Nebraska, 1997 and 1996
- Alpha Kappa Upsilon Iota, Student Union Honorary, Inducted 1992
- Pi Omega Pi, Business Education Honorary, Inducted 1990
- Outstanding Student in Business Education, Business Faculty Scholarship, Wayne State College 1990

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References for Dr. Wendy Waugh

Graciela Caneiro-Livingston, Ph.D.

Provost

Nebraska Wesleyan University

5000 St. Paul Ave.

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Lincoln, NE 68504

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**Current Supervisor*

Alaric Williams

Dean, Professional Studies & Applied Sciences

Chadron State College

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**Former Dean Colleague*

Shaunda French-Collins, Ph.D.

**Interim Dean, Graduate Studies & the School of
Business, Mathematics, & Science**

Chadron State College

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Old Admin 218

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Ms. Joby Collins

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**Former Colleague*

James Powell, Ph.D.

Vice President of Academic Affairs

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**Previous Supervisor*

Joel Hyer, Ph.D.

Dean, Liberal Arts

Missouri Western University

4525 Downs Drive

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**Former Dean and Supervisor*

Emily Snitily

Office Assistant III

Chadron State College

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**BMS Dean, Office Assistant*

Patricia Arneson, Ph.D.

Professor, Business

Wayne State College

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Gardner Hall 206F

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paarnes1@wsc.edu

**Former College Professor & Advisor*

CHADRON STATE COLLEGE

June 23, 2023

Nebraska State College System
1233 Lincoln Mall
Suite 100
Lincoln, NE 68508

Dear Board of Trustees for the Nebraska State College System:

Please accept this letter of endorsement for Dr. Wendy Waugh to be awarded Emeritus Status at Chadron State College. As you will see within her letters of recommendation and her vitae, Dr. Waugh was an asset to Chadron State College for 30 years. Thus, whether it was in the classroom as an excellent educator or her transformational leadership as a dean, Dr. Waugh is undoubtably deserving of this prestigious status.

Put simply, Wendy has been instrumental in helping me develop my leadership skills. When I became a department chair in 2018, Wendy immediately provided mentorship to me. Her institutional knowledge, level-headed thinking and student-focus were traits that I quickly began to admire and learn from. In 2019, when Dr. Waugh became the Dean of Graduate Studies and Business, Mathematics and Science, I continued to grow my own leadership skills by her mentorship. She encouraged me to expand my leadership talents which included me attending and presenting at the Academic Chairpersons Conference and also becoming the CSC Graduate Studies Faculty Coordinator. Like any great educator, Dr. Waugh saw something in me as a 'student' that I didn't even see in myself. I can't imagine how many other students, faculty, and staff throughout the years have felt the same way about Wendy-that she brings out the best in you and motivates you to your full potential.

When Wendy retired from Chadron State in August of 2022, I was asked to fill in as the interim dean. Years of Wendy's guidance and support led me to be successful in this interim role and as I finish this year-long deanship, I am forever grateful for Dr. Waugh's leadership and belief in me. In closing, Dr. Waugh is beyond deserving of candidacy for CSC Emeritus Faculty. If you have any questions about my letter of recommendation or wish to speak with me further about Dr. Waugh, please do not hesitate to contact me at sfrench@csc.edu.

Sincerely,



Shaunda French-Collins, PhD
Interim Dean of Graduate Studies & Business, Mathematics & Sciences
Chadron State College



1000 Main Street • Chadron, Nebraska 69337 • 1-800-242-3766 • csc.edu

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CHADRON STATE COLLEGE

May 1, 2023

Attention: Selection Committee
Subject: Emeritus Status – Dr. Wendy Waugh

I am submitting this letter in support of the nomination of Dr. Wendy Waugh for Emeritus Faculty at Chadron State College. Dr. Waugh's service during her time at Chadron State College has had a meaningful and lasting impact on the campus. In my work with Dr. Waugh, I witnessed her consistent commitment to collegiality, her dedication to cooperation and collaboration, and her distinguished leadership.

In her time as chair of the Business Academy, Dr. Waugh cultivated and nurtured a departmental culture of collegiality and teamwork which continues to endure to this day. As Dean of Business, Mathematics, and Science, Dr. Waugh further looked for ways to collaborate and actively built positive working relationships across the institution. Throughout her tenure at Chadron State College, Dr. Waugh served as an invaluable mentor to me and many of those around her, helping to guide us and inspiring and encouraging us to excel.

Dr. Waugh served as a thoughtful and engaging leader on campus. Dr. Waugh recognized the importance of listening and practiced it consistently and effectively. In all my interactions with her, I observed Dr. Waugh actively listening and hearing the perspectives of all those involved with any given project or issue, then acting decisively based on the information provided. Dr. Waugh further applied an exceptional form of leadership that gave me and other individuals she supervised the tools we needed to succeed and the agency to perform our responsibilities, allowing us to grow and develop our voices and competencies. When those in her charge experienced roadblocks, Dr. Waugh would advocate in ways that were immensely helpful and furthered the goals of the college.

Dr. Waugh had a critical impact in all her efforts at Chadron State College. In her time as a faculty member and an administrator, she was wholeheartedly devoted to fostering a collegial working environment and serving as a dynamic and diligent leader. I feel truly fortunate to have had the opportunity to have worked with her. In light of all her contributions to Chadron State College, I unequivocally offer my endorsement for her status as Emeritus Faculty.

Sincerely,



Geoffrey H. Ledbetter
Business Academy Support
Chadron State College



1000 Main Street • Chadron, Nebraska 69337 • 1-800-242-3766 • csc.edu

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CHADRON STATE COLLEGE

To: Chadron State College Board of Trustees

DATE: June 13, 2023

RE: Letter of Recommendation for Dr. Wendy Waugh for Professor Emeritus

Dear members of Chadron State College Board of Trustees

With great pleasure, I write this letter of recommendation for Dr. Waugh in her review for Emeritus Status at Chadron State College. Dr. Waugh is a scholar of business and informational systems. She is very thoughtful in her leadership, teaching, and mentorship. I have had the opportunity to work with Dr. Waugh since the Fall of 2017. I have had the opportunity to be her student and her colleague.

From my first day as a new instructor at CSC Dr. Waugh was so welcoming. She has been a key mentor in the development of my teaching skills. She demonstrated patience, curiosity, and deep listening as I navigated the many challenges of my first year of teaching. Her door was always open, and she was always willing to discuss different strategies and provide great advice.

Her engagement to help me or her other colleagues went deeper than just the one-time problem-solving. She would help guide me to an answer or solution much quicker with her expertise. However, the process did not stop at the solution. She was willing to spend time with me so that I could also learn her process for solving problems. Helping me understand the way she thinks and approaches problems is the gift that continues to give. "Collecting a teacher's knowledge may help us solve the challenges of the day, but understanding how a teacher thinks can help us navigate the challenges of a lifetime"-Adam Grant. The time I spent with Dr. Waugh continues to shape and impact my life.

Dr. Waugh demonstrated competency in her discipline and in teaching, but she also developed trust among her colleagues, students, and mentees through her dedication to clarity in communication, compassion for others, commitment to our institution, and consistency in her actions. Modeling these behaviors made her an influential force in the development of a healthy departmental culture and a prime candidate for the leadership role of Dean. She understands the importance of connecting with people to develop strategic approaches to identifying and fulfilling the unmet needs of her team, students, or other stakeholders.

Dr. Waugh's time at CSC gave her the opportunity to have a variety of experiences at the institution, in the community, and in the region. The experience, combined with her ability to synthesize new meaning from those opportunities, makes her a valuable resource for insight. Solutions that may have appeared to others like creating something out of nothing came from lots of deep thought and experiences with others on this campus. This insight made her a valuable resource for guidance and leadership.

In a recent review of a podcast interview, the featured individual stated that love is spelled T.I.M.E. She spent decades of her career dedicated to the institution and continues to mentor individuals here to help them navigate challenges with her historical knowledge, leadership skills, and compassion. Her dedication to CSC persists through her actions of giving her time and energy to the success of CSC.

Without hesitation, I recommend Dr. Waugh as Professor Emeritus. If you have any other questions, please contact me at critzen@csc.edu.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Cassandra Ritzen", with a stylized flourish at the end.

Dr. Cassandra Ritzen, DBA | Associate Professor
Chadron State College Business Academy
1000 Main Street, Chadron, NE 69337
308-432-6492 | critzen@csc.edu

CHADRON STATE COLLEGE

June 9, 2023

Board of Trustees
Nebraska State College System
1233 Lincoln Mall, Suite 100
Lincoln, NE 68508

Dear Trustees:

I am writing to support the nomination of Dr. Wendy L. Waugh for emeritus status at Chadron State College ("CSC"). Through her career at CSC, Dr. Waugh demonstrated excellence in teaching, significant service to our institution, and administrative leadership. The Business Department at CSC can benefit from Dr. Waugh's experience with our specialized accreditation, her knowledge of critical thinking pedagogy and guidance with curriculum development.

Some highlights from Dr. Waugh's illustrious career at CSC:

- Dr. Waugh had been employed at Chadron State College from 1992 through 2022 as professional staff, faculty, and an administrator.
- Dr. Waugh was promoted to full professor effective in 2008.
- Dr. Waugh was awarded the Teacher Excellence Award for Chadron State College in 2009.
- She was a nominee in 2013 for the Accreditation Council Business Schools & Programs (ACBSP) Teaching Excellence Award
- Dr. Waugh's scholarship activities included regional and national presentations on critical thinking, assessment, and course design.
- She was recognized for Scholarly Excellence by the School-Professional & Graduate Studies at CSC in 2004
- She had co-sponsored the Delta Mu Delta Business Administration Honorary society for over 10 years.
- Dr. Waugh has demonstrated leadership and collaboration through the activities previously outlined but also during her 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.
- Dr. Waugh also demonstrated leadership and collaboration through her service as Dean of Graduate Studies & the School of Business, Mathematics, & Science. She was instrumental in our department's revision of the MBA program from a generalized program to one with 3 focus areas. The enrollment of the MBA program has grown by approximately 25% since that curriculum revision.

Dr. Wendy Waugh is an asset to Chadron State College & she is the kind of former faculty member, administrator, and staff we want honor. Her service to the college & her department are needed at CSC. It is my pleasure to recommend Dr. Wendy Waugh, without reservation, for emeritus status.

Sincerely,

James Koehn

James Koehn
Professor and Chair of Business



CHADRON STATE COLLEGE

June 23, 2023

Dear Chancellor Turman and NSCS Board of Trustees Members:

I wish to nominate recently retired Chadron State College Dean of Graduate Studies and the School of Business, Mathematics and Science, Dr. Wendy L. Waugh, for emeritus status. Dr. Waugh meets the published criteria: she began teaching at CSC in 1993, was ultimately awarded tenure in 2004, and earned the rank of Professor in 2008. Her diverse body of teaching, scholarship, and institutional service demonstrates an outstanding commitment to the field of higher education. During her 30 years of service at Chadron State College, she was an exemplary mentor to many students and faculty colleagues (including me). I believe you will find that Wendy's nomination merits your strongest consideration.

I had the privilege of working closely with Dr. Waugh for the final three years of her employment at CSC when she accepted an appointment as Dean of Graduate Studies and the School of Business, Mathematics, and Science in 2019. During that time, she was instrumental in creating and maintaining academic partnerships with external entities (i.e., Nebraska Methodist University, University of Nebraska College of Medicine, etc.) that provided additional career path options to CSC students whose original plans had temporarily derailed. She also worked closely with campus colleagues on a successful initiative to reimagine the Master of Business Administration (MBA) degree options, again with the goal of enhancing future student success and supporting workforce development in areas of great regional need. Dr. Waugh was an integral part of preparing for CSC's Year 4 virtual accreditation visit from the Higher Learning Commission in 2021. Her support of faculty, staff, and students of the School of Business, Mathematics, and Science throughout the COVID-19 pandemic was exemplary. I admired her talent and skill in tackling tough problems and promoting the collective wellbeing of those she supervised. Many in higher education declare themselves "student-centered;" Wendy is one of the few I have encountered in my long career whose track record backs up that claim, never to my knowledge allowing ego or self-interest to take precedence over that end goal.

Prior to her administrative appointment, Dr. Waugh was a superior classroom teacher, highlighted by her receiving the Chadron State College Teaching Excellence Award in 2009. She developed and taught more than a dozen unique courses at CSC, including graduate and undergraduate classes in organizational behavior, human resource management, business information systems, database management, E-commerce, project management, business communications, business programming, and business education for pre-service teacher educators. Wendy was a campus leader in online teaching pedagogy and often presented (or co-presented) workshops on helping students to develop critical thinking skills and increasing student engagement through active learning. Furthermore, she was an active campus citizen, serving on a number of important committees, including a well-remembered stint as chair of the Faculty Senate's Educational Technology Committee. Always diligent, well-prepared, and good-humored, Dr. Waugh was highly regarded among her faculty and administrative colleagues. She is very fondly remembered by many former students and co-workers. Please feel free to contact me if I may offer any additional information in support of Wendy's nomination for this special recognition.

Sincerely,



Dr. James A. Margetts

Dean of Essential Studies and the School of Liberal Arts



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July 31, 2023

TO: Dr. Ron Patterson, President
From: Jim Powell, Vice President for Academic Affairs
RE: Support for Nomination for Professor Emeritus

I cannot tell you how pleased I am to have the opportunity to be able to nominate Dr. Wendy Waugh to the rank of Professor Emerita. Throughout my time at Chadron State College, I have had the opportunity to work with Dr. Waugh in a number of capacities. She was always an invaluable supporter of the institution, and a trusted colleague. Throughout my career, I have had the opportunity to work closely with a number of university faculty members at every rank and Dr. Waugh consistently demonstrated to me that she exemplifies everything one expects in Emeriti Faculty. Her commitment to service to her colleagues, department, school, and college is exemplary. She took to heart the College's Mission Statement to enrich the quality of life in the region.

During her long career with CSC she readily accepted leadership roles, such as serving as Faculty Senate President, the Chair of the Business Academy, and ultimately the Dean for School of Business, Mathematics, and Sciences. It was in that capacity that helped each of those departments strengthen. She worked tirelessly with faculty to ensure that each course was meeting the needs of the students. She also served on the Graduate Council for a number of years, and when she became Dean, graduate programs was a responsibility that she took seriously. She retired as the Dean in 2022.

Finally, Dr. Waugh has taught undergraduate and graduate courses in the business program full time from 2000 through 2019. She received the Chadron State Teaching Award in 2009 and the Outstanding Phi Beta Lambda Advisor in Nebraska in 1996 and 1997. I do not feel that you could find a better candidate for promotion to Professor Emerita. Dr. Waugh worked for Chadron State for 30



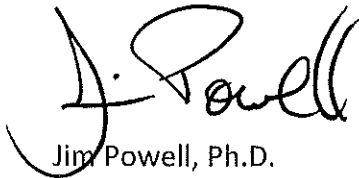
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years and is richly deserving of recognition for all she has done. If you have any questions or need additional information, please feel free to contact me at any time at (308) 432-6330.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Powell". The signature is fluid and cursive, with the first name "J." and the last name "Powell" clearly distinguishable.

Jim Powell, Ph.D.



Office of the
PRESIDENT

August 14, 2023

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. Wendy Waugh for emeritus status and forward her nomination to you for your support. Dr. Waugh, served Chadron State College for 30 years as a faculty member in the business department from 2000 until becoming the Dean of Graduate Studies and the School of Business, Mathematics and Science in 2019. In 2022, Dr. Waugh retired from Chadron State College.

You will find, based on her curriculum vitae and letters of support from the department chair, academic dean, and vice president for academic affairs, evidence of Dr. Waugh's contributions to her teaching profession, and involvement with the students and campus community. She has been a mentor to junior faculty and students in addition to serving as the CSC Faculty Senate President and Chair of the Business Academy. Dr. Waugh was known as an outstanding educator by her students and fellow colleagues and received the Chadron State College Teaching Excellence Award in 2009. The nominee's vitae and letters of support speak to her effective teaching, service, and professional contributions.

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

Respectfully,

Ron K. Patterson
President